

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

COLLEGE OF EDUCATION
COMMITTEE ON GRADUATE STUDIES

December 12, 1960

Dr. [REDACTED]
President
University of Kentucky
Lexington, Kentucky

Dear Dr. [REDACTED]

On October 25, 1960, Mr. [REDACTED] filed a request with the Committee on Privilege and Tenure to investigate his allegations that his privileges had been abused by the Dean [REDACTED] and indirectly abused by the Chairman of the Department [REDACTED]. During these several weeks the Committee has interviewed persons involved and persons who we thought would be knowledgeable about the case.

On November 27 we received a copy of Mr. [REDACTED] letter to Dr. [REDACTED] tendering his resignation. Our responsibilities might end here. However, we feel an obligation to follow through on this case; and we take the liberty to do so.

From our investigation we conclude that poor administrative procedures have been the major factor contributing to the difficulties. It appears to us that there has been very little communication between those responsible for major policy relating to the [REDACTED] and the director of the [REDACTED]. Mr. [REDACTED] evidently was not much involved in policy decisions regarding the [REDACTED]'s operation.

Even though the [REDACTED] was "divorced from administrative control of the Department of [REDACTED]" when Mr. [REDACTED] was appointed (according to Dr. [REDACTED]'s letter of May 27, 1960, to Dean [REDACTED] recommending the appointment), we think that the Department Chairman has contributed to the problem. Dr. [REDACTED] is listed in the [REDACTED] Directory as the person responsible for the [REDACTED]. This is petty but is also obtrusive especially so when it appears to be part of a pattern.

There is evidence that the [REDACTED] Chairman spoke in derogatory terms about Mr. [REDACTED] in social gatherings, as well as to colleagues, when his criticisms might more ethically have been addressed to Mr. [REDACTED] or to his superior. Although listed as a lecturer in the Department [REDACTED] and even though he has taught courses for the Department, he has been made to feel unwelcome at departmental faculty meetings.

Dr. [REDACTED]

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Charges regarding the nature of Mr. [REDACTED] teaching assignments (often out of his field) and the manner in which they were made (without consultation) indicate a lack of consideration both for Mr. [REDACTED] and for the welfare of the Department.

This report is not a defense of Mr. [REDACTED] or his operation of the [REDACTED]. We do not presume to pass judgment upon the man's qualifications or the quality of his work. We are concerned, however, that two persons in this school have recently resigned their positions both claiming harassment, malignment, and lack of communication.

It is possible that the best interest of the School was served by the resignations of these two men, but there would remain the question of whether the end justifies the means. We do not believe the best interests of the University can ever be served by a policy of systematic administrative harassment of faculty members, tenured or untenured, to obtain "resignations." This Committee believes that there is enough in the allegations of these two men to justify an independent administrative review of the performance of the [REDACTED] Chairman and possibly the Director of the School [REDACTED], in these cases. We so recommend.

Respectfully

[REDACTED]

Committee on Privilege and Tenure

mw

cc Professor [REDACTED]

Dr. [REDACTED]

Dr. [REDACTED]

DRAFT

Confidential

Dear Professor [REDACTED]

I have the suggestions of you and your committee in the instance of Mr. [REDACTED] Director of the [REDACTED]. Thank you for taking an interest in this matter and attention has been given to problems and issues involved.

Several individuals, including Mr. [REDACTED], were necessarily involved in establishing a satisfactory policy on the management of the [REDACTED]. The final decision on this matter, while fully discussed with all concerned, did not please Mr. [REDACTED]. I believe that the [REDACTED] policy emerging from this long and patient deliberation will prove to be a good one. Other possible problems will also continue to receive attention.

Sincerely,

[REDACTED]

cc/ Dean [REDACTED]
Dr. [REDACTED]