

UNIVERSITY OF KENTUCKY
COLLEGE OF [REDACTED]
DEPARTMENT OF [REDACTED]

[REDACTED] Professor
(606) 257-[REDACTED]

[REDACTED]
Lexington, Kentucky [REDACTED]

April 27, [REDACTED]

President [REDACTED]
104 Administration Building
University of Kentucky
CAMPUS [REDACTED]

Dear President [REDACTED]

Associate Professor [REDACTED] has appealed to the Privilege and Tenure Committee claiming that his academic freedom has been violated by his chairman, and that he has been treated unfairly by the chairman for several years. He is in the Department of [REDACTED] in the College of [REDACTED] and the chairman is Professor [REDACTED]. You have a copy of the letter that Dr. [REDACTED] wrote to me on February 22, 1968.

Dr. [REDACTED] has appeared before our committee twice, once in the presence of five other members of the department whom he invited to accompany him. Dr. [REDACTED] has also appeared before the committee. I have made several telephone calls relative to the case.

The committee finds some evidence of prejudicial treatment of [REDACTED] by [REDACTED] and it finds a lot of evidence of an extreme personality conflict between the two people.

We comment on four academic freedom items:

1. [REDACTED] claims that his 1967 merit evaluation ranking of 4.5 was given to him by [REDACTED] before [REDACTED] had read his evaluation documentation, and that the evaluation was influenced by a letter from a company called [REDACTED] that was critical of [REDACTED]. [REDACTED] did appeal the ranking and it was overturned quickly by a college committee. [REDACTED] denies these allegations but we are inclined to believe them.
2. [REDACTED] produced two lists of faculty equipment requests that [REDACTED] circulated to the department for rank ordering, but which did not contain any items requested by [REDACTED]. [REDACTED] claims that in both cases he did make written requests to [REDACTED]. [REDACTED] said that if any requests were submitted to him, they appeared on the list.

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APR 29 [REDACTED]

OFFICE OF THE PRESIDENT
UNIVERSITY OF KENTUCKY

3. In the fall of [REDACTED], [REDACTED] claims that several full professors submitted his name to [REDACTED] to be included on the list of Associate Professors to be considered for promotion to Professor. [REDACTED] said that only one person recommended [REDACTED]. We have talked with three full professors who claim that they did recommend [REDACTED] for consideration. Two testify that they sent written memos to this effect and one claims to have given [REDACTED]'s name to the chairman during a discussion of possible candidates for promotion. This third professor claims that Dr. [REDACTED] responded angrily at the suggestion.

4. This item is a composite of charges made by Dr. [REDACTED], no one of which is considered to be a provable and significant violation, but which altogether add to the contention of prejudicial treatment. Included are accusations that appropriate space for research has not been made available, that Dr. [REDACTED] has embarrassed Dr. [REDACTED] in faculty meetings, that an assistantship that had been under the control of [REDACTED] had been given to another faculty member without consultation, that remarks have been made by [REDACTED] that discredit the work of [REDACTED], and that memos and messages from [REDACTED] to [REDACTED] have not been answered.

We consider the third point to be the most crucial. There are about twenty full professors in the department and we have not polled the department on the question, but we feel it is the main evidence of privilege violation in the case. We note, however, that [REDACTED] has been an associate professor since 1984 and this does not appear to be a case of undue delay.

The committee did find evidence that Dr. [REDACTED] has said and done things that are prejudicial to Dr. [REDACTED]. However, because the merit rating was raised in the appeal process and because there is no overwhelming evidence that [REDACTED] is ready for promotion to professor, we feel that no clear denial of privilege has occurred. We therefore make no recommendation for correction in this regard.

The five members of the department who came before the committee attested to a considerable personality conflict between Dr. [REDACTED] and Chairman [REDACTED]. They also expressed considerable discontent with Dr. [REDACTED] management style and department leadership in general. Reviewing complaints such as these is beyond the scope of this committee. However, under the circumstances, it might be appropriate for the new Dean of the College [REDACTED] to authorize an administrative

review of the [REDACTED] Department earlier than the [REDACTED] date for which it is now scheduled.

Sincerely,

[REDACTED]
[REDACTED]
[REDACTED]

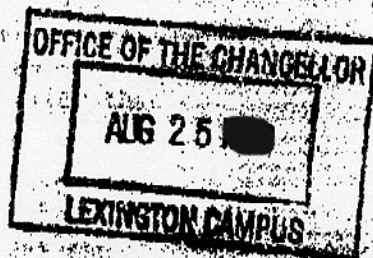
CC: [REDACTED]

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

OFFICE OF THE PRESIDENT
ADMINISTRATIVE BUILDING

August 22, [REDACTED]



Dr. [REDACTED]
Department of [REDACTED]
[REDACTED]
[REDACTED]

Dear Dr. [REDACTED]:

The Privilege and Tenure Committee in its April 27, [REDACTED] communication to me commented on four items investigated by it as a result of your complaint. I note the following:

1. On item one--your [REDACTED] merit evaluation--the committee noted that your appeal of the chairman's rating had been properly handled according to established university procedures, and chose, therefore, to make no recommendation for further action by my office.
2. Item two--dealing with equipment requests--was noted by the committee, again with no recommendation for action by my office.
3. On item three--the issue of your promotion to full professor--the committee, while noting that this area offered "the main evidence of privilege violation...", noted further that you have been in the associate rank since [REDACTED], and since it found "no overwhelming evidence" of your readiness for promotion to professor, did not feel that there had been a denial of privilege, and therefore made "no recommendation for correction in this regard."
4. Item four, was felt by the committee to be "a composite of charges...no one of which is considered to be a provable and significant violation, but which altogether add to the contention of prejudicial treatment." There was no recommendation for action by my office.

Dr. [REDACTED]
August 22, [REDACTED]
Page Two

What is clear from the committee report is that a strong personality conflict exists between you and your chairman. The committee also notes dissatisfaction by some others in the department with the chair's management style and department leadership. On this latter point, the committee suggests that the new dean consider an administrative review of the [REDACTED] Department earlier than the [REDACTED] date for which it is now scheduled.

I have consulted with Chancellor [REDACTED] who informs me that he has made the committee's April 27, [REDACTED] letter to me available to Dean [REDACTED]. Further, he has asked the Dean to examine processes and procedures in the department. It is our view that the issues raised are properly in the purview of the Dean.

Sincerely,

[REDACTED]

President

[REDACTED]
cc: Chancellor [REDACTED]
Dean [REDACTED]
Dr. [REDACTED]