

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

September 30, 1983

TO: Members, University Senate

The University Senate will meet in regular session on Monday, October 10, 1983, at 3:00 p.m. in room 106, Classroom Building.

AGENDA:

1. Minutes of 12 September 1983 meeting.
2. Resolutions.
3. University of Kentucky Board of Trustees Report: Professor C.P. Wilson.
4. Report of the Research Committee of the University Senate (Circulated under date of September 29, 1983).
 - a) Recommendation #2 (graduate student stipends)
 - b) Recommendation #5 (new faculty "start-up" funds)
5. Proposal that Extension Professors be permitted to vote for and to serve in the University Senate. (Circulated under date of September 28, 1983)
6. Proposed change in University Senate Rules, Section V., 1.8.2 and Section IV., 3.1 relative to the withdrawal policy. (Circulated under date of September 29, 1983)

NOTE: Consideration by the Senate of the proposal for a Joint Committee on Course Processing was postponed in order that the Senate Council could consider opinions from the various other Councils affected by the proposal.

Elbert W. Ockerman
Secretary

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MINUTES OF THE UNIVERSITY SENATE, OCTOBER 10, 1983

The University Senate met in regular session at 3:00 p.m., Monday, October 10, 1983, in Room 106 of the Classroom Building.

E. Douglas Rees, Chairman of the Senate Council, presided.

Members absent: Roger B. Anderson, Kathy Ashcraft*, James Bader*, Dennis K. Baird, Charles E. Barnhart, Trudi Bellardo, Jack C. Blanton, Peter P. Bosomworth*, David Bradford, Thomas D. Brower, Joseph T. Burch, Ellen Burnett*, Beverly Carter, I. K. Chew*, Henry Cole*, Jose Concon, Gadis J. Dillon*, Richard C. Domek*, Herbert Drennon, Paul M. Eakin, Anthony Eardley, William Ecton*, Richard W. Furst, Art Gallaher, Jr.*, Lester Goldstein*, Charles P. Graves*, C. Michael Gray, Andrew J. Grimes, John Hall*, Joseph Hamburg, Marilyn D. Hamann*, Penny Heaton, Robert Hemenway*, Raymond R. Hornback, Harold Hotelling, Alfred S. L. Hu, John J. Just*, Theodore A. Kotchen, Gurcharan Laumas*, Robert Lawson, D. C. Leigh, Edgar Maddox, D. Ram Madhira, Kenneth E. Marino*, Marion McKenna, Ernest Middleton, H. Brinton Milward*, Harold Nally*, Daniel N. Nelson*, Robert C. Nobel, Merrill Packer*, David C. Payne*, Janet Pisaneschi*, David J. Prior, Robert Rabel, Charles Sachatello*, Edgar Sagan, Otis A. Singletary*, Jesse E. Siskin, John T. Smith, Marcia Stanhope*, John Thompson, Kenneth Thompson, William C. Thornbury, Marc J. Wallace, David Webster, O'Neil Weeks, Paul A. Willis, Ralph Wiseman*

The approval of the Minutes of the Meeting of September 12, 1983, was postponed until the November meeting.

Chairman Rees made the following announcements:

"The Governing and Administrative Regulations have been updated and are now available. This is a rather heroic accomplishment by Professor Paul Sears and five copies are available in the Senate Council Office. Anybody in need of the latest in that area can check one out in the Council's Office. There are also two committee reports that received rather extensive discussion in the Senate Council and at some point we will probably be bringing some matters to the floor related to these reports. One report is from the Committee on Academic Planning and Priorities, chaired by Professor Hiatt, that deals with priorities. Also there is a report from the ad hoc committee, chaired by Professor Lowery, concerning financial exigency. Both reports are available in the Senate Council Office.

Our senior faculty member on the Board of Trustees is Professor Connie Wilson, who will now report on the Board of Trustees."

Professor Wilson spoke to the Senate as follows:

"Several years ago the Senate set a precedent that the faculty representatives on the Board of Trustees report to the senate at least once a year, or more often if critical issues arose. The faculty representatives alternate in performing this task.

*Absence explained

Today, I thought I might address some questions frequently asked by faculty. What do the faculty members on the Board do? Do they have any influence? Is the Board a rubber stamp? Does what happens there really affect me directly?

In Kentucky almost all power resides in the Board of Trustees. Unlike, for instance the model at Oxford where the faculty is the University, most models in this country have placed the power in the Board of Trustees. It was only in the sixties that extensive powers in the academic areas were delegated to the faculty by the Board.

Various historical events will indicate to you the sweeping power of the Board of Trustees and the relative weakness of any faculty authority. Although the faculty participated somewhat in curricula affairs through a University Senate, at the meeting of the Board in April, 1941 the Trustees abolished the Senate and replaced it with a body which 'consisted of solely administrators-- and would be the final authority in all matters pertaining to curricula--recommending granting of degrees--subject only to the Board of Trustees.' (This quote was taken from the University of Kentucky by Charles Talbert, UK President, 1965.) It was only in the early seventies that the present Governing regulations were put into place. Originally all faculty served 'at the pleasure of the Board' but due to legislative changes and governing regulations faculty with tenure cannot be removed except for cause and with due process hearings.

A committee of the AAUP chaired by Professor Howard Beers in the late 40's made two important suggestions to then President Herman Donovan. These were that (1) the faculty should participate in the search for the new President of the University and (2) that faculty should serve on the Board of Trustees. Donovan said he would agree to the first suggestion if the second was dropped. Faculty participation in the search for a President, now a precedent, was established in the early sixties. This is especially significant for us today since President Singletary is due to retire in three years and this University will be under new leadership in a short time.

In the mid-fifties a faculty group headed by Professor James Martin and Professor Paul Oberst began negotiations with the two gubernatorial candidates for a faculty role on the Board of Trustees. Although the recommendation was implemented under the Combs administration, in the course of passage the legislation was amended to read that faculty would serve but without a vote. Ostensibly the reason given was 'conflict of interest' in that faculty would be voting on their own salaries. In point of fact, the trustees never see individual faculty salaries. Only administrative salaries are presented to the Board as a line item. No gains accrue to faculty trustees. Indeed, in my view, faculty serving on the Board are many times placed in jeopardy especially if they present a strong faculty stand which is contrary to the views of powerful Board members or the Administration.

It is interesting to me how faculty finally got the vote. In the early seventies the students approached the legislature for representation on the Board of Trustees with the vote. Due to last minute faculty lobbying, that legislature was amended to include the vote for the faculty representative also.

What is the present makeup of the Board? Sixteen members are appointed by the Governor and serve six year terms. These members can be reappointed indefinitely. In addition, there are three faculty and one student representative. The two campus faculty representatives are elected to three year terms and can be reelected for any number of terms. The community college faculty is limited to a three year term, and the position rotates from college to college. The student representative serves one year by virtue of being student government President.

As you know, both William Sturgill, the present Chairman, and Albert Clay, the former Chairman are well known Kentucky figures who have served on the Board of Trustees for many years and therefore wield tremendous influence. (However, they cannot match the tremendous power wielded by that historical figure Judge Richard Stoll, who served on the Board for fifty years, and stories are told of how he would personally oversee some of the smallest administrative details.)

Why is faculty representation important? What does or can the faculty do?

First, I would like to suggest that all faculty read the Board of Trustees minutes. These can be found in the offices of every Chairman, in the Senate Council Office, and in the Library. In addition, Board meetings are open to the public. These represent the formal actions of the Board.

But as we all are aware, the informal relationships and interactions that precede the formalities are many times of much more significance. Some items never formally come before the Board, some are modified. Faculty bring to the Board an important view and values that could be entirely different than an economic or business man's view. Faculty views alert the Board members that there is a large constituency that considers itself the 'heart of the University'; that the faculty has views and rights that it can assert; and that it can be mobilized to voice these strongly.

Some issues which faculty trustees addressed because of strong faculty concern (and which did not necessarily receive Board consensus) were: The Robinson Forest (here could be seen clearly the contrast of the faculty values for preservation and emphasis on the use of this resource for research and teaching with the contrasting view of its economic value; the issue of eleven month appointments where some faculty on

twelve month appointments were asked to 'volunteer' for eleven month appointments in order to save money; layoffs of staff people who have served the University ten to twenty years or longer; the increase in parking fees; women's issues (sexual harrasment, gender in the governing regulations, etc.); admissions procedures and especially the right of the faculty to set that procedure without amendments by the Board. Faculty trustees spend a lot of time on the telephone with various faculty, staff, and students' concerns that are rather frequently articulated. The faculty trustees take their responsibilities seriously and always follow-up. I must say that a faculty hearing whether with the Administration or a Board member has never been refused.

In conclusion, the faculty trustees believe that we have performed our duties in an informed, conscientious, and courageous manner."

Chairman Rees thanked Professor Wilson for her report.

The Chair recognized Professor Robert Bostrom, Secretary of the Senate Council, for the proposal that extension professors be permitted to vote and serve in the University Senate. Professor Bostrom, on behalf of the Senate Council, moved approval of the proposal. He added that if the proposal were approved, it would be forwarded to the administration for appropriate action. He said the Senate Council felt the extension professors should not be added in the apportionment of members for the University Senate. The College of Agriculture would have a larger pool from which to elect their present number of senators.

The Chairman recognized Professor Brad Canon who gave some history of the rationale. He said there had been a number of complaints from the extension professors that they were affected by things the University Senate did and yet they had no voice in the senate. Most of the extension professors are in the College of Agriculture and engage in functions that regular faculty perform such as teaching and research. Professors Andy Grimes and Wilbur Frye were on the ad hoc committee of the Senate Council which studied this matter.

Student senator Taylor wanted to know if there would be any additional faculty in the senate. Professor Canon said there would not be. Professor Weil wanted to know the duties of the extension professors, how they are hired, criteria for promotion, function and how they compared to regular faculty. Professor Hiatt said, in terms of recruiting, the college used basically the same criteria. He added that they were people with Ph.D.'s, top quality, able to do research and teach. In terms of promotion the criteria was basically the same. The one difference is that there is not as rigid requirement in terms of publication in journals.

Dean Royster said there was also an Area Advisory Committee for Extension Title Series appointed by the President so the review process was essentially the same. Chairman Rees said that went back to the point Professor Canon made that extension faculty were critically affected by committees of the senate. Professor Gesund felt it was a bit unfair when the vote of all faculty members in the College of Agriculture was going to be diluted by the proposal. It seemed to him that the extension professors were willing to go along but what about the other members in the college. Professor Frye said he could not speak for all members of the College of Agriculture, but the ones he had discussed it with did not feel this was an issue. They were not as concerned about the number of senators as they were with eligibility to serve and to vote.

Chairman Rees cited in this regard that currently the size of the Senate was being decreased considerably. The size of the extension faculty addition would introduce a rather sudden change in the distribution of senators among the colleges. Also, unfortunately, the extension faculty was not considered in the fairly recent decision by the senate to reduce the senate size to 85 faculty members. Professor Weil wanted to know if it were anticipated in the next reapportionment the number would be changed. Chairman Rees said he would anticipate that, but did not know what the senate might do in the future.

Dean Swintosky asked how many extension people there were. Chairman Rees said there were about 80.

The previous question was moved, seconded and passed. The motion to approve the proposal that extension professors be permitted to vote and serve in the University Senate passed unanimously and reads as follows:

Proposal:

The University Senate recommends to the President that: 1) extension professors be permitted to vote for and to serve in the University Senate, provided they hold the assistant professorial rank or higher and membership in an academic unit; 2) their membership not be included in the formula by which membership in the Senate is apportioned among Colleges. (Acceptance of this proposal would require approval by the Board of Trustees of these changes in the Governing Regulations.)

Background and Rationale:

There are approximately 80 extension faculty members (with the rank of assistant professor or higher) located on the Lexington Campus. About 75 are in the College of Agriculture; four or five in the College of Home Economics; and one in the College of Business and Economics. While extension faculty spend considerable time performing duties not performed by regular faculty (mostly supplying professional information to extension agents away from Lexington), it appears that almost all of them also spend a considerable amount of time engaging in functions that regular faculty perform, i.e., teaching and research. Almost all hold the Ph.D. and rank in a particular department, are active members of their departments and seem to be accorded all the privileges and obligations of such membership without any distinction based upon their extension status. Extension professors are affected by the Rules and policies adopted by the University Senate. Moreover, the Senate (through the Senate Council) advises the President on the appointment of the Area Advisory Committee for promotion and tenure of the Extension Title Series faculty--a function certainly affecting the extension professors in a critical way. Thus, at present the extension faculty seems to be denied representation without good reason (Section IV of the Governing Regulations currently limits faculty eligibility to vote for and serve in the Senate to Regular and Special Title Series faculty in the Colleges and the University Library).

Since approval of this proposal would acutely enlarge the number of eligible faculty members and affect the distribution of Senate membership amount the individual colleges and, also, since the size of the Senate (as a result of recent Senate action) is currently being reduced, the Senate Council felt that less perturbation would be introduced were the number of extension professors not used in the formula which apportions numbers of Senators among the Colleges.

The Chairman said the Research Committee submitted a report to the Senate Council and to the University Senate last Spring. Discussion was postponed in the Summer and the committee revised the report into the form which was circulated. The chairman last year was Professor Govindarajulu who is on sabbatical. The Senate Council has increased the breadth of disciplines on the committee by adding members representing areas of scholarly and creative activities in addition to the experimental and theoretical sciences. The members this year are professors Jane Peters (Art History), Alan Perreiah (Philosophy), Gerald Rosenthal (Biological Sciences), Robert Lester (Biochemistry), David Gast (Education), Brinton Milward (Management), Wesley Birge (Biological Sciences), Joseph Kuc (Plant Pathology), Jim Boling (Animal Sciences), Harry Smith (Pharmacy), Cliff Cremers (Mechanical Engineering), Marcus McEllistrem (Physics), and Chairman Robert Guthrie (Chemistry).

Chairman Rees announced that topics related to experimental research and other scholarly and creative activities will be scheduled regularly into the agenda of the Senate--these are senate matters of foremost concern to faculty, students and administrative officers. The Chairman introduced two of the Research Committee's recommendations by remarking that in great part the research achievements and scholarly reputation of a University are determined by a) the calibre of its graduate students and postdoctoral fellows, b) the research quality and depth of its faculty, c) the quality of the Administration in providing leadership and a setting conducive to recruiting and retaining faculty and students. The dynamics of cause and effect are such that these three factors could go in reverse order.

Chairman Rees recognized Professor Robert Bostrom. Professor Bostrom, on behalf of the Senate Council, moved Recommendation 5 to establish a pool of funds for start-up research for new faculty, preferably from state-appropriated funds. This recommendation was circulated to the members of the senate under date of September 29, 1983.

The floor was opened for discussion and questions.

Dean Royster felt there was not anyone who would rather have start-up funds or put them at a higher priority than the Graduate School. He was for the recommendation if money could be found. He said the support of research through State funds came in three ways--faculty salaries, contracts and grants, and formula dollars. He added there was no line item in the University budget for research. In the last two biennial budgets research funds had been requested and the University always requested more than it ever got. This year the base was 145 million dollars. He thought the budget was 310 million. The priority in the past has been salaries. In the next budget the University is supposed to be formula funded. The new formula allows for research dollars plus 2.8 percent for the mission which includes research and extension. There is going to be an item in the budget for research.

Professor Weil wanted to know if that meant the money would have to be used for research. Dean Royster did not know but the formula indicated that UK should get some money. He felt there was a glimmer of hope because there was a research item in the budget.

Chairman Rees recognized Professor Guthrie who had surveyed the Chemistry Department in regard to the importance of faculty start-up funds. In chemistry, the priority of all items on the list of Research Committee recommendations was first to recruit and retain quality graduate students and next to have new faculty start-up funds. The chemistry department felt these matters were critical. Professor Guthrie cited a survey of midwestern chemistry departments competing with the University of Kentucky for graduate students. These universities offered a minimum of \$30,000 start-up funds for new faculty members in chemistry and sometimes went as high as \$150,000. This funding was promised up front and was viewed as venture capital. In contrast, the UK Chemistry Department has a \$20,000 maximum and the funds must later be applied for-- i.e., not up front. Professor Guthrie felt a way should be found to be competitive with other universities for capable new faculties.

Professor Gesund felt the question was essentially how much the chemistry department's faculty was willing to take out of its salary in order to provide the start-up money or how much was the faculty willing to forego in pay raises in the hope of attracting people who would attract more money. He felt it was something the faculty in the English department should consider very carefully. Professor Smith said that an informal poll was taken of the chemistry department's faculty last year and over half of the senior members were willing to forego half or more of their current raise if those funds were transferred to the appropriate places. He felt the senate should let the administration know what it feels are the important needs and priorities.

Professor McEllistrem supported Professor Guthrie's comments. He said the total amount of money was not fixed. Most of the money was used for support. He said if "seed" monies were provided up front then the most promising people could be brought to the University. He felt when the departments got the most exciting people they could work most effectively for extramural support and the University would benefit. These monies would have literally nothing to do with faculty salaries. Professor Bostrom said the "seed" monies get widely spread around the University and are most appreciated and helpful.

Professor Smith seconded Professor Guthrie's remarks and said the faculty should not lose sight of the fact that this type of "seed" monies was important to develop quality faculty.

Dean Royster said "seed" grants were funded by two sources of allocated funds. One was salary reimbursements which was when a grant pays a portion of an individual's salary to the University and the other was indirect costs. He said the recommendation was asking that the State pick up part of the funding. Chairman Rees said priorities were going to be involved at some point but right now the senate needed to make its needs known. The goal is to define specific needs and to enlarge research funding.

The previous question was moved, seconded and passed. The recommendation was accepted unanimously and reads as follows:

Recommendation #5 The University should:

Establish a pool of funds for start-up research for new faculty, preferably from state-appropriated funds.

Rationale

This recommendation is supported by the data generated for the Report of the Committee on Research. Specifically,

the Report stated: "Last year, the Faculty Research Committee considered approximately 85 to 90 percent of the requests submitted to be of sufficient merit to receive some degree of support, but only 63 percent could be funded (mostly at greatly reduced levels). This lack of start-up or "seed" monies seriously limits the initiation of new research that is essential to developing grant applications to potential funding agencies. It also adversely affects the recruitment, career advancement, and retention of promising young investigators. Thus, the future research potential of this University's faculty is being jeopardized."

The Senate Research Committee sees this problem as one of the most serious affecting research productivity at the University, yet it is one problem area that can be remedied with modest additional funding. The Committee recommends that a substantial percentage (ca. 5-10 percent) of the total indirect overhead costs and salary savings on all research grants, plus an equal amount of funds from general state appropriations, be allocated for Recommendations Nos. 4 and 5, in addition to returning a fraction of the overhead monies as "incentive funds" to the units generating these funds.

Chairman Rees recognized Professor Robert Bostrom. Professor Bostrom, on behalf of the Senate Council, moved acceptance of Recommendation #2 which was to provide increased support to recruit and retain quality graduate students. He said there was a need for the Graduate School stipend to be competitive with those offered in the same disciplines at institutions which we strive to emulate. This was circulated to the senate members under date of September 29, 1983.

The Chair recognized Professor Brauch Fugate. Professor Fugate said that last year at the request of Dean Baer there was a study made of workloads and compensation of teaching assistants in the College of Arts and Sciences. The following report was given by Professor Fugate:

"During the 1982-1983 academic year, a study was made of teaching assistant duties and pay in the College of Arts and Sciences. As part of this study, chairmen and directors of graduate study were interviewed. They were nearly unanimous in the opinion that TA stipends were too low, and that this is the most serious problem facing their graduate programs.

A report released by the University of Nebraska gives strong support to these opinions. "Graduate Teaching Assistantship Stipends," by Henry F. Holtzclaw and Russel C. Nelson, reports on 1,093 departments at 25 universities, for the 1981-82 academic year. The Nebraska study included several regional universities and some private ones. When these are eliminated, 16 major state universities remain: California (Berkeley), Colorado, Iowa State, Indiana, Kansas, Kansas State, Missouri, Maryland, Michigan State, Nebraska, Ohio State, Oklahoma, Oklahoma State, Pennsylvania State, Purdue and Wisconsin. Not every department in every institution responded to the survey.

The University of Kentucky was not included in this study, but 1981-1982 UK stipends are available. The table on the following page shows, by department, where UK ranks in net stipend (stipend less tuition).

Note that only three UK departments are at the middle of the rankings; all the others are far down. Twelve of twenty UK departments rank last or next to last. Moreover, the schools in the rankings are, with one or two exceptions, those which UK should compete against for graduate students. Five of the schools on the list are UK benchmarks.

No more recent comparison study is available, although Holtzclaw and Nelson will be conducting one during 1983-84. In any case, it is unlikely that UK's rankings have improved. Since 1981-82, graduate tuition is up by \$246, and the formerly optional \$50 health fee is now mandatory. Partially offsetting this is a tuition waiver for TAs of \$7 per credit, to a maximum of \$126 per year. In addition, average stipends have increased approximately \$300. If we assume a TA who takes 9 credits per semester and who subscribed to the health plan when it was optional, then stipend less tuition and fees is up \$180 in two years. In this period, rent for graduate student housing in Cooperstown has increased by \$500.

Clearly, net stipends for TAs are not competitive, and are falling behind increases in basic living costs."

Professor Kemp wanted to know if there was any data for the southern schools. Professor Fugate said the data was for the state universities listed. Professor Gesund wanted to know who set the stipends for the graduate students? Dean Baer asked how many dollars per student Professor Fugate was talking about and if there were any estimates on how much additional funding was needed to be competitive? Professor Fugate said the deficit per individual stipend was around \$1100 but he did not know how much funding it would take in total. Dean Baer said he could answer the question on how stipends were determined. He said departments have a line but until that line increased or unless the departments decided to decrease the number of TAs there was no way of increasing individual stipends unless more money came in. The class sizes are growing so the TA positions could not be decreased. In order to bring the stipends up to a relative competitive level two years ago it would have taken approximately \$400,000 on a recurring basis.

Student senator Taylor felt the TAs taught the basics and without them the upper division classes would suffer. He said low stipends can lead to poor TAs and hurt the University overall. Professor Canon attested from his experience in the Graduate Fellowship Office that UK was not competitive. He said good students would turn down a fellowship offer because they could get more at other schools. He said the money was just not there to be competitive. Professor Guthrie said that chemistry's position had dropped from 13 of 14 to last place in a recent survey for benchmark institutions, so the University was losing ground.

The previous question was moved, seconded and passed. The recommendation passed unanimously and reads as follows:

Recommendation #2: The University should:

Provide increased support to recruit and retain quality graduate students; especially, significantly increase stipends consistent with the University's role as principal research and graduate educational institution in the Commonwealth of Kentucky. These stipends should be competitive with those offered in the same disciplines at institutions which we strive to emulate.

Rationale

The quality of number of students in a graduate program critically affects its research productivity. In some disciplines, particularly in the experimental sciences, research is carried out by graduate students under faculty supervision. Here there exists a direct proportion between research output and student population. In the Humanities, faculty time is consumed when qualified graduate students are not available to perform instructional chores, indirectly reducing research activity. Although graduate student stipends may be competitive in a few individual departments, there is abundant evidence that in most areas we fall well below the institutions with which we would like to compete. This was the clear conclusion of a College of Arts and Sciences survey based on 1981-82 data. Two separate surveys of chemistry departments showed UK TA stipends to be at the bottom of the scale both regionally and nationally. Last year seven TA offers from the English Department were declined explicitly because of the low stipends.

In one UK department it was possible to raise TA stipends when an enrollment decrease allowed a reduction in the number of required positions. This department reported a dramatic improvement in the caliber of incoming students the following year. It seems clear that money spent on this combined research and teaching resource is a uniquely cost effective investment in the future of the University. One possible method of implementing the necessary changes would be a general or selective tuition waiver for graduate assistants. For those students who pay income tax this would have a greater impact than a dollar-equivalent salary increase.

The Chair recognized Professor Robert Altenkirch, Chairman of the Admissions and Academic Standards Committee for the final agenda item which was the proposed change in University Senate Rules, Section V., 1.8.2 and Section IV., 3.1 relative to the withdrawal policy. This proposed change had been circulated to members of the senate under date of September 29, 1983. Professor Altenkirch moved that the rule be adopted. The motion was seconded.

Professor Altenkirch said the two basic arguments for the proposal was first, the current practice of unrestricted withdrawal occurs after the last day to add a class. Second, this proposal provided enough time for a student to make a decision on whether or not he/she belonged in the course.

The Chairman recognized Student senator Dhawan from the Senate Council. Mr. Dhawan, on behalf of the Senate Council, wanted the senate to be aware of the feelings of the students. He said the proposal directly concerned the interest of the students. He said freshmen were often not very well advised and went to classes not knowing whether or not they should be there. He urged the faculty not to pass the proposal.

Professor Christopher emphasized that the proposal would not change the last day to withdraw. It was the last day to add and the last day to drop without a grade. On the last day to drop the student would receive a "W" and there was no change in that. He pointed out there were two reasons for the proposal. If the last day to drop and last day to add the same, then classes would be made available to other students. "This would make for more efficient use of resources," he said and gave data from the College of Arts and Sciences in support of this. The data showed there were vacancies not being used. If the proposal were passed and procedures developed for getting students into the classes, he felt it would save a significant amount of money. He thought \$20,000 or more per semester could be saved. The savings would involve part-time instructors. He pointed out many classes were over requested and when students dropped after a two-week period then the classes were lost to other students. He left the thought with the senate on whether or not the gain in time was worth the cost to the resource problems and the students who were blocked out of a class.

Professor Bostrom pointed out that the Senate Council did not function as a rules committee and said any committee could go over the Senate Council's head and present a proposal which was the case with the withdrawal proposal. The Senate Council found fault with the proposal from the Admissions and Academic Standards Committee. They were also skeptical about the amount of savings and where those savings would go. The Senate Council was convinced by the student members that the student's right to drop without a "W" on their record is quite important to students applying to professional and graduate schools. He said he hoped the senate would give the present add/drop policy a chance to work.

Professor Rea said some classes had built in their initial enrollment a little room to take care of the attrition. He said the President of the Student Government, David Bradford, felt the rule would circumvent students' rights. Professor Kemp said one of the biggest problems of dropping within the first two weeks was the students' inability to understand the TAs, lack of communicative skills, etc. He said if the proposal were passed, it was going to take away the biggest cause of dropping which was the incompatibility between the students and the TAs.

Professor Ivey said no evidence had been submitted to suggest that students would not go ahead and drop anyway. The implication was that they would be afraid to drop because they did not want a "W" on a transcript. He said there would be a horrendous mob in adding and dropping at the same time. Dean Baer pointed out there was a mob adding and dropping anyway. He said the proposal was asking to move the add date up one class day. The savings would give a portion of the cost that would allow hiring TAs at higher stipends. Student senator Taylor said sometimes it was the third or fourth class period before a class actually got under way and students would have to make up their minds by the second or third class. He recommended that the proposal not be accepted.

The previous question was moved, seconded and passed. The motion to adopt the proposal as presented failed with a hand count of 42 to 32.

The meeting adjourned at 5:00 p.m.

Elbert W. Ockerman
Secretary of the Senate

C.L. Atcher	0039
Libraries	0039
4 King Library Annex	1

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

Jeff
11/11/1983

September 28, 1983

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, October 10, 1983.
Proposal that Extension Professors be permitted to vote for and to serve in the University Senate, provided they hold the assistant professor rank or higher and membership in an academic unit. If approved, the proposal will be forwarded to the administration for appropriate action.

Proposal: The University Senate recommends to the President that: 1) extension professors be permitted to vote for and to serve in the University Senate, provided they hold the assistant professorial rank or higher and membership in an academic unit; 2) their membership not be included in the formula by which membership in the Senate is apportioned among Colleges. (Acceptance of this proposal would require approval by the Board of Trustees of these change in the Governing Regulations.)

Background and Rationale: There are approximately 80 extension faculty members (with the rank of assistant professor or higher) located on the Lexington Campus. About 75 are in the College of Agriculture; four or five in the College of Home Economics; and one in the College of Business and Economics. While extension faculty spend considerable time performing duties not performed by regular faculty (mostly supplying professional information to extension agents away from Lexington), it appears that almost all of them also spend a considerable amount of time engaging in functions that regular faculty perform, i.e., teaching and research. Almost all hold the Ph.D. and rank in a particular department, are active members of their departments and seem to be accorded all the privileges and obligations of such membership without any distinction based upon their extension status. Extension professors are affected by the Rules and policies adopted by the University Senate. Moreover, the Senate (through the Senate Council) advises the President on the appointment of the Area Advisory Committee for promotion and tenure of the Extension Title Series faculty--a function certainly affecting the extension professors in a critical way. Thus, at present the extension faculty seems to be denied representation without good reason (Section IV of the Governing Regulations currently limits faculty eligibility to vote for and serve in the Senate to Regular and Special Title Series faculty in the Colleges and the University Library).

Since approval of this proposal would acutely enlarge the number of eligible faculty members and affect the distribution of Senate membership among the individual colleges and, also, since the size of the Senate (as a result of recent Senate action) is currently being reduced, the Senate Council felt that less perturbation would be introduced were the number of extension professors not used in the formula which apportions numbers of Senators among the Colleges.

5/25/83

29

May 25, 1983

TO: Senate Council
FROM: Ad Hoc Committee to Study Eligibility of Extension Faculty for University Senate Membership (Frye, Grimes, Canon, chairman)
SUBJECT: Report

On January 27, 1983, Senate Council Chairman Don Ivey appointed this committee to study the question of whether members of the University Extension Faculty should be eligible to vote for and serve in the Senate. Currently they are precluded from doing so. Several extension professors have recently protested this disfranchisement. More or less simultaneous with our appointment, President Singletary wrote to Dr. Ivey asking for the advice of the Senate Council on this question.

There are approximately 80 extension faculty members (with the rank of assistant professor or higher) located on the Lexington campus. About 75 of these are in the College of Agriculture. There are four or five in the College of Home Economics and one in the college of Business and Economics.

Members of the ad hoc committee have discussed the duties and functions of extension professors with the Deans of the College of Agriculture and of Home Economics, with various faculty in the College of Agriculture, and with a number of extension professors. While extension faculty spend considerable time performing duties not performed by regular faculty (mostly supplying professional information to extension agents away from Lexington), it appears that almost all of them also spend a considerable amount of their time engaging in functions that regular faculty perform, i.e., teaching and research. Almost all hold the Ph.D. and rank in a particular department, are active members of their department and seem to be accorded all the privileges and obligations of such membership without any distinction based upon their extension status.

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MEMO TO SENATE COUNCIL

RE: REPORT

The ad hoc committee feels that because the extension professors do teach and perform research, they are affected by the Rules and policies adopted by the University Senate. They thus seem to be denied representation without good reason. Additionally, the Senate (through the Senate Council) advises the President on the appointment of the Area Advisory Committee for Promotion and Tenure of Extension Title Series Faculty--a function certainly of interest to the extension professors. Indeed, the Senate's general function of advising the President on non-academic matters makes it a body of some interest to extension faculty.

The ad hoc committee thus recommends that extension professors be permitted to vote for and serve in the University Senate, provided they hold the assistant professorial rank or higher and membership in an academic department. (These two provisos will make extension faculty lecturers--who number about 20--or those members of the extension faculty who lack the requisite criteria or accomplishments to obtain appointment in an academic department ^{ineligible for} ~~from~~ Senate membership, just as regular faculty below the rank of Assistant Professor are not represented in the Senate.)

This is a recommendation to the President. It is not an action the Senate can take itself. Section IV of the Governing Regulations currently limits faculty eligibility to vote for and serve in the Senate to Regular and Special Title Series faculty (also librarians). If the President concurs in this recommendation, he would presumably ask the Board of Trustees to change Section IV to include Extension Series faculty to the eligibility list.

Adoption of this recommendation will affect the apportionment of the Senate, by increasing the College of Agriculture's representation by two Senators. (Obviously it would not materially affect the representation from Home Economics or Business and Economics.) Because the Committee is not of onemind about this impact and because the apportionment question goes a little beyond our charge, we present without recommendation three alternate ways by which the apportionment problem could be handled.

First, we could do nothing about apportionment. Agriculture would get two additional Senators and two other colleges would lose a Senate seat. (Just which colleges would lose is dependent upon faculty lines and student enrollments in any given year. Had extension professors been enfranchised for the most recent election, Medicine and Home Economics would have lost one Senator apiece.)

Second, we could also recommend to the President a change in the Governing Regulations increasing faculty representation in the Senate from 85 seats to 87 seats. This would accomodate the large influx of new faculty voters in the system without costing other colleges any loss of seats.

Third, we could also recommend to the President that the Governing Regulations be changed so that while extension professors were able to vote for and serve in the Senate, their number would not be included in the formula by which the Senate is apportioned (Section IV of the Governing Regulations now provides that half the Senate apportionment is based upon the number of faculty in the colleges who are able to vote for and serve in the Senate. The other half is based upon full-time student enrollments in the various colleges.)

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

September 29, 1983

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, October 10, 1983.
Senate Research Committee Report.

Members of the University Senate:


At the 11 April Senate meeting, a motion was made and voted that discussion of the recommendations made in the Senate Research Committee's report be deferred until the October meeting of the Senate; this was done because of insufficient time to consider adequately the report at the April meeting. A copy of the full report from the Research Committee is circulated under cover of this letter.

At the Senate meeting on 10 October, Recommendation #2 (graduate student stipends) and Recommendation #5 (new faculty "start-up" funds) will be brought to the floor for discussion and action. Another recommendation (#7) was effectively acted on at the last Senate meeting when the Senate established its position on the University Library System by adopting recommendations and a resolution submitted by the Library Committee. Further recommendations from this Report will be on the agenda for future meetings; e.g., recommendation #6 (computing and statistical services) is scheduled for the November meeting.

In the Rules of the University Senate as specified by the Governing Regulations, the first charge stated for the University Senate is to determine the broad academic policies of the University and to make regulations to implement these policies. The academic mission of the University is, of course, teaching and the pursuit of research, scholarly and creative activities. The University Senate offers an official faculty forum for assessing and discussing the capabilities and needs of the University in these areas and the Senate also provides a vehicle by which solutions to problems in these areas can be broached. Accordingly, a deliberate effort is being made this year by the Senate Council and by the Research Committee to build--on a regular basis--into the agenda of Senate meetings discussion and action items relating to the research, scholarly and creative activities of the University. The goal of this endeavor is to enhance the effectiveness and prestige of the University of Kentucky as a major teaching and research institution. It is helpful in this regard that our University Senate is a joint body of faculty, students, and administrative officers.

Your help in this endeavor is critical. Please let members of the Senate Council, members of the Research Committee, or the Senate Council office (7-5871) know your ideas and usggestions. Also, discuss these matters with colleagues not in the Senate. Faculty and students not members of the Senate can attend and can speak at Senate meetings (except on rare occasion of executive session). So, members, invite colleagues to attend these meetings when topics of interest to them are scheduled.

AN EQUAL OPPORTUNITY UNIVERSITY


Douglas Rees, Chairman
Senate Council

Recommendation #1

Award visiting Professorships to selected departments in accordance with identified needs (not more than one per year for a period of two years for each department chosen) in order to stimulate research and scholarly endeavor.

Rationale

Although the University of Kentucky is recognized as the prime institution for graduate programs and research in the State, certain departments at the University are more active in research and have a greater national reputation, than others. These are the departments that make the University regionally and nationally conspicuous. Hence, it is highly desirable to maintain the research strength and activity of these departments in spite of overall budgetary restrictions. The administration understands which departments have good growth potential for graduate education and research. In leading Universities across the country, it is common to have one or two distinguished visitors per year in many departments. These visitors bring in new ideas and stimulate the research interests of existing faculty members. Hence, it is desirable to award Visiting Professorships to selected departments according to their identifiable needs. For instance, VPI has a visiting scholar program in the Department of Statistics which enables the Department to bring to its campus, as visiting scholars distinguished individuals who are making significant contributions. The departments receiving these awards should have the flexibility of inviting visitors on a short term (1 week or several months or long term basis (6-9 months). For example, if a department is awarded a visitor for the academic year they could have two visitors, one for each semester or one visitor for the academic year; the duration of the visit should fit the needs of the particular discipline.

It is recommended that every year five departments be awarded a visiting position at an approximate cost of \$250,000 for the total program.

Recommendation #2

Provide increased support to recruit and retain quality graduate students; especially, significantly increase stipends consistent with the University's role as principal research and graduate educational institution in the Commonwealth of Kentucky. These stipends should be competitive with those offered in the same disciplines at institutions which we strive to emulate.

Rationale

The quality of and number of students in a graduate program critically affect its research productivity. In some disciplines, particularly in the experimental sciences, research is carried out by graduate students under faculty supervision. Here there exists a direct proportion between research output and student population. In the Humanities faculty time is consumed when qualified graduate students are not available to perform instructional chores, indirectly reducing research activity. Also, the intellectual stimulus of intense young

Rationale #2 - Continued

people is important to the research and scholarly climate of the Department. Although graduate student stipends may be competitive in a few individual departments, there is abundant evidence that in most areas we fall well below the institutions with which we would like to compete. This was the clear conclusion of a College of Arts and Sciences survey based on 1981-82 data. Two separate surveys of chemistry departments showed UK TA stipends to be at the bottom of the scale both regionally and nationally. Last year seven TA offers from the English Department were declined explicitly because of the low stipends.

In one U.K. department it was possible to raise TA stipends when an enrollment decrease allowed a reduction in the number of required positions. This department reported a dramatic improvement in the caliber of incoming students the following year. It seems clear that money spent on this combined research and teaching resource is a uniquely cost effective investment in the future of the University. One possible method of implementing the necessary changes would be a general or selective tuition waiver for graduate assistants. For those students who pay income tax this would have a greater impact than a dollar-equivalent salary increase.

Recommendation #3

In accordance with University Policy, we recommend that increased faculty time be made available for those faculty who are productive, and that negotiated effort agreements reflect the manner in which each member can best contribute to departmental goals.

Rationale

The report of the Committee on Research (Standard Nine) of the Institutional Self-Study, 1980-82 listed nine areas of strength and eight problem areas, the most prominent problem area was inadequate time for research. The Report also gave a clear indication of the positive relationship between research grant awards and the percentage of effort committed to research. The Report further states: "These general indices suggest that the University of Kentucky has a scholarly and productive faculty in spite of budgetary limitations and minimum of research time in many units." (Emphasis added.)

It is a maxim that people generally do well those things they like to do, and they will engage in those activities wholeheartedly and frequently if given the opportunity. Therefore, University Policy in respect to the distribution of effort by faculty and related issues should be consistent with this maxim. If the University, down to the departmental level, follows this maxim, it will be practicing management by objectives in the best sense of the term, and greater productivity will result. This is true in all areas, but especially in the area of research. Most faculty who demonstrate continued research activity and productivity accept employment at a major university because of the potential for research as well as teaching and service. Therefore, every

Rationale #3 - Continued

regular, tenure-track faculty member should be allotted a reasonable percentage of time for his/her research (at least 25%) with greater proportions allotted to those who are successful in their research efforts, up to a maximum specified by University policy. The policies of the University should be explicit in setting limits, while allowing for flexibility to accommodate to individual differences.

Recommendation #4

Increase faculty summer research fellowships to 1/9th of the recipient's annual salaries.

Rationale

The Graduate School currently awards a limited number of faculty summer fellowships. The announced stipend is \$1,600. In some years this has been raised to \$2,000 when funds were available. In order to attract top quality new faculty the University should be able to offer some reasonable guarantee of support for the first two summers. It would be understood that the individual would, in most cases, find external sources of support by his or her third summer, at least in those areas where grants and contracts are a normal mechanism of research support. The suggested stipend of one ninth of the awardee's academic year salary is a substantial improvement over the present level of support but is not so great as to discourage the search for external grant and contract funds.

Recommendation #5

Establish a pool of funds for start-up research for new faculty, preferably from state-appropriated funds.

Rationale

This recommendation is closely related to Recommendation #4. Both of these recommendations are supported by the data generated for the Report of the Committee on Research. Specifically, the Report stated: "Last year, the Faculty Research Committee considered approximately 85 to 90 percent of the requests submitted to be of sufficient merit to receive some degree of support, but only 63 percent could be funded (mostly at greatly reduced levels). This lack of start-up or "seed" monies seriously limits the initiation of new research that is essential to developing grant applications to potential funding agencies. It also adversely affects the recruitment, career advancement, and retention of promising young investigators. Thus, the future research potential of this University's faculty is being jeopardized."

The Senate Research Committee sees this problem as one of the most serious affecting research productivity at the University, yet it is one problem area that can be remedied with modest additional funding. The Committee recommends

Rationale #5 - Continued

that a substantial percentage (ca. 5-10 percent) of the total indirect overhead costs and salary savings on all research grants, plus an equal amount of funds from general state appropriations, be allocated for Recommendations Nos. 4 and 5, in addition to returning a fraction of the overhead monies as "incentive funds" to the units generating these funds.

Recommendation #6

Provide adequate computer and statistical services and make these accessible to all research-oriented faculty.

Rationale

In a recent survey of computing needs of the Lexington Campus, 70% of respondents found present capabilities inadequate for their needs; the disparity between resources and needs was estimated to be about a factor of two. The effect of present computing allocations on recruitment of new faculty was considered to be negative rather than positive by a four-to-one margin, and 65% of the respondents felt that the computing allocations made both to new and continuing faculty members were inadequate.

The survey detected 176 research terminals on campus now, which are used some 34,000 hours/mo. In two years the need is about 400 terminals for research, to be used 80,000 hours per month. The survey indicated a need for 75 word processing facilities within two years, as opposed to about 30 available now; these include only the text processing facilities needed to support faculty research. At a minimum 65 Lexington Campus units should be fully equipped for word processing within two years, and in five years all of them should have this capability. In five years the 750 terminals then needed should be able to serve as input stations for sophisticated text processors.

The Council on Higher Education has made the DEC-10 computer system at Louisville available to UK for the past six years at little cost; however this service may end at any time and cannot be considered in future computer needs. The saturation of the two PRIME CPUs and other considerations make clear that the new IBM 3083 will see substantial instructional use in the years to come, making its use for research perhaps less pervasive and powerful than many contemplate today.

The existing statistical consulting facilities provided by the Statistical Laboratory are meager and inadequate. Separate funds should be provided to the Lab so that it can provide University-wide service.

Goals

1. Within two year to enable 50% of the faculty to apply computers to their research for activities other than word processing, and to make up-to-date statistical software packages available to all research faculty who need them.

Rationale #6 (Goals) - Continued

2. To provide statistical service consultation to researchers in Medicine, Agriculture, Biological Sciences, Behavioral Sciences, and other areas where statistical evaluations of large blocks of information is important.
3. To provide facilities for the computer control of experiments and data collection.
4. To provide research support through access to large data bases, data archives, expert systems, and library searchers.
5. To provide text processing facilities to all faculty for the evaluation of documents, and preparation of reports and other documents.
6. To speed the implementation of the Computing Task Force plan for research computing, including the development of a powerful, distributed network computing system interconnected to the University computing center facilities via a fast and powerful communication system which extends throughout the University.

Recommendation #7

Ensure that library resources and services are adequately and fully budgeted from recurring funds.

Rationale

The materials budget for the University Libraries needs to be placed on a recurring basis at the earliest possible date. In fiscal year 1982-83 only \$766,470 (about 39%) of the book budget consisted of recurring funds. Over \$1,000,000 is required for journal purchases alone each year in the Library System; thus the current recurring budget is inadequate to fund even serial purchases. Sufficient recurring funds are essential to an orderly plan for journal and monograph collection development.

Additionally, general funding levels for our library need to be increased. In comparison to the libraries of other institutions, our library is underfunded. Available statistics confirm this, and indicate that the comparative ranking of our library is declining significantly.

a) Only 6 of 43 southern colleges and universities reporting the ratio of library expenditures to total expenditures of institutions fall below Kentucky (Statistics of Southern College and University Libraries, 1980-81 compiled by the LSU Library, 1981).

b) The overall index ranking of Kentucky compared to 101 North America research libraries fell from 42 in 1979-80 to 45 in 1980-81 and to 48 in 1982-83 (ARL Library Index, 1981-82).

Rationale #7 - Continued

c) The Library is 600,486 volumes below the University's benchmark average and the total annual budget is \$1,234,977 below this average. Additionally our library is 70 positions below the benchmark average in FTE staffing. (Report, Standard Six (Library) Committee of the 1980-82 University of Kentucky Self-Study (1981-82 update)).

An adequate and recurring budget for the Library is essential to ensure that the Library can provide acquisitions and service programs able to support the primary functions of the University.

Recommendation #8

Improve the communication systems and simplify the procedures for conducting University research business. Have the UKRF assume a full-service function for project accounting, hiring personnel and purchasing research equipment. Two benchmark institutions (Ohio State University and Purdue University) already have this model.

Rationale

Rapid and competent repair of University research facilities and equipment are necessary to maintain productivity and expand into developing high technology areas. Mundane problems such as faulty sinks, defective air conditioning, inadequate lighting, faulty elevators and unavailability of keys for facilities become major problems without solution except for the intervention of senior faculty, and often without solution even then. The professor is burdened with non-professional responsibilities in addition to his teaching and research commitment. Not only must the professor find funds to support research but also arrange and police the maintenance and repair of facilities and equipment.

Accountability of maintenance personnel to a central agency and to the professor for whom they are performing the work would do much to improve the situation. Maintenance personnel should be easily reached, priorities for service rapidly established and the work completed satisfactorily and on time. Maintenance people should be identified by name to a person responsible for the laboratory or facility and when completed, the work certified as acceptable or unacceptable by that person.

The maintenance of research equipment should be coordinated through a central agency with pooling of service contracts for the University. Service contracts might receive support from UKRF and other University funds. This should result in reduced costs and improved service. In addition, high technology personnel for sophisticated equipment with broad use in the research community might be hired by the University and their work supported by overhead costs and other payments received by UKRF and the University. The availability of this equipment would then be assured the research community without problems arising from limitations of an individual professor or department's grant support.

Rationale #8 - Continued

The funding for major and minor research equipment and modernization of existing research equipment and facilities should be coordinated within the University and its colleges and institutes. Priorities for support should be based on productivity, need, relevance to existing University programs, and potential for expansion into new research growth areas. The money should be spent where it can do the most good within the existing research structure and permit expansion into new areas.

A procedure for prompt response to research-related problems would be very helpful, a sign of the University's commitment to research, and costs very little to establish.

Recommendation #9

Extend efforts to publicize the quality and importance of the role of research at the University of Kentucky to the State Legislature and to the general public.

Rationale

The University of Kentucky is the primary research institution serving the Commonwealth. The general public and legislature of the Commonwealth are seemingly unaware of the financial and physical requirements for conducting quality research, research activities in progress, and contributions made to scientific knowledge by this institution. The development and subsequent continued use of mass media techniques for dissemination of research findings are vitally needed. Such a program should lead to a more thorough understanding of and support for research programs. The immediate and long-term benefits from both basic and applied research should be continually and effectively released on a state and national basis. It is frustrating to read regular releases of research activities from major universities other than ours, and in areas where our own programs are quite competitive or superior. Effective communication of our research fruits must be conveyed to newspapers and other mass media throughout the state.

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

September 29, 1983

TO: Members, University Senate

FROM: Senate Committee on Admissions and Academic Standards

RE: AGENDA ITEM: University Senate Meeting, Monday, October 10, 1983.
Proposed changes in University Senate Rules, Section V., 1.8.2 and
Section IV., 3.1, relative to the withdrawal policy.

Background: Late in 1982 and early in 1983, the Senate Council received several letters dealing with problems associated with the University's withdrawal policy. As a result, the Senate Council asked the Admissions and Academic Standards Committee to review the current rules.

In the Spring Semester, 1983, the Committee on Admissions and Academic Standards recommended three changes in the withdrawal policy. One of those changes was approved by the Senate Council for action by the Senate. That proposal was approved by the University Senate on April 11, 1983, and is currently part of University Senate Rules. Following that, the Committee on Admissions and Academic Standards requested that the other two recommendations be brought before the Senate regardless of Senate Council action. The Senate Council concurred and scheduled the Committee's recommendations for the October Senate meeting. The Senate Council was asked to reconsider its position at a subsequent meeting with John Christopher, Associate Dean, College of Arts and Sciences. At that meeting the Senate Council reaffirmed its position.

The recommendations from the Admissions and Academic Standards Committee are attached.

Rationale: The original impetus for considering these changes was to clear up some record keeping "muddiness" with regard to how many students are enrolled in a given semester. There are other reasons for recommending the proposed changes, and they follow below.

As it now stands, several sections of a course may be filled at the beginning of the semester, but by the time the last day to drop without a grade arrives, the total number of students in the course has dwindled to the point that many of the sections are populated by so few students that they probably ought not to exist. Such a mode of operation is rather inefficient and a poor use of faculty time. Most, but not all, of this problem would be alleviated by making the last day to add and the last day to drop without a grade the same.

The committee also feels that the amount of time allotted in the proposed changes for a student to decide whether or not he/she wants to drop a course and receive no grade is sufficient. Instructors are required to provide information during the first or second class meeting as to the content and conduct of the course. With this information and the student's own assessment of his/her abilities and level of preparation, a student should be able to decide by the eighth day of classes if he/she has the wherewithal to be in a particular course.

Proposal 1: (underlined portion=new; bracketed portion=deleted)

V., 1.8.1 Students who miss the first two class periods of a course without notifying the department of their intention to attend may be reported by the department to the dean who shall drop the students from the course and notify the Registrar that the student has been removed from the class roll. (US: 12/12/77)

1.8.2 Any student may withdraw from any class (except for those used to meet the Freshman English requirements; see Section V., 4.3.1) before the midpoint of the term. In order to withdraw, the student must submit a completed withdrawal form to his or her dean. The dean shall report the withdrawal to the Registrar. (US: 1/12/82)

Students who withdraw [within three(3) weeks from the beginning of classes in the fall or spring semester] on or before the last day to register for an organized class (or a proportional amount of time in the summer or other terms) will have no record of the class appear on their transcripts.

During the remaining first half of the course a record of the class will appear on the transcripts of students who withdraw and they must receive a grade of W.

1.8.3 A student may withdraw from a class during the latter half of the term upon approval by the dean of the student's college of a petition certifying urgent non-academic reasons including but not limited to:

1. Illness or injury of the student;
2. Serious personal or family problems;
3. Serious financial difficulties.

Before acting on such a petition, the dean will consult with the instructor of the class. If such a petition is approved by the dean of the student's college, the dean shall inform in writing the instructor of the class of his action, and the student shall be assigned a grade of W. (US: 4/12/83)

Proposal 2: (underlined portion=new; bracketed portion=deleted)

IV., 3.1 After the [sixth] eighth day of classes in either semester, [or the fourth day of that term of the summer session in which the student is enrolled,] the third day of classes in a four-week intersession, or the fifth day of classes in an eight-week summer session, no student may register for an organized class. On recommendation of the dean concerned, the Registrar may set a later date for final registration in classes that do not start on the first day of a semester or a summer session, or for the registration of a group of students who were not present at the regular registration time.

Proposed Implementation Date: Spring Semester, 1984.

TEACHING ASSISTANT STIPENDS
IN THE COLLEGE OF ARTS AND SCIENCES

by Brauch Fugate

During the 1982-1983 academic year, a study was made of teaching assistant duties and pay in the College of Arts and Sciences. As part of this study, chairmen and directors of graduate study were interviewed. They were nearly unanimous in the opinion that TA stipends were too low, and that this is the most serious problem facing their graduate programs.

A report released by the University of Nebraska gives strong support to these opinions. "Graduate Teaching Assistantship Stipends," by Henry F. Holtzclaw and Russel C. Nelson, reports on 1,093 departments at 25 universities, for the 1981-82 academic year. The Nebraska study included several regional universities and some private ones. When these are eliminated, 16 major state universities remain: California (Berkeley), Colorado, Iowa State, Indiana, Kansas, Kansas State, Missouri, Maryland, Michigan State, Nebraska, Ohio State, Oklahoma, Oklahoma State, Pennsylvania State, Purdue and Wisconsin. Not every department in every institution responded to the survey.

The University of Kentucky was not included in this study, but 1981-1982 UK stipends are available. The table on the following page shows, by department, where UK ranks in net stipend (stipend less tuition).

RANKING OF UK NET STIPENDS VERSUS OTHER STATE UNIVERSITIES

Department:	UK Rank:	Other Institutions in Ranking:
Anthropology	7 of 11	IN, OH ST, PA ST, CA-B, CO, KS, MO, NE, OK, WI
Biology	6 of 7	Purdue, KS, MO, IN, KS ST, PA ST
Chemistry	13 of 14	IA ST, KS ST, MI ST, OH ST, PA ST, CA-B, CO, KS, MD, MO, NE, OK, WI
Classics	4 of 8	MO, CA-B, CO, KS, NE, OK, WI
Comp. Sc.	8 of 9	MI ST, OH ST, PA ST, CA-B, CO, KS, NE, WI
English	15 of 15	IN, IA ST, KS ST, OH ST, PA ST, Purdue, CA-B, CO, KS, MD, MO, NE, OK, WI
French	5 of 6	CA-B, IN, KS, WI, MD
Geography	11 of 13	KS ST, OH ST, OK ST, PA ST, CA-B, CO, KS, MD, MO, NE, OK, WI
Geology	9 of 9	IN, KS ST, CA-B, KS, NE, OK, WI, OH ST
German	6 of 7	OH ST, PA ST, CA-B, WI, MO, KS
History	13 of 14	IN, IA ST, KS ST, MI ST, OH ST, PA ST, Purdue, CA-B, KS, MD, MO, NE, OK
Mathematics	11 of 14	IN, IA ST, KS ST, MI ST, OH ST, OK ST, PA ST, Purdue, CA-B, CO, KS, OK, WI
Microbiology	8 of 8	IA ST, MI ST, OH ST, PA ST, CA-B, KS, MD
Philosophy	8 of 11	IN, OK ST, PA ST, CA-B, CO, KS, MD, MO, NE, OK
Physics	13 of 16	IN, IA ST, KS ST, OK ST, PA ST, Purdue, CA-B, CO, MO, WI, KS, NE, MI ST, MD, OK
Political Sc.	6 of 12	IA ST, KS ST, OK ST, PA ST, Purdue, CA-B, KS, MO, NE, OK, WI
Psychology	13 of 14	IN, IA ST, KS ST, OH ST, OK ST, CA-B, CO, KS, MD, MO, NE, OK, WI
Sociology	10 of 11	KS ST, OH ST, PA ST, CA-B, CO, KS, MO, NE, OK, WI
Spanish	6 of 6	CA-B, KS, WI, MD, PA ST
Statistics	4 of 9	IA ST, KS ST, OH ST, OK ST, PA ST, Purdue, CA-B, MO

Note that only three UK departments are at the middle of the rankings; all the others are far down. Twelve of twenty UK departments rank last or next to last. Moreover, the schools in the rankings are, with one or two exceptions, those which UK should compete against for graduate students. Five of the schools on the list are UK benchmarks.

No more recent comparison study is available, although Holtzclaw and Nelson will be conducting one during 1983-84. In any case, it is unlikely that UK's rankings have improved. Since 1981-82, graduate tuition is up by \$246 , and the formerly optional \$50 health fee is now mandatory. Partially offsetting this is a tuition waiver for TAs of \$7 per credit, to a maximum of \$126 per year. In addition, average stipends have increased approximately \$300. If we assume a TA who takes 9 credits per semester and who subscribed to the health plan when it was optional, then stipend less tuition and fees is up \$180 in two years. In this period, rent for graduate student housing in Cooperstown has increased by \$500.

Clearly, net stipends for TAs are not competitive, and are falling behind increases in basic living costs.

/cet

10/6/83

11/8/83

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

ACADEMIC AFFAIRS OFFICE
CENTRAL ADMINISTRATION
11 ADMINISTRATION BUILDING

November 8, 1983

M E M O R A N D U M

TO: Otis A. Singletary
President.

FROM: Paul G. Sears *PJS*
Special Assistant for Academic Affairs

SUBJECT: Ockerman-to-Singletary Transmittal Dated October 12, 1983

The action by the University Senate at its meeting on October 10, 1983, concerning extension faculty does not appear to require any change in Part IV. The University Senate (University System) of the University of Kentucky Governing Regulations.

On the other hand, several appropriate changes will need to be made in Section 2.2.1 of the University Senate Rules to provide for the implementation of the action of the University Senate on October 10, 1983, concerning extension faculty.

S

cc: Dr. Elbert W. Ockerman
Dr. Douglas Rees
Dr. Art Gallaher, Jr.

10/14/83

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0033

DEAN OF ADMISSIONS AND REGISTRAR
GILLIS BUILDING

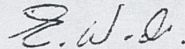
October 12, 1983

Dr. Otis A. Singletary, President
University of Kentucky
Administration Building
0032

Dear President Singletary:

The University Senate at its meeting of October 10, 1983, approved the attached proposal with the request that it be forwarded to the Administration for appropriate action.

Cordially,



Elbert W. Ockerman
Secretary, University Senate

EMO:f

Enclosure

cc: Senate Council
Chancellor Art Gallaher

Proposal: The University Senate recommends to the President that: 1) extension professors be permitted to vote for and to serve in the University Senate, provided they hold the assistant professorial rank or higher and membership in an academic unit; 2) their membership not be included in the formula by which membership in the Senate is apportioned among Colleges. (Acceptance of this proposal would require approval by the Board of Trustees of these changes in the Governing Regulations.)

Background and Rationale: There are approximately 80 extension faculty members (with the rank of assistant professor or higher) located on the Lexington Campus. About 75 are in the College of Agriculture; four or five in the College of Home Economics; and one in the College of Business and Economics. While extension faculty spend considerable time performing duties not performed by regular faculty (mostly supplying professional information to extension agents away from Lexington), it appears that almost all of them also spend a considerable amount of time engaging in functions that regular faculty perform, i.e., teaching and research. Almost all hold the Ph.D. and rank in a particular department, are active members of their departments and seem to be accorded all the privileges and obligations of such membership without any distinction based upon their extension status. Extension professors are affected by the Rules and policies adopted by the University Senate. Moreover, the Senate (through the Senate Council) advises the President on the appointment of the Area Advisory Committee for promotion and tenure of the Extension Title Series faculty--a function certainly affecting the extension professors in a critical way. Thus, at present the extension faculty seems to be denied representation without good reason (Section IV of the Governing Regulations currently limits faculty eligibility to vote for and serve in the Senate to Regular and Special Title Series faculty in the Colleges and the University Library).

Since approval of this proposal would acutely enlarge the number of eligible faculty members and affect the distribution of Senate membership among the individual colleges and, also, since the size of the Senate (as a result of recent Senate action) is currently being reduced, the Senate Council felt that less perturbation would be introduced were the number of extension professors not used in the formula which apportions numbers of Senators among the Colleges.

2/4/83

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

OFFICE OF THE PRESIDENT

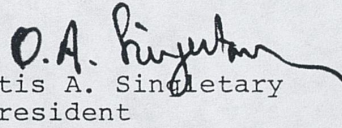
January 28, 1983

Professor Donald W. Ivey
Senate Council
Room 10 Administration Building
CAMPUS 0032

Dear Professor Ivey:

I have received a request from Dr. Gary T. Lane of the College of Agriculture in behalf of the extension faculty of the University. His request is that extension faculty be eligible for membership in the University Senate. I believe a proper interpretation of the current Governing Regulations is that only teaching and research faculty are eligible for membership. I am taking no position on the proposal at the present time, but I am requesting the advice of the Senate on this proposed change in the Governing Regulations.

Sincerely,


Otis A. Singletary
President

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