



30 October 1997

MEMORANDUM

TO Members, University Senate

FROM University Senate Council

RE AGENDA ITEM: University Senate Meeting, Monday, 10 November 1997 at 3:00 PM. Proposal to eliminate the Prior Service Committee and define a policy on waiver of Prior Service. A recommendation from the University Senate to the Administration.

Action Item

Proposal to eliminate the Prior Service Committee and define a policy on waiver of Prior Service.

Recommendations

1. Appropriate Administrative and Governing Regulations be modified (AR III - 1.0-3; AR II - 1.0-1; AR II - 1.1-8; AR II - 5.0-2 and GR X) such that an incoming faculty member may request the waiver of all prior service. Such a waiver will be a part of the negotiation of job conditions at the time of hiring, and can be changed at any time during the first year of appointment in the tenured faculty position but no later than this. The Dean of the College will be part of the negotiations to ensure uniform application of the policy.
2. There will be no consideration of these requests by the Senate Advisory Committee on Prior Service. This Committee will be eliminated. [See University Senate Rules, Section I - 1.4.5.4 and appropriate Regulations cited in 1. above.]
3. To ensure that all incoming faculty are aware of their right to request such a waiver, a statement of the right shall be printed on the initial appointment form or an addendum and be initialed by the faculty member at the time of accepting the appointment.

Rationale

This proposal is one of the recommendations made in the report of the Senate Council Task Force on Promotion and Tenure. The Task Force reviewed the promotion and tenure system during the 1996-97 academic year. It is forwarded with the recommendation of the Senate Council with the following specific rationale.

Any change of institution is disturbing to the progress of a faculty member's research program and should be grounds for an extension in time allowed to build a good research record. Most people in non-tenure track lines at the University of Kentucky are not eligible to apply for grant support in their own names and hence also should not have that time counted in their probationary period.

In addition, a review shows that requests for waiver of prior service in the past have almost all been granted and hence consideration by a committee is largely a waste of time.

Note: If approved, the proposed recommendations will be forwarded to the President for appropriate administrative consideration.