

*P. J. Semmes  
for information*

(at mtg. 11-14-69)

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

OFFICE OF THE PRESIDENT

November 7, 1969

Dr. J. R. Ogletree, Chairman  
University Senate Council  
10 Administration Building

Dear Dr. Ogletree:

Policy established by the University in 1963 on termination of faculty appointments reads as follows:

Temporary, visiting, or short-term appointments (one academic year or less) terminate at the expiration of the term without notice. For those employed year-to-year on a fiscal or academic year basis, notification of termination of employment during the first six years shall be given no later than December 1, prior to the terminal date. When termination of employment is to occur at the end of the seventh fiscal or academic year, notification shall be made no later than two semesters before the end of that year.

It is my understanding that at the time this policy was established, it was the intention of the University to operate in a manner completely compatible with recommended Standards of AAUP. Subsequent to the adoption of this policy by the University, I believe in 1964, the AAUP Standards were revised to read, in part, as follows:

Regardless of the stated term or other provisions of any appointments, written notice that a probationary appointment is not to be renewed will be given to the faculty member in advance of the expiration of his appointment, as follows: 1) not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination; 2) not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; 3) at least twelve months before the expiration of an appointment after two or more years of service at the institution. The institution will normally notify faculty members of the terms and conditions of their renewals by March 15, but in no case will such information be given later than ----. (April 15 is the recommended date.)

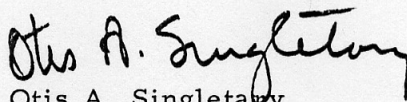
It appears that these changes did not become known to the University Administration until quite recently and, in fact, were not incorporated into the revised Governing Regulations passed by the Senate last year. It is clear that if the present policy is followed that notice of termination for persons in their third through sixth year might involve late notice.

It also appears to me from an inspection of the procedures recommended by AAUP for those cases involving charges and hearings that our present single Committee on Privilege and Tenure may not be adequate, in that the AAUP Standards recommended one committee to serve as an investigative body and a separate committee to serve as the hearing group.

It is requested that the Senate Council, through whatever machinery is appropriate, initiate a study of our regulations and their compatibility with AAUP Standards and prepare recommendations for consideration by the Senate at its January meeting for whatever changes are considered desirable. Following Senate action, approval by the Board of Trustees would have the effect of modifying our Governing Regulations, and I am anxious that any changes considered desirable should be made well in advance of July 1, 1970.

I will be glad to discuss these matters with the Senate Council and any standing or special committee appointed for this study.

Sincerely,



Otis A. Singletary  
President