

## Brothers, Sheila C

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**From:** Greissman, Richard  
**Sent:** Thursday, March 26, 2009 10:46 AM  
**To:** Randall, David C  
**Cc:** Brothers, Sheila C; Subbaswamy, Kumble; Anderson, Heidi Milia  
**Subject:** revision of GR VII.B.5 (consulted faculty)  
**Attachments:** GR VII - consulted faculty (version 3-26-09).doc

Dear David,

To address the last thread of a multifaceted conversation, which has extended over the past two years, on faculty policies and practices related to personnel issues (e.g., appointment, reappointment, promotion and the granting of tenure), Provost Subbaswamy recently asked a standing workgroup on faculty affairs policies, whose members have been jointly appointed by the Senate Council and the Provost, to propose revised language to a section of GR VII (GR VII.B.5) that would permit (1) greater contextual variability in the definition of consulted department faculty in faculty personnel matters, and (2) greater flexibility to the form by which consulted department faculty record their judgments in faculty personnel matters. Two sections of the proposed revision to GR VII.B.5 are apposite:

### On the contextual definitions of consulted faculty

At a minimum, on matters relating to decision not to reappoint, reappointment, terminal reappointment, and the granting of tenure, the department chair shall consult with all tenured faculty members of the department. At a minimum, on matters relating to appointment and promotion, the department chair shall consult with all full-time faculty members of the department, other than visiting faculty, with a rank at or above the rank to which the individual being considered would be appointed or promoted. In all of the matters listed above, the department chair shall consult with the directors of any multidisciplinary research centers, graduate centers, or institutes with which the individual is, or would be, associated.

A department faculty may establish policies that extend privileges of participation in the above named evaluative processes to other full-time faculty employees in the department. Once these policies for consultation and participation are approved by the department faculty (GR VII.A.6.(a)) and reviewed by the department chair, the dean and Provost for consistency with the *Governing Regulations, Administrative Regulations, Rules of the Graduate Faculty*, and rules of the College and approved, these policies shall be incorporated into the rules document of the department.

### On the form of the documentation of faculty consultation

In all faculty personnel matters listed above in this section (GRVII.B.5), the department chair shall send to the dean his or her written recommendation and documentation of consultation by the department chair with the appropriate department faculty and the written judgment of the director of the pertinent

multidisciplinary research center, graduate center, or institute. The documentation of faculty consultation shall be individual written judgments of the consulted faculty and/or a written summary of the consultative input containing the faculty vote along with any individual letters consulted faculty have elected to submit to accompanying the written summary statement. A department faculty shall establish policies on the form that such documentation shall take (either individual written judgments of the consulted faculty, or a written summary of the consultative input containing the faculty vote along with any elective individual letters from consulted faculty, or both) for each of the faculty personnel matters listed above in this section (GR VII.B.5). Once these policies on the documentation of faculty consultation are approved by the department faculty (GR VII.A.6.(a)) and reviewed by the department chair, the dean and Provost for consistency with the *Governing Regulations, Administrative Regulations, Rules of the Graduate Faculty*, and rules of the College and approved, these policies shall be incorporated into the rules document of the department.

Drs. David Randall and Kaveh Tagavi represent the Senate Council on the Faculty AR work group. Dr. Davy Jones has also been consulted in the course of composing and editing this proposed revision to GR VII.B.5. I believe the excerpted text above and document attached reflect favorably on their individual and collective input. They will, of course, have an opportunity to speak for themselves in this matter.

In that changes to the Governing Regulations must be submitted to the Board of Trustees for its review and approval, and those submissions must undergo first and second readings, I ask for the Senate Council's indulgence to permit you, on the Provost's behalf, to circulate at this time among the Senate Council membership this missive and its attachment; and furthermore to place said document and email text on the docket for discussion at Monday's Senate Council meeting (March 30). Absent an objection by the Senate Council to the accompanying text that I and my workgroup colleagues cannot immediately address, this schedule will enable the Provost to submit the proposed revision of GR VII.B.5, with the Senate Council's endorsement, to the BoT for a first reading in April, and second reading and vote on adoption in June.

Yours respectfully,  
Richard

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