

## **Senate Advisory Committee on Privilege and Tenure**

### **Annual Report, 2008-2009**

The Senate Advisory Committee on Privilege and Tenure (SACPT) held five formal meetings during the previous year. The first meeting was held on October 1, 2008 and the final meeting on November 19, 2008. The members of the committee included Jodelle Deem, Deborah Hill, Robert McKenzie, David Royse, Susan Straley, Jeffrey Suchanek, Peter Sawaya, Grzegorz Wasilkowski and Hollie Swanson (Chair). During this period, the committee reviewed one case, is currently involved in a second and evaluated issues pertaining to changes in the academic regulations. The first case was initiated during 2007-2008. Both the first case and second ongoing case involve a denial of tenure and promotion to the rank of associate professor.

### **Summary of cases investigated**

1. Case of denial of tenure and promotion to the rank of associate professor.

The SACPT concluded that there was evidence of procedural violations. The conclusions of the SACPT were that the final negative review of the tenure dossier was inconsistent with the overwhelmingly positive annual performance reviews and that the evaluation was not consistent with the assigned distribution of effort. Further, the SACPT raised the issue of fairness, that the faculty member was burdened with extensive administrative responsibilities that hindered the expected career progression. The Provost concurred with the SACPT committee on this final point and recommended to the President that the faculty member be awarded tenure.

2. Case of denial of tenure and promotion to the rank of associate professor.

This case is ongoing.

### **Recommendations**

The SACPT initiated dialogue with the Provost concerning the annual performance reviews and whether they are formative or evaluative in nature. The Provost has agreed to engage in further discussion with the Deans and the Senate Council and to work towards clarifying all of the documents of the University of Kentucky that address this issue. The Provost has also agreed that there is a need for better training for the Departmental Chairs. The SACPT recommends that these efforts be continued.