

DIGEST OF THE SPECIAL MEETING

November 23, 1970

CONVENED: 4:14 p.m.

ROUTINE PROCEEDINGS: Adoption of the agenda.

REPORTS: Ad Hoc Committee on Retirement, Mr. Baxter. Interim report
(no written report).

BILLS REPORTED:

S. Res. 34 (Wriston), to request a meeting with the University
President to ask for a delay in filing pension decision.
Passed voice vote.

S. 28, Committee on Committees Report (continued)

The following sections were considered:

Committee on Research (continued) (amended further). Passed
voice vote.

Committee on Promotion and Tenure (amended).

ADJOURNED: 5:42 p.m.

UNIVERSITY OF DELAWARE

November 17, 1970

MEMORANDUM

TO: All Voting Faculty Members

FROM: John C. Wriston, Jr., Vice President
University Faculty Senate

SUBJECT: Special Meeting of November 23rd

The Senate has nearly completed consideration of the recommendations of the Committee on Committees and it is likely that the few remaining sections will be discussed and the document as a whole voted on, at the previously announced Special Meeting to be held on Monday, November 23rd, at 4:10 p.m. in Room 110 Memorial Hall.

It is clear from the number of amendments proposed and from the comments at the first general discussion of the Kerner Committee report that the remaining section is controversial. This section deals with three committees which have greater responsibilities than the present Faculty Personnel Policy Committee. In order to give the faculty another opportunity to study this part of the proposed new committee structure and to make their views known to the Senate, enclosed is the Committee on Committee's proposal and the text of two amendments.

The principal points of controversy are whether the faculty should have a University-wide committee on Promotions and Tenure, reviewing all proposed promotions each year, and whether the Committee should be composed of five full professors. The two amendments attached present alternate viewpoints which merit careful study.

s
Attach.
psb

COMMITTEE ON COMMITTEES PROPOSALCommittee on Promotions and Tenure

This committee shall review proposed promotions of individual faculty members, paying special attention to promotions to tenured ranks and to re-appointments which establish tenure. It may supplement the formal presentations for promotions with further findings it obtains, and shall in each case that it takes up for detailed examination furnish the Provost with its independent recommendation, which shall attach to the whole record of the case. The committee shall operate under the highest standards of confidentiality.

This committee shall also help formulate general criteria and policies relating to promotions and tenure, consulting the Committee on Faculty Welfare and Privileges when appropriate, and it may make recommendations thereon to the faculty or its Senate, and thence for the President, for transmittal to the Trustees, in accordance with Trustee Bylaw.

This committee shall consist of five professors.

Committee on Academic Freedom

This committee shall study any condition within or without the University which in its judgment may affect the academic freedom of the University or of any of its members, and shall report thereon to the faculty or its Senate.

The committee shall consist of three faculty members, of whom one shall be chairman; a designee of the President; and one undergraduate student and one graduate student.

Committee on Faculty Welfare and Privileges

This committee shall hear, investigate and mediate so far as it may be able, specific grievances of individual faculty members in matters of promotion, tenure, appointment, dismissal, salary adjustment, and sabbatical leave. It is charged as well to help develop general policies in these areas, and in the area of faculty pensions and other fringe benefits. It may also particularly prepare policy recommendations on appointments, dismissals and salaries directed to the Trustees through the faculty or its Senate, and through the President, in accordance with Trustee Bylaw. The committee may issue special reports on any phase of its work. It is further authorized to conduct general studies of faculty salary structure and such other matters as come under its charge.

This committee shall consist of five faculty members.

AMENDMENT TO PROPOSED COMMITTEE ON PROMOTIONS AND TENURE (Stegner/Zsoldos)

On Page 12 of the report, a Committee on Promotions and Tenure is proposed. It is our opinion that no faculty committee could possibly do justice to this assignment across the University.

We believe that promotion policies should be in the hands of the faculties of the various colleges and departments, who are the only people qualified to establish and administer the variable criteria that may be established in these units. We, therefore, propose this paragraph in place of the first paragraph on the Committee on Promotions and Tenure:

The Committee on Promotions and Tenure is authorized to advise the faculties of Colleges and Departments and the offices of the University on the formulation of criteria and policies relating to promotion and tenure and to make these criteria and policies known to the faculty of the University. The Committee is further authorized to investigate the administration of any or all criteria and policies and to study whatever grievances of individual faculty members may be brought to its attention. Recommendations arising from investigations may be made to all appropriate faculty members.

AMENDMENT TO THE PROPOSAL OF A PROMOTION AND TENURE COMMITTEE (Nielsen)

Background

The aim of this amendment is not to achieve universal and popular consent in matters of promotion and tenure, since that, in fact, may not be desirable or possible. However, I feel that this committee would be more effective if it included tenured Associate Professors. This amendment is motivated by the following reasons:

- a) The academic strength and stability of this University does not now lie in the upper professorial rank. Lower rank faculty are involved in a wider range of activities than the full Professors. Many full Professors have nothing to do with our undergraduate program and others have nothing to do with our graduate effort.
- b) The interests and impact of the tenured Associate Professors in the long-range goals of this University are as great as, and perhaps greater than, those of the average full Professor; he will very likely be at this institution longer.
- c) Finally, since this committee will affect the futures of both the University itself and individual faculty members, it is of the utmost importance that this committee have the confidence of the entire faculty.

AMENDMENT

Delete line 4 of Page 13 in the "Kerner Report" and replace it with: "This committee shall consist of two Professors and three tenured Associate Professors."