

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

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

March 28, 1975

MEMORANDUM

TO: All Faculty Members

FROM: E. Paul Catts, Vice President *EP Catts*
University Faculty Senate

SUBJECT: Regular Senate Meeting, April 7, 1975

In accordance with Section IV, paragraph 6 of the Constitution, the regular meeting of the University Faculty Senate will be held on Monday, April 7, 1975, at 4 PM in Room 110 Memorial Hall.

AGENDA

- I. Adoption of the Agenda.
- II. Approval of Minutes of March 3, 1975.
- III. Announcements
- IV. Old Business (None)
- V. New Business
 - A. Recommendation from the Committee on Undergraduate Studies for establishing a tutorial program in preparation for E 110 (Critical Reading and Writing). Recommendation:

That the weakest entering freshmen (about 10-15% of a given class), instead of enrolling in E 110, will be carefully selected for participation in a tutorial program conducted by the Writing Center. This program will not require formal enrollment, but it will be mandatory, and for most students it will last approximately one semester. Students completing this program satisfactorily must then enroll in E 110.
 - B. Recommendation from the Committee on Undergraduate Studies, the Graduate Studies Committee, and the Committee on Undergraduate Admissions and Standing concerning a change in the deadline for changing course registration. Recommendation:

That the deadline for changing registration (i.e., dropping courses, changing to or from listener status, or changing to or from the pass/fail option) be the end of the sixth week of classes in a semester and at a date which is proportional in terms or sessions of less than 14 weeks duration.

- C. Recommendation from the Committee on Promotion and Tenure concerning the Proposed Tenure Policy (Attachment 1).
- D. Recommendation from the Coordinating Committee on Education (with input from four other committees) concerning final examinations and the use of the final examination period (Attachment 2).
- E. Such items as may come before the Senate. (No motion introduced at this time may be acted upon until the next meeting of the Senate.)

Attachments are in the hands of your Senators. Distribution also includes one copy for each ten faculty members of each department.

EPC/dpe

Attachments: 1 and 2

PROPOSED TENURE POLICY

PREFACE

A. Background of this proposal:

Aside from various policy changes initiated by the University administration, faculty bodies have made several recent attempts to clarify, codify, or change tenure policy at the University of Delaware. In September, 1972, a Senate-appointed ad hoc committee (the "Hutchinson Committee") reviewed the role of tenure in higher education generally and at the University of Delaware specifically and concluded that tenure was on balance a useful device, especially in the protection of academic freedom. In 1972 the Board of Trustees rejected a Senate-approved "tenure-or-out" (vs "up-or-out") policy. And in May, 1974, the Promotions and Tenure Committee recommended a new policy to the Senate and circulated it to all faculty for comment. The Senate returned the proposal to the Committee for reworking in September, 1974.

The Senate Committee on Committees, realizing the burden of work facing the Promotions and Tenure Committee and feeling the need for broadening the spectrum of input on tenure policy, appointed this new ad hoc committee in November, 1974. It consists of two members of the Promotion and Tenure Committee, two from the Committee on Faculty Welfare and Privileges, two from the Committee on Academic Freedom, and one from the Committee on Committees. Four members are tenured; three untenured. The ad hoc committee has prepared this proposal with the cooperation and advice of its parent committees and has circulated a first draft to all faculty members for comment. It now submits a revised proposal to the University Faculty Senate.

B. Some basic assumptions:

1. The argument for tenure on the grounds of protection of academic freedom need not be made again. It should be emphasized, however, that tenure for some is intended to help secure academic freedom for all. Note that the Faculty Handbook statement on academic freedom (III-B-1) is not restricted to the tenured faculty.
2. No tenure policy provides total job security. The Faculty Handbook (III-N-1) lists three causes for dismissal of tenured faculty members (incompetence, gross irresponsibility, and moral turpitude). Senate Bill 84, as amended by the Deans' Council in 1972 (see Handbook III-I-1), provides for periodic review of all faculty members and presumably, as it is implemented, will provide a mechanism for policing the tenured.
3. This policy deals with the acquisition of tenure. It does not attempt to include, add to, or change policies concerning dismissal of tenured or untenured faculty members (see, for example, Handbook policy on notice, III-N-1).

4. This set of recommendations is largely a compilation of present practice. It embodies most of the rudimentary Handbook policy (III-L-1), some existing administrative policy (e.g., the phasing out of two-year and three-year contracts beyond the sixth year and their replacement by annual contracts), and some codification of accepted policy (e.g., on discontinuous appointments). At some points, however, it suggests modifications of or additions to existing policy (notably in Section 4b).

C. Notes to individual sections of the proposal:

1. Present policy.
2. Present policy.
3. a. Present policy.
b. Present policy.
4. a. Present policy.

b. A change intended to have limited effect. It is not applicable to faculty members hired with the clear understanding that they were expected to meet "up-or-out" criteria. The committee is, however, concerned about a group of some sixty faculty members who have been with the University for seven or more years without achieving tenure, and especially with those assistant professors whose two and three-year contracts are being replaced by annual contracts. If such persons are satisfactorily performing necessary duties appropriate to their abilities and training but have no serious expectation of producing scholarly work leading to promotion to associate professor (a fact presumably known to colleagues and administrators before the end of their seventh year), the committee believes departments ought to be free to recommend them for tenure at the assistant rank, and that the University ought to weigh such recommendations with an open mind. Note that such a policy would not automatically convey tenure on anyone; individuals would still be forced to run the normal gauntlet of "appropriate faculty committees and administrative officers."
5. a. Present policy.
b. Present practice.
6. Eliminates the years as instructor from the probationary period.
7. a, b, c. Largely present policy clarified and spelled out for the protection and clear understanding of both the University and the faculty member.
8. Present policy.
9. a, b. Clarification of present policy.

PROPOSED TENURE POLICY

1. All decisions to grant tenure shall follow review of credentials both by appropriate faculty committees and by administrative officers. Responsibility for the development and application of specific criteria for promotion and tenure of individuals rests with each academic unit.
2. With the exception of visiting professors, tenure is awarded to FULL PROFESSORS on initial appointment or on promotion to this rank.
3. (a) ASSOCIATE PROFESSORS appointed from outside the University will normally receive an initial three-year contract without tenure. Reappointments at this rank, unless terminal, will carry tenure.
(b) Promotion to the rank of ASSOCIATE PROFESSOR from within the University will carry tenure.
4. (a) ASSISTANT PROFESSORS are appointed or promoted to an initial term of from one to three years without tenure. First reappointments at this rank are normally for a three-year term. Reappointments beyond the sixth year as an ASSISTANT PROFESSOR are for one year. Contracts for such annual reappointments will stipulate whether they are to be terminal or whether they may be renewable on an annual basis. In the latter case, special justification must be provided by appropriate faculty committees and administrative officers for each one-year reappointment.
(b) In special cases, faculty members at the rank of ASSISTANT PROFESSOR may be granted tenure if the duties and responsibilities of these faculty members justify such tenure.
5. (a) Appointments and reappointments for INSTRUCTORS shall be on annual contract only.
(b) Tenure is not awarded to INSTRUCTORS.
6. For all faculty members appointed to a scholarly track, tenure is implied as an attainable goal after an initial probationary period. That probationary period shall normally be no longer than seven years from the date of first appointment as ASSISTANT PROFESSOR at the University of Delaware. Tenure decisions should be made as early as possible within the probationary period.
7. (a) Faculty members employed with special nonrecurrent funds whose positions the University is committed to picking up are eligible for tenure under the same rules as those applicable to faculty members on regular funds. In all other cases, Sections 2 through 6 of this policy do not apply.

RECOMMENDATIONS CONCERNING USE OF
FINAL EXAMINATION PERIOD

1. A final examination period similar to that currently in existence should be retained at the University of Delaware.
2. If a final examination is to be given for a course, it must be given during the final examination period.
3. The faculty member responsible for a course shall determine whether or not a final examination is an appropriate activity for that course.
4. Students are to be informed by the faculty member responsible for the course at the beginning of the semester as to whether or not a final examination will be given.

3/28/75

RECOMMENDATIONS CONCERNING USE OF
FINAL EXAMINATION PERIOD

1. A final examination period similar to that currently in existence should be retained at the University of Delaware.
2. If a final examination is to be given for a course, it must be given during the final examination period.
3. The faculty member responsible for a course shall determine whether or not a final examination is an appropriate activity for that course.
4. Students are to be informed by the faculty member responsible for the course at the beginning of the semester as to whether or not a final examination will be given.

3/28/75