

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
PHONE: 302-738-2829

August 29, 1973

MEMORANDUM

TO: All Faculty Members

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

SUBJECT: Regular Senate Meeting, September 10, 1973

In accordance with Section IV, paragraph 6 of the Constitution, the September regular meeting of the University Faculty Senate will be held on Monday, September 10, 1973, at 4 PM in Room 110, Memorial Hall.

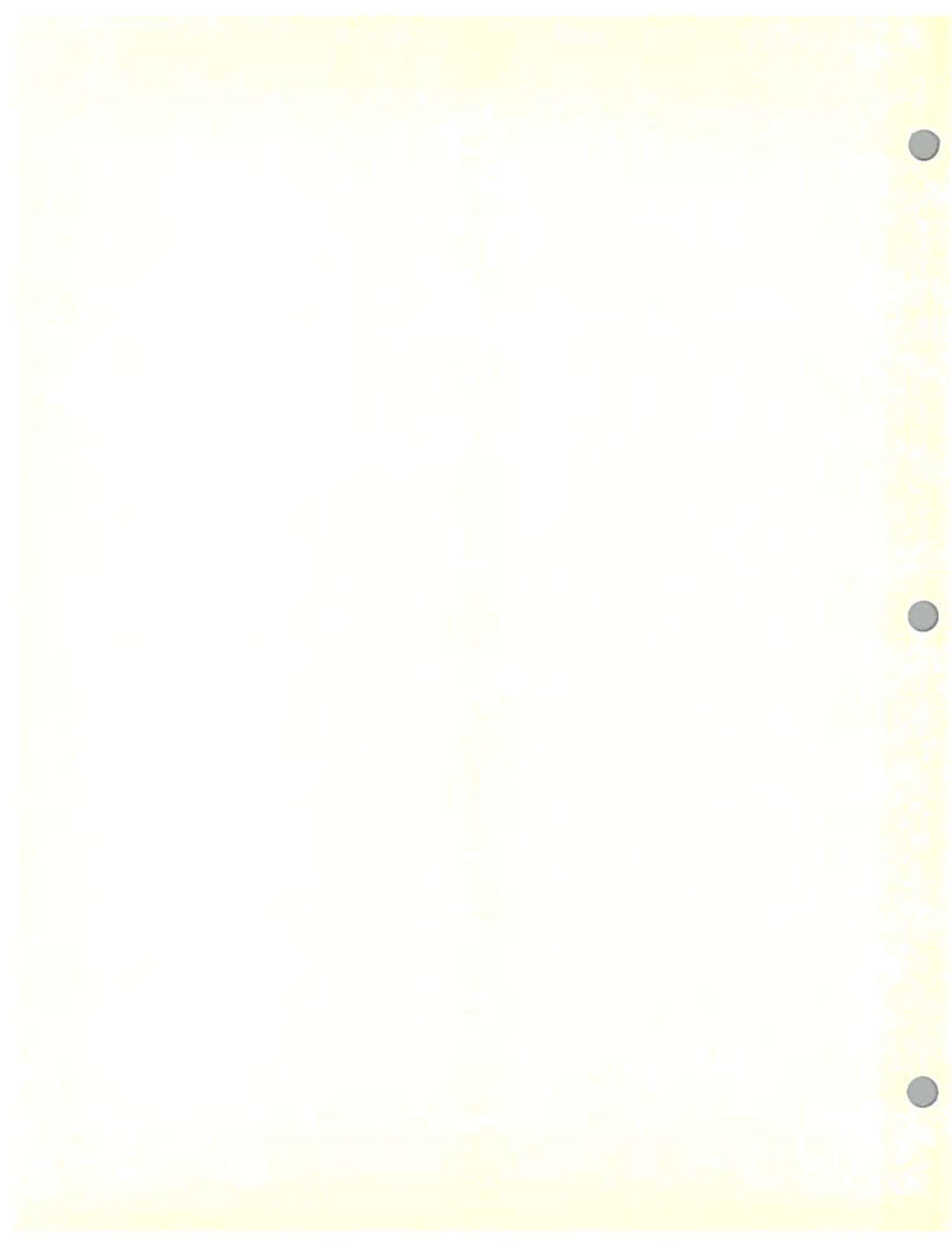
AGENDA

- I. Adoption of the Agenda
- II. Approval of the Minutes of the Regular Meeting of May 7, 1973
- III. Announcements and exhortations
- IV. New Business
 - A. Report from the Library Committee on the question of faculty status for professional library staff (Professor Heyward Brock, Chairman; attachment to follow).

Senators might be interested in examining a very recent AAUP position paper on this question in the Summer 1973 issue of the AAUP Bulletin.
 - B. Confirmation of nominees to Council on Program Evaluation (COPE) by the Vice President for Academic Affairs.
 - C. Consider appointment of chairman for the Committee on Committees.
 - D. Consider recommendation from the Committee on Undergraduate Studies on Delaware History requirement (Professor John Pikulski).
 - E. Such other items as may come before the Senate. (No motion introduced at this time may be acted upon until the next meeting of the Senate.)

JCW/dpe

Attachment (1) List of Senators

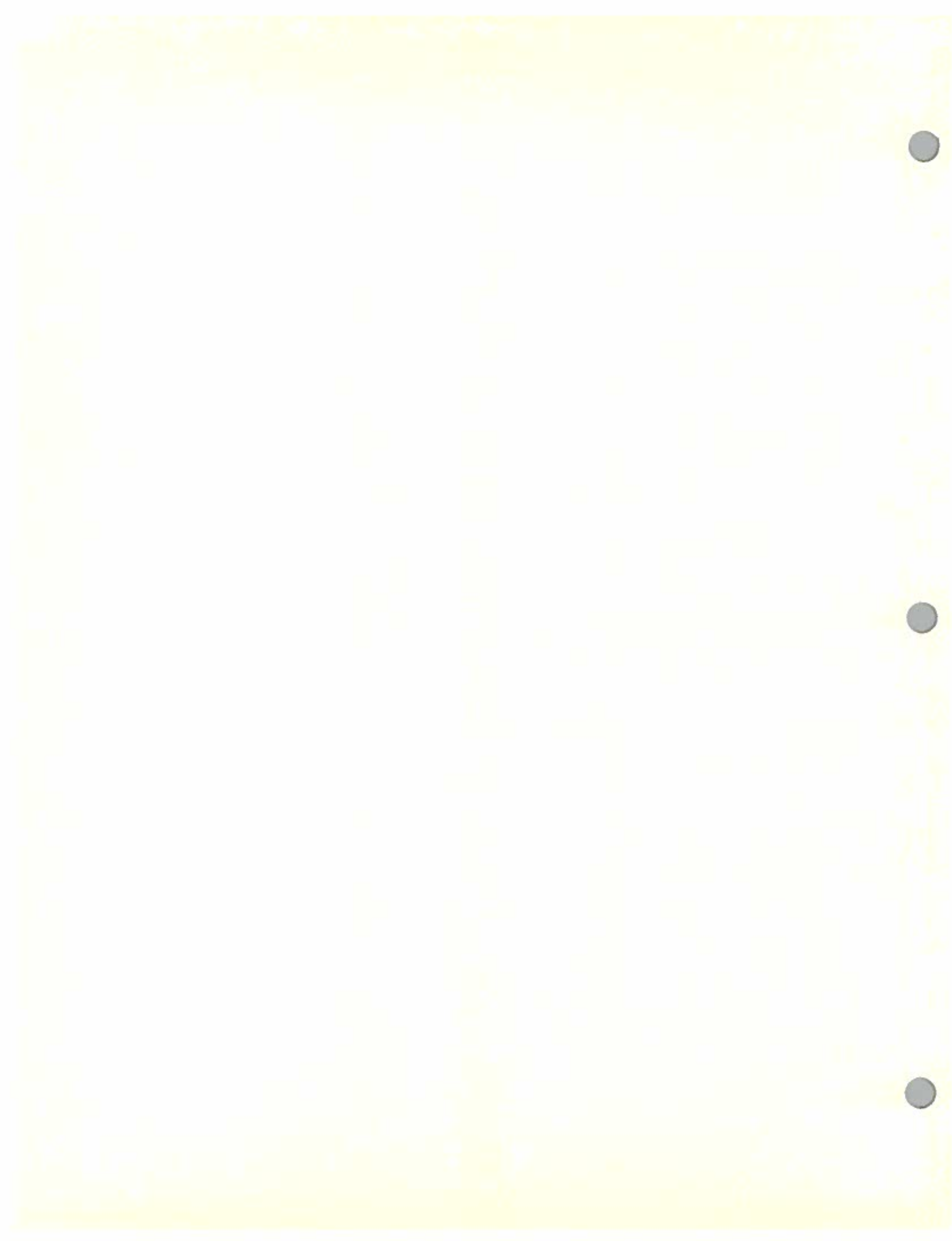


August 29, 1973

UNIVERSITY FACULTY SENATE

1973-74

Acunha, Julio, Art	2242
Barbieri, Denise, Undergraduate, 219 Russell B	
Barney, Michael, Military Science	2217
Bennett, A. Leroy, Political Science	2355
Bieber, Catherine V., Dean, Home Economics	2301
Bonner, Gordon R., Business Administration	2555
Brown, P. Timothy, Physical Education	2261
Brown, Robert F., Philosophy	2350
Bunkse, Edmunds, Geography	2293
Campbell, L. Leon, Vice President for Academic Affairs	2101
Carl, Mary K., Dean, Nursing	2381
Catts, E. Paul, Agricultural Sciences	2526
Comings, Edward W., Dean, Engineering	2402
Crawford, John S., Art History	2865
Dick, Richard I., Civil Engineering	2431
Donnelley, Lawrence P., Economics	2564
Exline, Ralph V., Psychology	2271
Feely, Theodore M., Jr., Education	2331
Finnie, W. Bruce, English	2366
Gaither, William S., Dean, Marine Studies	2841
Glass, Billy P., Geology	2854
Hartman, Gary, Undergraduate, 305 Harrington B	
Hepburn, Andrew, Dramatic Arts	2206
Hill, Robert N., Physics	2673
Hodson, Robert C., Biological Sciences	2283
Hogenson, Robert, Music	2876
Holsoe, Svend E., Anthropology	2797
Ilyas, Mohammed, Secretarial Studies	2562
Keeseey, Ray E., Speech Communications	2777
Kelly, Barbara J., Physical Education	2261



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Kingsbury, Herbert B., Mech & Aero Engineering	2423
Leathrum, James F., Statistics and Computer Science	2712
Lippert, Arnold L., Dean, Graduate Studies	2147
Mangone, Gerard J., Marine Studies	2842
Marler, Charles D., Education	2879
McDaniel, William E., Dean, Agriculture	2501
McLaughlin, John P., Psychology	2271
McLuckie, Benjamin, Sociology	2584
Morehart, Allen L., Plant Science	2531
Moyne, Ernest, English	2362
Neale, Daniel C., Dean, Education	2311
Nicholls, Robert L., Civil Engineering	2735
Norman, Richard, Dean, Business and Economics	2551
Pikulski, John, Education	2307
Rasmussen, Arlette I., Home Economics	2330
Recke, Marjorie, Nursing	2383
Remage, Russell, Mathematics	2653
Rosenberry, Edward H., Acting Dean, Arts and Science	2351
Sammelwitz, Paul H., Agricultural Sciences	2525
Schweizer, Edward E., Chemistry	2465
Smith, F. Loren, Psychology	2271
Taylor, Jonathan E., Marine Studies	2841
Taylor, Thomas M., Electrical Engineering	2406
Thompson, Ann S., Home Economics	2309
Toht, Karen, Nursing	1255
Trabant, Edward A., President, University of Delaware	2111
Williams, Ferd E., Physics	2661
Wolters, Raymond, History	2378
Worthen, John E., Vice President for Student Affairs	2707
Wriston, John, Chemistry	2462
Zaetta, Robert, Language and Literature	2452
Total Senate	63
Total Elected Senate	51
Total Elected Senators Needed for Quorum.....	26



UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
PHONE: 302-738-2829

September 5, 1973

MEMORANDUM

TO: All Faculty

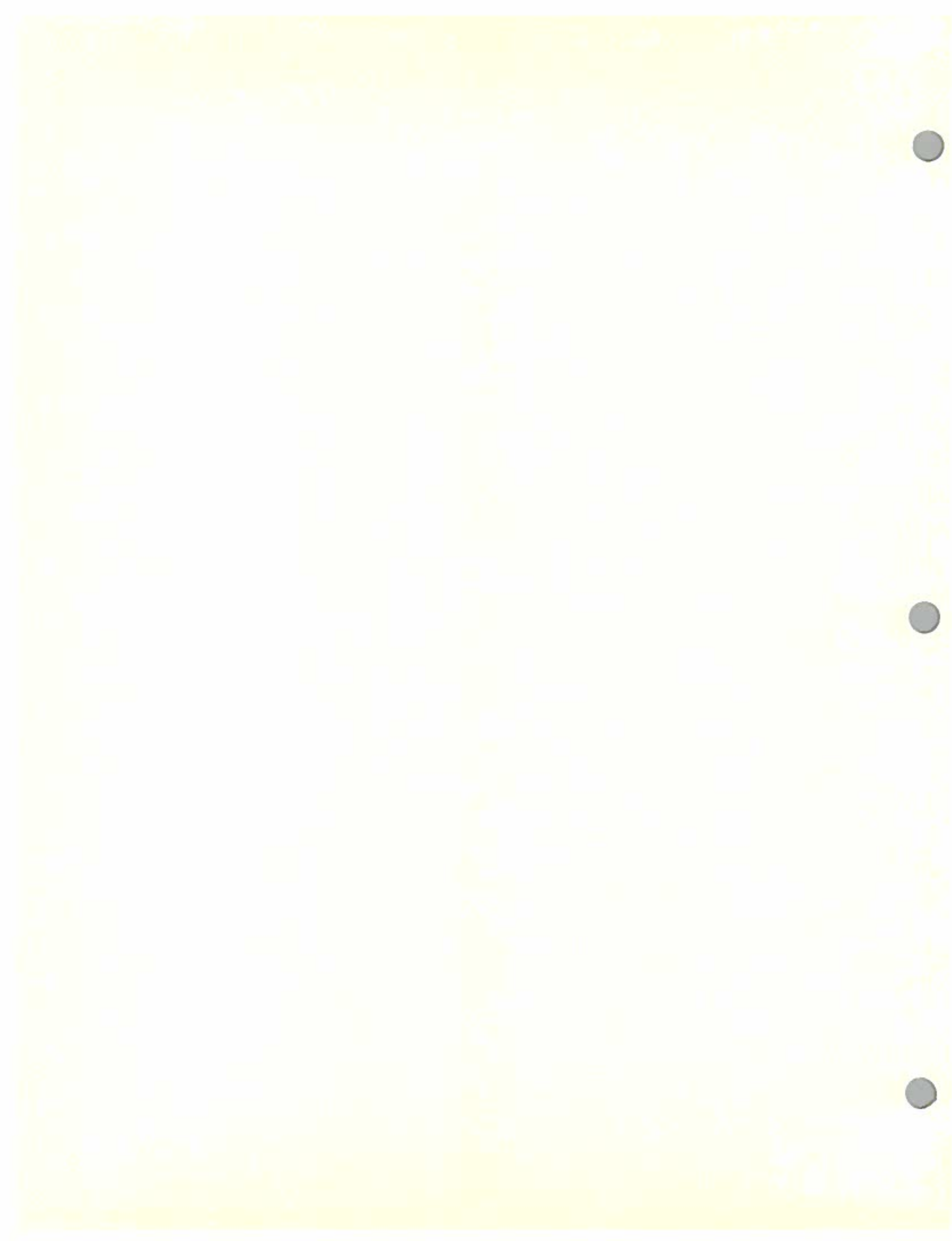
FROM: F. Loren Smith, President *F. Loren Smith*
University Faculty Senate

The Bylaws and Regulations of the Faculty Senate define the standing committees as "agents of the faculty and its Senate and also as prime contributors to them of information and recommendations." The Constitution of the Faculty assures that "proposals may be made to the Senate or any committee of the University Faculty by any member of the University community" (Section VI).

Toward the end that this representative and responsive role may better be served by the standing committees, the attached abstract of their charges and membership for 1973-74 is brought to your attention. In addition, the minutes of the regular monthly Senate meetings will standardly include a resume of matters presently before committees, as a further assurance that the entire faculty has opportunity to participate in the work of the Senate and its committees.

FLS/dpe

Attachment



CAMPUS LIFE, COORDINATING COMMITTEE ON (CONTINUED)

FINE ARTS AND EXHIBITS, COMMITTEE ON

CHARGE: This committee shall review and consider matters relating to aesthetic presence in campus life. It shall be a primary instrument for fostering the University's art collections, the display of works of art on campus, the advisement on the acquisition of such works by University gift funds, and the general sponsorship of fine arts activities. It shall be a consultant to the Committee on Physical Planning and Utilization, helping survey plans with a view to their aesthetic force.

CHAIRMAN: W. Breslin, Physical Education, 2259

- | | |
|-------------------------------------------|------------------------------|
| <u> L. W. McClain </u> | Appointee of President |
| 1) * <u> L. Siroto </u> | |
| 2) * <u> M. Greenberg </u> | Four faculty members, one to |
| 3) <u> W. Breslin - Chairman </u> | be chairman. |
| 4) <u> S. Tanis </u> | |
| <u> </u> | Undergraduate student |
| <u> </u> | Graduate student |

PHYSICAL PLANNING AND UTILIZATION, COMMITTEE ON

CHARGE: This committee shall serve in an advisory capacity in respect to initiation and preparation of plans for University structures and lands and their utilization.

CHAIRMAN: F. Camfield, Civil Engineering, 2449

- | | |
|---------------------------------------------|---------------------------------|
| <u> G. Cross </u> | Appointee of President |
| <u> D. W. Wood </u> | Appointee of President |
| 1) * <u> J. Hunt </u> | |
| 2) * <u> F. Camfield - Chairman </u> | Four faculty members, one to be |
| 3) <u> J. Beavers </u> | chairman. |
| 4) <u> N. Collins </u> | |
| <u> </u> | Undergraduate student |
| <u> </u> | Graduate student |

COMMITTEES, COMMITTEE ON

CHARGE: This committee shall: have general oversight of the committee system of the faculty; regularly review system; constitute subcommittees or task forces; prepare slate of nominees for committees; fill vacancies; interpret committee functions; and help formulate rules of committee operation.

CHAIRMAN: Gordon R. Bonner, Bus. Ad., 2555

COMMITTEES, COMMITTEE ON (CONTINUED)

- | | |
|------------------------------|---------------------------------|
| 1) * G. R. Bonner - Chairman | |
| 2) * M. Sasser | By Senate, one to be designated |
| 3) * G. Somers | as chairman. |
| * W. Krauss | Agricultural Sciences |
| * L. Jones | Arts and Science |
| * J. Shellenberger | Business and Economics |
| * A. Magoon | Education |
| * C. Birchenall | Engineering |
| * J. Weaver | Home Economics |
| * V. Klemas | Marine Studies |
| * D. Moser | Nursing |
| * B. Kelly | Physical Education |

Terms end October 1, 1973.

EDUCATION, COORDINATING COMMITTEE ON

CHARGE: This committee shall be a continuing center for overiewing the broad educational affairs of the University; providing large context for examination and preparation of educational proposals; providing liaison and coordination among following enumerated educational committees. It shall survey academic weaknesses and strengths and help formulate and assess educational policies and practices. It shall recognize budgetary matters as main instrument of academic development; is authorized to confer with Provost and Vice President for Academic Affairs concerning establishment of academic priorities and implementation, and such other related budgetary matters as may arise.

CHAIRMAN: Edward E. Schweizer, Chemistry, 2465

- | | |
|----------------|-----------------------------------|
| * E. Schweizer | Ch. Chosen by Faculty Senate |
| W. Fletcher | Ch. Ed. Innovation and Planning |
| J. Pikulski | Ch. Undergraduate Studies |
| J. Mather | Ch. Graduate Studies |
| W. R. Bailey | Ch. Adjunct Academic Affairs |
| R. Greenhill | Ch. Academic Services |
| A. Van Gelder | Ch. Undergraduate Adms. & Stng. |
| L. L. Campbell | D/VP Academic Affairs |
| A. L. Lippert | Dean, College of Graduate Studies |
| J. Murray | Director, Continuing Education |
| | Ch. Academic Activities Com.-SGA |
| | Ch. Academic Activities Com.-GSA |

ACADEMIC SERVICES, COORDINATING COMMITTEE ON

CHARGE: This committee shall be concerned with reviewing and enhancing effectiveness of University-wide academic services. It may meet to consider particular questions of any of the following individual committees, and to survey and coordinate academic services.

CHAIRMAN: Richard H. Greenhill, Business & Economics, 2551

GRADUATE STUDIES, COMMITTEE ON

CHARGE: This committee shall review and consider matters relating to graduate education, and shall receive and may stimulate and originate proposals for its development. Shall formulate policies for admission to graduate study; have power to act on alteration, addition, or deletion of individual graduate courses; and shall make recommendations on courses leading to graduate degrees and on policies of graduate study.

CHAIRMAN: John R. Mather, Geography, 2294

- | | | |
|----------|----------------------|-----------------------------------|
| 1) _____ | R. Eckroade | |
| 2) _____ | * T. Myers | |
| 3) _____ | * F. Murray | |
| 4) _____ | * A. DeHaven | Seven members of Graduate |
| 5) _____ | * J. Krum | faculty, one to be chairman. |
| 6) _____ | J. Leathrum | |
| 7) _____ | J. Mather - Chairman | |
| _____ | A. L. Lippert | Dean, College of Graduate Studies |
| _____ | J. Dawson | Director, Libraries |
| _____ | | Graduate student |
| _____ | | Graduate student |
| _____ | | Graduate student |

UNDERGRADUATE ADMISSIONS AND STANDING, COMMITTEE ON

CHARGE: Committee shall recommend undergraduate educational and academic admissions policies and policies of academic standing of undergraduates; and oversee foreign study arrangements for University undergraduates.

CHAIRMAN: Arthur Van Gelder, Electrical Engineering, 2406

- | | | |
|-------|-------------------------|-------------------------------------|
| _____ | L. M. Palmer | Appointee of President |
| _____ | F. Dilley | Assoc. Provost for Instruction |
| _____ | R. Mayer | Dir., Admissions and Records |
| _____ | | Undergraduate student |
| _____ | | Undergraduate student |
| _____ | * C. Woodmansee | Agric.) |
| _____ | * M. Christensen | Arts & Science) |
| _____ | T. Parkinson | Bus. & Econ.) |
| _____ | J. DeCaroli | Education) |
| _____ | A. Van Gelder, Chairman | Engineering) Faculty members - |
| _____ | S. McCabe | Home Economics) one to be chairman. |
| _____ | * M. Early | Nursing) |

UNDERGRADUATE STUDIES, COMMITTEE ON

CHARGE: Committee shall review and consider matters relating to undergraduate education, and shall receive and may stimulate and originate proposals for its development. Shall consider and

FACULTY WELFARE AND PRIVILEGES, COMMITTEE ON

CHARGE: 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, sabbatical leave, and other conditions of employment. Help develop general policies in these areas.

CHAIRMAN: Barbara Settles, Home Economics, 2305

- 1) * R. Geiger _____
 - 2) * A. Halprin _____
 - 3) * D. Dennis _____
 - 4) B. Settles - Chairman _____
 - 5) B. Shurtleff _____
- Five faculty members, one of whom shall be an assistant professor

JUDICIAL POLICY BOARD

Shall operate as provided for in Student Judicial System.

CHAIRMAN: Phil Burton

- _____ M. Duncan) VP for Student Affairs or designee
- _____ R. A. Rothman '75)
- _____ E. Brucker '74) Three faculty members elected
- _____ E. Cown '76) or appointed
- _____ Chris Powell) President of UDCC or designee
- _____ Vaugh Altemus)
- _____ Phil Burton, Chairman) Students
- _____ Steve Lewis)

PROMOTIONS AND TENURE, COMMITTEE ON

CHARGE: Shall recommend to Senate criteria and procedures relating to promotions and tenure and advise faculties of colleges and departments and the President of the University on formulations of policies. Shall ensure that these criteria and procedures are made known within each department and throughout University. Shall review proposed promotions and review adverse promotion recommendations.

CHAIRMAN: Morton M. Denn, Chemical Engineering, 2543

- * M. Denn, Chairman _____ Tenured Professor)
- _____ M. Tripp _____ Tenured Professor) One
- _____ A. Granda _____ Tenured Professor) member
- * A. Rasmussen _____ Tenured Associate Professor) shall be
- _____ T. Merrill _____ Tenured Associate Professor) a woman

RESEARCH, COMMITTEE ON

CHARGE: Shall develop and recommend policies relating to research and to patent matters. Shall participate in the award of faculty research and development grants.

RESEARCH, COMMITTEE ON (CONTINUED)

CHAIRMAN: George B. Tatum, Art History, 2243

- | | |
|-----------------------|-------------------------|
| O. Bergelin | Coordinator of Research |
| 1) G. Tatum, Chairman |) |
| 2) * R. Steiner |) |
| 3) H. Kwart |) |
| 4) R. Wolters |) |
| 5) J. Schultz |) |
- Five faculty members, one of whom shall be chairman

RULES, COMMITTEE ON

CHAIRMAN: Charles D. Marler, Education, 2879

- | | |
|------------------------|---------------------------------|
| C. D. Marler, Chairman | Secretary of Senate, Chairman |
| _____ |) Two members chosen by Senate, |
| _____ |) one to be parliamentarian |

STUDENT AND FACULTY HONORS, COMMITTEE ON

CHARGE: Shall recommend policies governing the granting of student honors, and shall administer such policies as are adopted by the faculty or its Senate, and approved by the Board of Trustees. May recommend to the President nominees for faculty honors and for graduate-student honors.

CHAIRMAN: Theodore E. D. Braun, Language & Literature, 2587

- | | | |
|----------------------|----------------------------|---|
| V. Fisher | Agriculture |) |
| M. Sharnoff | Arts & Science |) |
| A. Billon | Business & Economics |) |
| C. Vukelich | Education |) |
| * F. Costello | Engineering |) |
| J. Van Name | Home Economics |) |
| D. Kennedy | Nursing |) |
| * S. Kupferman | Marine Studies |) |
| * T. Braun, Chairman | Graduate Studies |) |
| _____ | Undergraduate student | |
| _____ | Undergraduate student | |
| _____ | Graduate student | |
| B. Morstain | Appointee of the President | |
- One to be chairman

STUDENT LIFE, COMMITTEE ON

CHARGE: Shall formulate, for final determination by faculty or Senate, rules and regulations bearing upon the care, control, and government of students. Shall advise Vice President for Student Affairs on implementation of rules and regulations enacted by faculty or Senate. Shall advise upon student financial aid, student residence halls, student counselling, student health, and student placement. Shall advise upon student publications and make provision for faculty advisors to them.

CHAIRMAN: Malton M. Anapol, Speech Communications, 2777

GOVERNANCE, AD HOC COMMITTEE ON

CHARGE: To consider the area of faculty involvement in University governance and to report any recommendations to the Senate.

CHAIRMAN: Jon H. Olson, Chemical Engineering, 2543

Dale F. Bray
L. Leon Campbell
Edward H. Kerner
Jon H. Olson, Chairman
Lynn S. Schulz
F. Loren Smith
J. B. Van Name

UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
EXT. 2829

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

February 27, 1973

THE UNIVERSITY LIBRARY

PETITION

TO: DR. JOHN M. DAWSON
DIRECTOR OF LIBRARIES

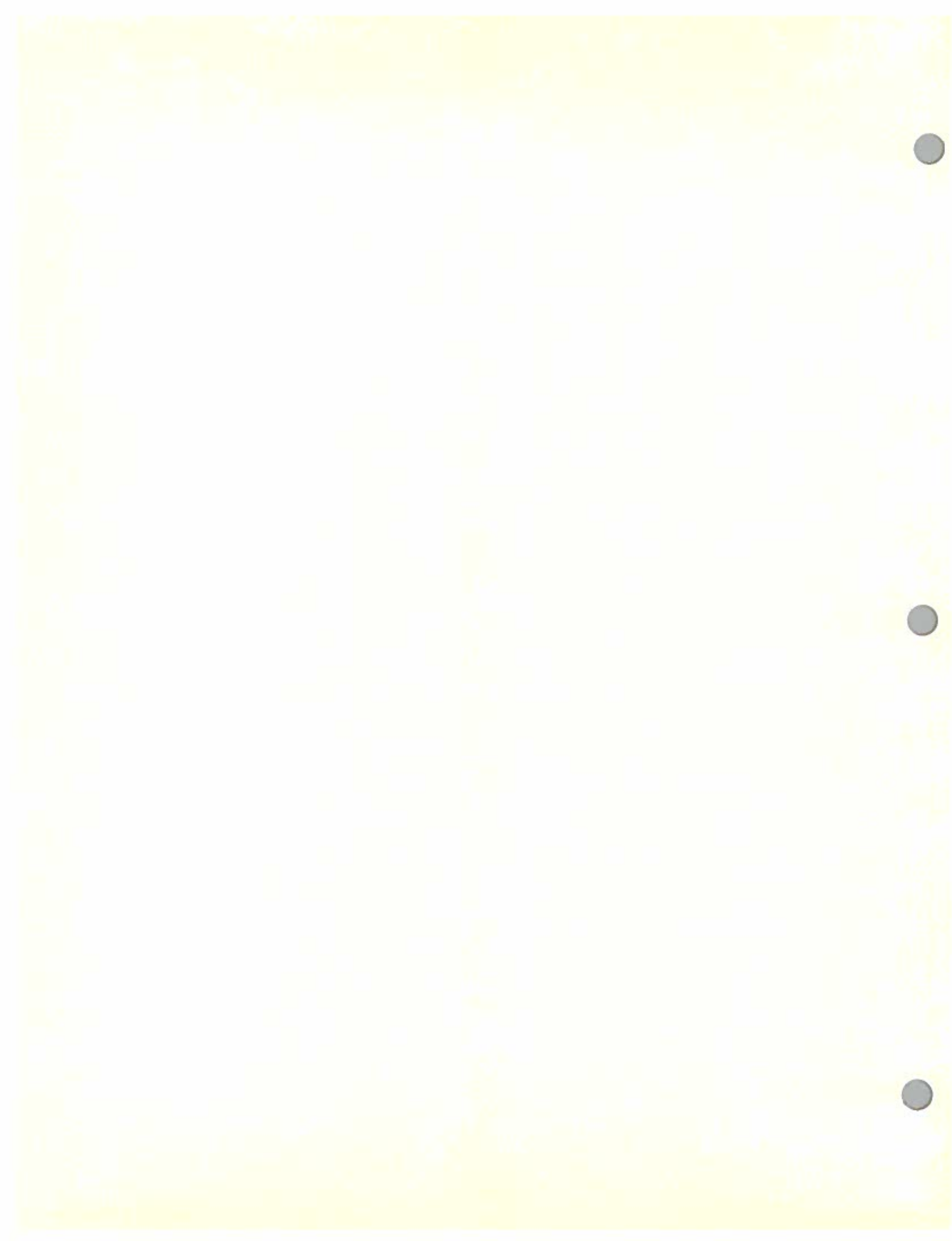
FROM: THE LIBRARY PROFESSIONAL STAFF

The professional staff of the University of Delaware Library is an integral part of the academic community of our University. Our education, training and interests are all directed towards providing the best library services and collections for the faculty and students. Many of us participate daily in formal and informal teaching with faculty, staff and students. Others among us have subject and bibliographic expertise and we have now as in the past, staff members with Ph.D. degrees. In view of our academic orientation, we petition that academic status be granted to the professional librarians of the University of Delaware Library system.

While we are cognizant that many of our colleagues in similar institutions have faculty status, we prefer to retain our professional identity as librarians rather than be assimilated into the faculty with faculty rank and titles. What we seek in academic status for professional librarians is eligibility for sabbatical leave, representation in the Senate, service on university committees, and access to research grants. We seek equitable salary and fringe benefits, including the option of T.I.A.A. or the state retirement program. Achievement of academic status with its corresponding benefits and responsibilities would greatly enhance the position of the University of Delaware in the eyes of our colleagues outside the University, making it easier to attract the best talent to our campus.

We, as librarians, are proud of our profession and the contributions we are making to the educational goals of this institution. We ask that the University administration and the Senate recognize these contributions by granting to us academic status as defined above.

We, the undersigned members of the professional staff of the Library, request the Director of Libraries to transmit this request to the President of the University of Delaware, and to the Provost, the Vice President for Employee Relations, and, through the Senate Library Committee, to the Senate.



UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
PHONE: 302-738-2629

September 5, 1973

MEMORANDUM

TO: All Faculty

FROM: F. Loren Smith, President *F. Loren Smith*
University Faculty Senate

SUBJECT: Tenure

In a memorandum dated July 16, 1973 (Attachment A), Provost Campbell announced a "new policy on contract renewals for nontenured faculty," and indicated some of the history of that policy, which is detailed in Attachment B. A faculty-wide concern has been expressed both with the substance of the policy, and with the manner in which it was decided. The issue has received, and will probably continue to receive, intense faculty attention; so that our discussions may be as informed as possible, the Senate Executive Committee has instructed me to distribute relevant documentation concerning tenure policy to the entire faculty.

In addition to the Provost's memoranda, a memorandum and appendix to me from Professor Denn, Chairman of the Committee on Promotions and Tenure (Attachment C); a memorandum from Associate Provost Dilley corroborating his conversations with Professor Denn (Attachment D); an abstract of the sections from the 1969 Handbook for Faculty pertinent to present tenure policy (Attachment E); and an abstract of the tenure policy recommended by the Senate in December, 1971, and rejected by the Board of Trustees (Attachment F) are also attached.

It is the unanimous opinion of the Senate Executive Committee that the Committee on Promotion and Tenure acted properly and within its charge, which includes the admonition to "advise the faculties of the colleges and departments and the officers of the University on the formulation of (promotions and tenure) policies" (University Faculty Senate Bylaws and Regulations, Section C: Standing Committees). It is also our unanimous opinion that the Senate should have an opportunity to discuss the propriety of the committee action. Toward that end such a discussion will be invited under the "new business" heading at the regular meeting of the Faculty Senate on Monday, September 10, 1973. Also, the Committee on Promotions and Tenure will review the entire tenure question and report to the Senate later in the year.

FLS/dpe
Attachments



UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS
PHONE: 302-738-2101

July 16, 1973

MEMORANDUM TO: Deans, Directors and Department Chairmen

FROM: L. Leon Campbell, Provost



SUBJECT: Contract Renewals for Non-Tenured Faculty

Enclosed is the memorandum detailing the new policy on contract renewals for non-tenured faculty which was discussed at the Deans' Council meeting of April 10, 1973. This new policy has now been studied by the Faculty Senate Committee on Promotion and Tenure. The committee states that: "While the proposed procedure is not consistent with the tenure policy recommended by the Senate and rejected by the Board of Trustees, it does not seem to us to represent a significant departure from present practice in most departments and we can see no objection to implementation." The committee did suggest an editorial change in the final paragraph, and the intent of the proposed change has been incorporated in the memorandum.

To achieve an orderly transition for those faculty whose contracts expire in 1972-73, multi-year contracts which will extend faculty members through the seventh year will be permitted.

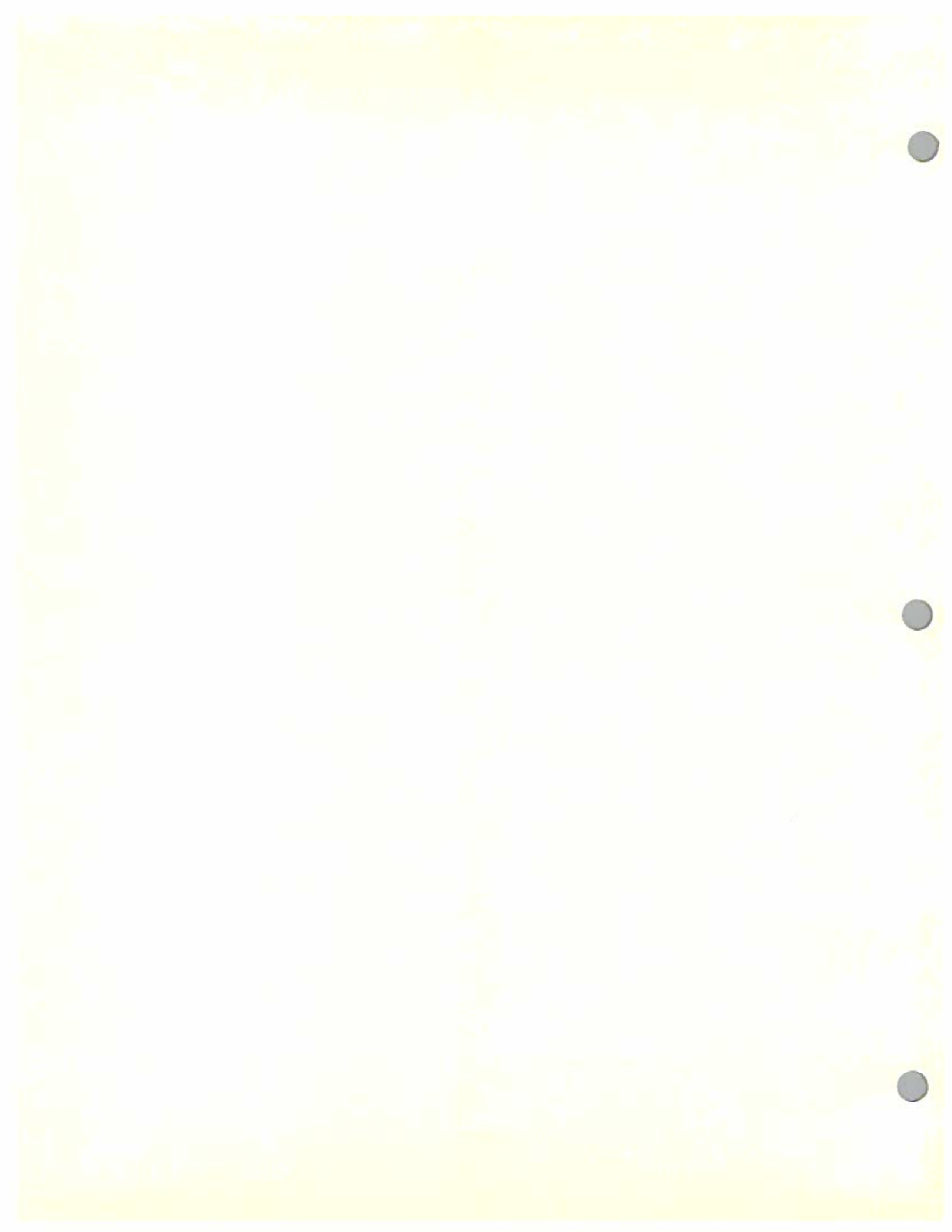
For those contracts expiring in 1973-74, all renewals of appointments which will extend such faculty members beyond six years will be on an annual basis (see guidelines 1 and 2 of the enclosed memorandum).

LLC:r

Enclosure

cc: Dr. F. L. Smith ✓

Dr. M. M. Denn



UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS
PHONE: 302-738-2101

May 29, 1973

MEMORANDUM TO: Deans, Directors, and Department Chairmen

FROM: L. Leon Campbell, Provost

SUBJECT: Contract Renewals and Academic Quality

Opportunities to increase faculty quality have in the past been related primarily to increases in faculty size and to faculty turnover. It is now essential to insure high quality programs that the same rigorous attention be given to the retention of faculty as is given to faculty recruitment.

As you are aware, expansion in university-level higher education as a whole is nearly over. In recent years the ratio of new faculty positions to new students has been declining and the rate of increase in new students is slowing down. There is a great deal of talk these days that education has reached a "steady state." At the University of Delaware turnover in existing faculty positions is at a low rate. Few faculty anticipate retiring soon and few are moving voluntarily between institutions of higher education. For these reasons a new procedure for contract renewals has been established.

All renewals of non-tenured faculty will be reviewed by the Provost and will be subject to the following guidelines:

1. As a general rule (unless special approval has been obtained) all renewals of appointments which will extend such faculty members beyond six years will be on an annual basis.
2. If a one-year renewal contract is not to be terminal, supporting material must be provided in justification of the request. In addition to an updated dossier, chairmen and deans will be expected to provide a recommendation which would address such questions as the importance of the faculty member or area of specialization in departmental and college academic priorities, an assessment of the availability of more distinguished faculty elsewhere at the same or lower rank, an analysis of the reasons why promotion has not taken place, an analysis of the faculty member's development and potential for continued growth, and a general assessment of the faculty member's contribution to the academic community which would make it justifiable that an additional one-year contract be contemplated for the following year.



This new procedure will put in place an additional element vital for the improvement of the quality of the faculty and the academic programs at the University of Delaware. A number of things have already been accomplished, including a strengthening of the recruitment process, the development of a more careful faculty and administrative review procedure for proposed promotions, a procedure for review of tenure decisions which are not related to promotion, and a revised contingency contract. Soon to be implemented are programs of evaluation of department chairmen and deans, a periodic review and evaluation of academic programs, an augmented faculty evaluation process, and zero-base and program planning budgeting. Assuming the continued financial support of the University by the state and federal government, foundations, and students, these measures, and continued attention by faculty and administrators to the highest academic ideals and goals, should insure that the University of Delaware will continue to improve the quality of its academic programs.

LLC:r




UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

DEPARTMENT OF CHEMICAL ENGINEERING
PHONE: 302-738-2543

August 24, 1973

MEMORANDUM

TO: F. L. Smith, President
Faculty Senate

FROM: M. M. Denn, Chairman
Committee on Promotion and Tenure 

SUBJECT: Committee Responsibility

The new collective bargaining contract requires the university administration to consult with the appropriate faculty group prior to implementing changes in policy. Early in the summer Provost Campbell asked the Committee on Promotions and Tenure to comment on a draft memorandum entitled "Contract Renewals for Non-Tenured Faculty". The policy had been tentatively announced to deans in April, so it may not fall under the contract obligations. The Committee responded to the Provost as follows: "While the proposed procedure is not consistent with the tenure policy recommended by the Senate and rejected by the Board of Trustees, it does not seem to us to represent a significant departure from present practice in most departments and we can see no objection to implementation". The Committee has been criticized for this action.

I do not want to get involved here in the issue of whether or not the Committee acted correctly, though a brief rationale for the opinion is added as an appendix. It is evident, however, that the Senate must establish guidelines for its committees in the future, since it seems likely that the faculty bodies which the Administration will consult will at least sometimes be the committees. I would suggest that committees be allowed to use their own discretion as to whether or not a matter is sufficiently substantive for reference to the complete Senate, perhaps following consultation with the Senate Officers. Some mistakes will perhaps be made, but that is far better than requiring the Senate to consider every minor item.



For the record, let me return briefly to the particular action of our Committee. In retrospect, we probably should have consulted the Senate officers before responding to the Provost, particularly since the Senate would not be in session again for three months and we might be setting a precedent. I am not sure why this point never came up in committee, but I would guess for the following reasons:

1) The matter was never considered as anything but minor.

2) The Committee's unique charge to advise the Provost on specific promotion and tenure recommendations made it natural to advise him on related matters as well.

3) We had been informed several months earlier (and prior to the collective bargaining contract) that we would be asked to comment on such a document when it was drafted. (In fact, I pointed this out at an AAUP meeting on the proposed contract and no one there raised the issue of bringing such matters to the complete Senate.)

MMD:caw
Attached

cc: Provost L. L. Campbell
Assoc. Provost F. B. Dilley
Committee on Promotions and Tenure



Appendix

Provost Campbell's memo on "Contract Renewals and Academic Quality", dated May 29, 1973 but distributed July 16, 1973, contains two essential points. First, unless special approval has been obtained, all contracts for non-tenured faculty at the University beyond six years will be on an annual basis. Second, chairmen and deans must justify continued retention of such faculty. The Committee on Promotions and Tenure advised the Provost that the policy "... does not seem to us to represent a significant departure from present practice in most departments ...". This statement has been questioned by some faculty who, it seems to me, have misinterpreted the meaning of the Provost's memorandum. The following facts are pertinent:

1) This is not an "up-or-out after six years" policy. Present faculty who were hired as Instructors without Ph.D.'s, for example, would be continued beyond six years as long as the department could reasonably expect to recommend tenure at some time in the future. Similarly, departments which have hired certain types of faculty without the credentials for promotion and tenure in the past to meet specific teaching needs could continue to do so and to retain these people beyond six years.

2) Multi-year contracts can be awarded to non-tenured faculty serving beyond six years if a department can provide justification. (This is not an empty statement. Such contracts have been awarded since the issuance of the Provost's memorandum to individuals described in item 1), above.)

3) An annual contract is not a terminal contract. One year's notice of intent to terminate is required. Thus, granting of an annual contract is a two-year commitment to employment on the part of the University. Since administrators have been required to evaluate the University's commitment one year prior to the end of the multi-year contract, a two year contract and an annual contract are functionally equivalent from the point of view of the faculty member.



4) Administrators are now required to make annual evaluations of the University's continuing commitment to long-term non-tenured faculty, rather than every few years. This is the only essential change from present practice.

5) This is not a policy designed to "clean house." The Committee on Promotions and Tenure addressed the question of "changing the rules" in its annual report, as follows:

"In a number of departments and colleges on campus priorities have changed over the past several years. These changed priorities may involve the development of a graduate program or perhaps a commitment to reorient the direction of departmental teaching at all levels. There are faculty members who were hired when their departments had one set of priorities and are now at some disadvantage because of the change. It seems to us that the departments have clear obligations to recognize such situations and to provide such faculty members with both the time and resources to accommodate themselves to the new priorities."

It did not seem useful or necessary to repeat these comments in our memo to the Provost so soon after they were made. However, I have been assured by Associate Provost Dille that the policy on Contract Renewals will be administered with the intent of helping long term faculty members to qualify for promotion and tenure, not with the intent of cleaning them out. (There has never been any mechanism to prevent an Administration so motivated from cleaning out non-tenured faculty, so these assurances are a positive commitment which have nothing to do with a policy change.)



UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS
PHONE: 302-738-2101

September 5, 1973

MEMORANDUM TO: Dr. Morton M. Denn, Chairman
Committee on Promotion and Tenure

FROM: Frank B. Dilley, Associate Provost

Frank B. Dilley

SUBJECT: Document on Committee Responsibility

I think that your memorandum on committee responsibility, including the appendix, is an excellent statement. You quoted my statement correctly and I can say with personal knowledge that Provost Campbell takes the same position. I think your five statements are an excellent and accurate commentary. In addition, the following points could be made.

In the debate on Senate proposals to change the tenure policy of the University, it was maintained by many that the University owes it both to itself and to faculty members to reach timely tenure decisions. The policy which was finally adopted provided for a transition period in cases where faculty had exceeded six years without acquiring tenure. In the two years since that change was recommended, many faculty who fall in that category have made serious efforts to explore the relation of their accomplishments and promotion criteria for the University, its colleges and departments. A number of people have qualified for promotion and some have left the University. I see the new policy as involving both an extension of that period and as an attempt to require annual review.

In the conversations circuit there have been many comments about "drastically changed standards" and "publish or perish" as though rapid changes had come upon the University in the last two years or so. When I came to the University in 1967, it was made very clear to me that since the University of Delaware was a university both quality in teaching and quality in creative activity, research and publication was expected of every faculty member. I doubt that the policy statement on that has changed in the last decade. Every year since 1967 the University has lost faculty members because their abilities or inclinations did not meet that double assignment. Having been myself involved the last four years in reviewing promotion recommendations at the University-wide level, I can state with confidence that each year promotion recommendations have been turned down because of failure to meet one or the other of the two tests. Sometimes the reason has been low quality of teaching, sometimes low quality of research, and sometimes, alas, low quality of both. In a few cases people have been promoted almost exclusively on grounds of teaching excellence, which is gratifying to me since I chaired a committee which recommended that this be done in 1968-69.



What has happened, I believe, is that many more departments, chairmen, and deans have taken their responsibilities for quality evaluation seriously and have begun to tighten up on their evaluation of what constitutes suitable performance. So, to end a long commentary, what is happening is not so much new policy as better practice.

Your statement in the appendix to your document is an excellent one and I would not quarrel with its accuracy in any respect.

FBD:r

cc: Dr. F. L. Smith



ATTACHMENT E

The second paragraph on page 4-11 of the 1969 Handbook for Faculty reads:

"Assistant professors are appointed for an initial term of from one to three years; reappointments at this rank are normally for three-year terms. Appointments and reappointments for instructors are on an annual basis. In special instances, by action of the President and with the approval of the Trustees, appointment without term may be extended to faculty and staff members holding a rank other than that of professor or associate professor."

ATTACHMENT F

At its regular meeting on December 13, 1971, the Faculty Senate voted to recommend the replacement of the paragraph above with the following two paragraphs. The Board of Trustees declined to consider a change in the tenure policy as it appears in the Handbook for Faculty, so these paragraphs have the force of Senate recommendation only:

"Assistant professors are appointed for an initial term of from one to three years; reappointments at this rank are normally for three-year terms. Appointments of assistant professors to serve beyond seven years at this University will automatically carry tenure.

"Appointments and reappointments for instructors and lecturers are on an annual basis. After a faculty member has served a six-year probationary period as an instructor or lecturer at this University, he must receive tenure, or receive notice of termination before December 15 of his seventh year."

9/5/73



UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
PHONE: 302-738-2829

September 5, 1973

MEMORANDUM

TO: All Faculty

FROM: F. Loren Smith, President *F. Loren Smith*
University Faculty Senate

The Bylaws and Regulations of the Faculty Senate define the standing committees as "agents of the faculty and its Senate and also as prime contributors to them of information and recommendations." The Constitution of the Faculty assures that "proposals may be made to the Senate or any committee of the University Faculty by any member of the University community" (Section VI).

Toward the end that this representative and responsive role may better be served by the standing committees, the attached abstract of their charges and membership for 1973-74 is brought to your attention. In addition, the minutes of the regular monthly Senate meetings will standardly include a resume of matters presently before committees, as a further assurance that the entire faculty has opportunity to participate in the work of the Senate and its committees.

FLS/dpe

Attachment

