

- a) If the problem has arisen as a result of a policy "breakdown" the question should be referred to the ad hoc Committee on Calendars (J. R. Ogletree, Chairman).
- b) Otherwise, the Senate Council should deal with these problems on an ad hoc basis.

Chairman Wilson will contact Dr. Ockerman to ascertain whether he is suggesting a policy change or whether there is a short-term solution to the problem. She will report back to the Senate Council.

3) Privilege and Tenure; Donald Diedrich

Chairman Wilson indicated to the Senate Council that she had invited Dr. Diedrich to give an interim report to the Council on the Privilege and Tenure Committee.

Dr. Diedrich made the following comments:

The Committee has dealt with six (6) actual cases: 4 in the Medical Center, one (1) in Home Economics, and one (1) in Arts and Sciences. One of the six was presented by a non-tenured faculty member to the Committee--just one side of the question was heard by the Committee--and it was in turn negotiated with the appropriate Vice President and resolution accomplished through negotiation. Another of the six is an active case and therefore not appropriate to report on at this time. The remaining four presented some interesting and separate problems.

- a) One concerned an Assistant Professor who expressed reservations about the influence of a dean who was also a member of the evaluating departmental faculty; in essence the dean has two separate opportunities to evaluate a candidate.

As a point of information, Professor Adelstein indicated that the same problem has arisen in small colleges.

Professor Diachun asked if it were a different kind of problem than the situation where the department chairman has a strong influence; and if so, what can be done to eliminate the problem? Would it be worthwhile to have a policy saying that the dean should not participate at the departmental level?

Dr. Diedrich mentioned that the dean apparently did not have much influence at the departmental level.

One Council member suggested that the problem be looked into by the Privilege and Tenure Committee. Dr. Diedrich indicated that he would have the P&T Committee review the situation and report back to the Senate Council.

b) The second case dealt with a faculty person who received termination notice in February or March of the 6th year. The person waited until the following Fall to appeal (beginning the 7th year) and based the appeal on procedural error (which was accepted); the person claimed de facto tenure because according to the regulations, he would not be evaluated after his 6th year.

It was noted here that Dr. Sears is now working on a time limit for appeals to help prevent such occurrences as reported above.

c) The third case dealt with the faculty member who received his termination notice in the departmental mailbox. The notice was placed there by the head of the educational unit, and the faculty member claimed the notification was untimely.

Dr. Diedrich agreed that he thought the P&T Committee should examine this situation.

d) The fourth case concerned a faculty person's file and his contention that his file did not contain all the materials it should have contained. The P&T Committee recommended that much misunderstanding could have been avoided if the faculty member had been assured that his file contained all letters and records that he thought were there when the file was considered by the appropriate parties. There should be some way for a faculty member to know what is in his file.

Several suggestions toward this end were made: 1) That the faculty member make a table of contents for his file so that everyone who considers the file is aware of what should be there, or 2) That the Chairman's letter of transmittal include a table of contents showing what materials have been received and included in the file. (It was noted that outside letters are privileged and therefore the table of contents would not include any specifics in this area.)

After some further discussion, the Council asked Dr. Diedrich to ask the P&T Committee to formulate recommendations and forward them to the Senate Council for appropriate action.