

6) Next Meeting and December Senate Meeting

The next Senate Council meeting was scheduled for Wednesday, October 26. It was pointed out that the December Senate meeting date conflicts with the first day of final examinations. It was decided to move the December Senate meeting date to the first Monday of the month (December 5) to avoid the conflict.

7) University Catalog

Chairman Rees reported that Dr. Royster had questioned the need to include Graduate School rules in the University Bulletin. Rees indicated that he had spoken with John Darsie, Legal Counsel, but that the issue remained unclear. Chairman Rees will attempt resolution on this question and report back to the Council.

8) Privilege and Tenure Committee Report

Chairman Rees introduced Professors Wells and Winer, past Chairman and current Chairman of Privilege and Tenure and several members from the P&T Committee: Lowell Bush, Lou Brock and Lois Chan. Chairman Rees offered brief comments after which he invited Professor Wells' report.

Professor Wells commented on the four cases appealed to the P&T Committee last year. Only one was considered by the entire committee and three were withdrawn after discussion with the chairman.

The fourth case, a terminal appointment, involved a claim that the department failed to evaluate the faculty member in the Special Title Series, on the announced criteria. Following a formal hearing, the P&T Committee reported to the President that changing expectations and criteria seemed involved. The criteria used for evaluation and for promotion were not the same. The Committee recommended to the President that the faculty member be re-evaluated. This was done and the finding was negative again. The "shifting criteria" phenomenon was discussed and was a point of concern.

Wells reported that much of the business of P&T has been raised by people who have been denied in the 7th year of review. Discussion on this issue followed during which several Council members expressed concern about the suggestion that review not be permitted in the seventh year. Wells elaborated on this point, stating that he is not in favor of eliminating completely the 7th year review. The ARs state that once an individual's request has been turned down, the individual has sixty days to appeal. Wells argued that many people wait to appeal until the 11th hour, as it were they ask for a 7th year review, often without bringing forth additional data from the previous year's evaluation and then proceed to appeal.

Committee Chairman B. Winer then commented on several issues, including the fact that according to the President, the six year period for an Assistant Professor is a probationary one; there is no tenure track.

When asked how many people who approach P&T pursue the case, Wells responded that a preliminary evaluation is done by the Chairman; no matter what the P&T preliminary evaluation, they are always given the opportunity to proceed. Only one individual proceeded to the full committee this year.

With regard to "shifting criteria" and how frequently this is a problem, Wells responded that it is a frequent problem in the minds of the complainants; most chairmen and deans take the stance that they have maintained the same criteria.

When asked about denial or acceptance in order to retain a line in the budget or not, Wells responded that he knows it happens but those cases do not generally go to P&T.

Some discussion followed relative to joint appointments and how those persons holding joint appointments are evaluated.

Another point made was that academic privilege is not defined and should be.

Having no further questions, the Council thanked its guests and they departed.

Following brief discussion in the Council, it was decided to formulate some specific areas of question and then meet with the President regarding those.

Additional discussion on these issues will take place at a subsequent Council meeting.

Having no further business the meeting was adjourned at 4:06 p.m.

Respectfully submitted,

/cet

Douglas Rees
Chairman

Present: Rees, Wilson, Bostrom, Winer, Jewell, Grimes, Hochstrasser, Canon, Kemp, Ivey, Dhawan, Yocum.

5. JCCP: Winer proposal:

Professor Winer handed out the most recent version of the ad hoc Committee report and offered explanation on the following points:

- a) There is still difficulty with the number of representatives on the JCCP from each of the Councils. The ad hoc Committee favored going back to the original proposal (two), but when Winer met with the Graduate Council, the GC members strongly supported the larger number (four), so we have gone back to four.
- b) The length of the term to be served is one year; the proposed 4-month rotation has been deleted.
- c) References to minor changes, new programs and changes in existing programs (with courses) will be noted earlier in the proposal.

Professor Winer will meet with the Undergraduate Council on Monday (the 31st) and with the ACMC on Tuesday (1st).

Following brief discussion, motion was made to take the proposal to the Senate floor on November 14 with Senate Council endorsement. Motion was seconded and passed unanimously.

6. Follow-up: Privilege and Tenure discussion

Chairman Rees invited comments from the Council as a follow-up to the report given at the 19 October meeting. These follow.

- a) When we invite a committee chairman to give a report, let us first hear the entire report and then comment or ask questions.
- b) I didn't detect any Senate Council support for Wells' seventh year recommendation. Perhaps it would be helpful to know how many requests are sent up from a department in the 7th year and know how many are approved and how many fail. If a significant number are approved, I would hate to have that option not exist.

I don't believe the available data on the 7th year review would solve any problems; even if only one or two were approved, it would seem we need to retain the possibility.

The 7th year review is costly to an educational unit no matter how the decision goes. Perhaps an alternative would be to establish guidelines for the 7th year review, i.e., done only if "x, y, or z conditions exist."

- c) Questions was raised about whether the University can in effect change its expectations of faculty as program changes are made. It is presumed that the President would like to retain this flexibility, but there is a basic incompatibility here.

- d) We have a situation here where what P&T often does is send the aggrieved back through the same channels and request a re-evaluation. I got the feeling that Wells was frustrated that there is no other form of appeal or review available.

Relative to this point it was suggested that the P&T committee be empowered to appoint a separate review committee.

e) Many faculty don't know the facts; perhaps a faculty handbook should be published.

f) Regarding the statement "no such thing as a tenure track"--I would like to hear the President's explanation of that statement.

Several comments followed on that subject: 1) If he means no written reasons, I understand that. 2) I think he was alluding to the idea that tenure is a privilege, not a right, and that faculty coming in at the Assistant Professor level should not assume tenure will be automatically granted at the end of the probationary period.

Straw vote: Retain the status quo on the 7th year review? Yes. Unanimous.

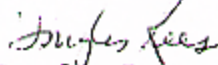
Several of these issues will be discussed informally with the President at a subsequent meeting.

7. Letter from the Senate Council relative to Undergraduate Council Program Guidelines:

Following some discussion during which several language changes were made, motion was made and seconded to accept the letter, as edited, and to further request that these issues be taken into consideration in preparation of a revised set of Guidelines to be discussed at a subsequent time. Motion was approved.

Having no further business the meeting was adjourned at 3:54 p.m.

Respectfully submitted,


Douglas Rees
Chairman

/cet

Present: Jewell, Belmore, Bostrom, Dhawan, Hochstrasser, Yocum, Frye, Winer, Kemp, Rees