

Establishment of the Community College System Faculty Title Series

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Before the arrival of President Oswald in Fall 1963

In 1962, the UK President was Frank Dickey (formerly in the UK College of Education), and Lyman Ginger was Dean of the College of Education. Ellis Hartford, the chairman of the Division of Foundations in the College of Education, left for a 2 year assignment with the Kentucky Council of Higher Education, before returning in 1964 as the first Dean of the new UK Community College System. During the term of President Dickey, the Board of Trustees approved the establishment of a number of “off-campus centers” in various places in the state at which the University provided instruction. The Board of Trustees Governing Regulations adopted in 1960 did not identify written criteria of merit for (re)appointment, promotion, tenure or faculty performance review.

The Arrival of President Oswald in Fall 1963

The UK Board of Trustees in May 1963 appointed **John Oswald** as the new University President, who arrived that September.¹ Among his mandates from the Board of Trustees were to lead the University out of its status as a local teaching institution, and into the national rankings of public research universities.² Toward that end, and in consultation³ with the Faculty Council (= today’s Senate Council), he promulgated in October 1963 a new university policy under which faculty appointment, promotion, tenure and merit salary increase were expressly tied to faculty performance in each of the areas of teaching, research and University/public service.⁴ The following year, the Kentucky General Assembly provided an additional, and in historical hindsight some would say an opposing, mandate by raising several of the various outreach education centers to the status of community colleges in a “University of Kentucky Community College System,” the mission of which was expressly not research. The question then immediately rose as to how the appointment, promotion, tenure and merit evaluation of faculty personnel stationed at the Community Colleges fit into the new policy that expressly required excellence in research from the University faculty.



President Oswald met with the University Faculty Council in October 1963³ to discuss how his plans for instituting teaching and research excellence as a tenure/promotion requirement for those titled “Professor” related to the faculty appointed to provide instruction in these off-campus centers. The President expressed his philosophy in an exchange with Ralph Weaver, the Faculty Council Chair⁵:

President Oswald: “If we accept these criteria I don’t see how you can continue a man, but say if a man is not considered promotable to associate professor at the end of 5 or 6 years, say he is doing a good job in teaching but he is doing nothing in the research line at all then he continues... then you are using the term professor in connection with someone who is really not on the creative side. Why not at the end of this period, if the decision is made to keep him, but not promote him, I’d much prefer to see a title of lecturer or something that denotes he is just a teacher ... I have some reluctance about the term professorship. I’d like to keep the professor as the person who is really on all sides of the University activity.”

Ralph Weaver: “Part of that’s a question of whether we are going to separate the Centers. I think that largely the teachers at the Centers in many cases (people with bachelor or masters

degree) ... are quite useful as teachers there, but by ordinary criteria at least, are not promotable and most of those have been retained as Instructors. If we reach the point where these things do not apply to the Centers I think its quite possible ...

President Oswald: "This would be certainly something I was going to propose – that we actually split ... have a University system and a Community College System. We have quite different criteria and quite different titles for people that are teaching in the Community College System because there are quite different expectations."

Oswald further clarified that "the term "**lecturer**" was defined as one who is doing a good job teaching," and that the tenured lecturer could later become promoted to the higher tenured rank of "**Senior Lecturer**."⁴

President Oswald also discussed with the University Faculty Council establishing "Area" Committees (that would be committees of the Faculty Council⁶) that would, beginning in January 1964, provide a University-level format of faculty evaluation of promotion/tenure dossiers submitted by college deans up to the next level for approval. He explained that the Area Committees could consider situations of assistant professors where the individual is recommended to "remain an assistant professor with tenure on account of teaching prowess and promise" or that the individual be "changed to a **lecturer** with tenure." However, 1964 arrived without an official policy resolution as to what title and rank series would be for those faculty whose duties were necessary for the University mission but whose duties did not include research. So far as can be determined, none of the Instructors stationed at any of the Centers were promoted to either Lecturer or Assistant Professor in the spring of 1964. A "President's Conference on Community Colleges" was held in March of 1964,⁷ during which **Ellis Hartford** (the July 1, 1964-to-be Dean of the Community College System) promised to take under advisement and study the matter of rank and tenure for Community College System faculty.



"Lecturer" Proposed as Root of Title of Series of Ranks for NonResearch Faculty in the Community Colleges

As 1964 progressed, there was more iteration between the office of the President and the Faculty Council on a resolution to the "titles problem." However, within the "University System" there was strong objection in most colleges for the application of the title "Lecturer" to non-research faculty, i.e., these faculty still wanted to have a professorial title. Thus, by fall 1964, with the spring 1965 promotion/tenure review cycle looming, Special Assistant to the President **Tom Lewis** proposed advised President Oswald that faculty strongly preferred to be called "Professor" rather than "Lecturer." Lewis thus proposed to "beef-up" the Lecturer rank by adding some new ranks below it. He proposed to President Oswald a new four-rank Lecturer Title Series, with the entry rank of "Associate," then "Associate Lecturer," then "Lecturer" and finally "Senior Lecturer,"⁸ where tenure could be conferred to the Lecturer and Senior Lecturer. The concept was that these four ranks would parallel the Regular Title Series ranks of Instructor, Assistant Professor, Associate Professor and Professor. Included with the proposal was a detailed draft definition of the rank of "Associate,"⁹ a new draft definition of "Lecturer"¹⁰ and a contrasting draft definition of "Instructor."¹¹ These drafts were circulated to the Deans¹² and the Faculty Council.¹³ New language in the draft for the Lecturer series, in addition to the two new lower ranks, was the specification



"The Lecturer title series ... it is a title series which recognizes the need in some departments for specialized teaching and the value in certain circumstances of retaining an individual because of his exceptional ability as a teacher."¹⁴ (underlining added here)

At the same time as the above proposal was being distributed, CC System Dean Ellis Hartford contacted Tom Lewis to explain that Hartford had established a "Special Committee on Rank and Tenure" (Chaired by Charles Talbert, Northern CC) that would examine in detail the question of titles and ranks for CC System faculty, asking that Lewis please be a liaison between the committee and the President's office. The following month, President Oswald asked Hartford to please comment on the drafts distributed by Tom Lewis on "Associate", "Instructor" and Lecturer ranks, which the Special Committee later that month assessed. In November 1964, Hartford

provided his personal opinions to President Oswald,¹³ while the committee deliberations were still ongoing. It was Hartford's opinion that for the faculty in the CC System it be made

“clear that their future advancement in the Community College System is primarily dependent on progress toward excellent teaching and that there can be no comparable emphasis upon or opportunity for doing research on the scale expected in the University departments and colleges in Lexington.”

Hartford did not see a role for the entry rank of “Associate” (essentially, a graduate fellow/assistant, with an M.S., working more than half time in teaching) in which no tenure probationary credit accrued while in enrolled as a student when also working as “Associate.” However, he did support the three upper Lecturer ranks of Associate Lecturer, Lecturer and Senior Lecturer, and the title of Instructor, as applicable to the Community College situation.

Two weeks later, the Special Committee developed its recommendations,¹⁵ which strongly favored that the titles and ranks would be the same as those of the University System professorial title and ranks, only with different criteria. The committee desired that if a different system was used, that what ever the title, the ranks “*assistant*” and “*associate*” be used in a manner similar to their use in the University System professorial series. The committee supported the use of “Area Academic Personnel Committees” but that “*a detailed statement of the criteria for promotion*” should be adopted, and that “*tenure should be granted at the end of four years teaching experience in the Community College System.*” In early December, a final report of the committee was submitted to Dean Ellis Hartford. The final recommendations included

“The committee favors the retention in the community colleges of the traditional ranks – instructor, assistant professor, associate professor, and professor – advancement to be earned by outstanding teaching and by service to the community. If the traditional ranks are not to be open to those who devote all of their time to teaching and public service we suggest that the new ranks be instructor, assistant lecturer, associate lecturer and lecturer.”¹⁶

The committee recommended that the retention/tenure decision be made during the third year of employment at the rank of Instructor (initially hired with a minimum of an M.S. degree), i.e., tenure would occur at the level of assistant lecturer (or assistant professor, as had occurred in some cases in the University System in 1964). The committee also urged that each CC System faculty member have the option to choose between the two paths of the University System ranks versus the special CC System ranks, in the event that a faculty member in the CC System obtained the “*time or the materials for research and publication.*”

The following January 1965 there occurred the first organizational meeting of all Community College System Faculty, at which the governance organization of the total CC System faculty (and individual community college faculties) was drafted. The report of the “Special Committee on Rank and Tenure” was read to the faculty.¹⁷ Dean Hartford informed the faculty that the findings of the committee “*will be utilized in his recommendations concerning policy.*” In March 1965 Dean Ellis Hartford submitted to President Oswald that report.¹⁸ The Preamble to the document specified

“This plan of organization for the Faculty of the Community College System of the University of Kentucky shall be effective immediately and for a period of four years, during which time the increase in number and the achievement of tenure status by a majority of members will necessitate review and possible reorganization on a permanent basis.”¹⁹

Final Adoption of Titles and Ranks for the Community College System

During that same January of 1965 that the Special Committee report (with its recommended title series that would based on various ranks of the Lecturer title) was being presented to the CC System faculty, over in the University System, Special Assistant to the President Tom Lewis was still trying to work out with the President

and University Faculty Council a system of ranks for the University system teaching/service faculty that would not based on the Lecturer title. Lewis drafted a proposal for a “NonResearch Series”²⁰ of special ranks that would provide a “professorial” title, the different nature of which would not be publicly distinguishable from the regular professorial series, and which would only be distinguished for the purposes of internal record keeping. Lewis felt he was honing in on a “titles problem” resolution close to what would satisfy the University System faculty. However, in view of the report of the CC Special Committee that the CC System faculty wanted access to an option for a professorial series of ranks, he observed to President Oswald,

“A remaining problem will be the Community Colleges. They very much want to have titles...The lecturer series could be forced upon them...”²⁰

By the end of January 1965, the President agree to discontinue his efforts to develop a four-rank Lecturer Title Series as nonresearch, tenure-track for the University System (that deliberation then shifted toward the establishment of the Special Title Series,²¹ that would six years later come back to affect the CC System faculty (see below, and the Chapter on History of Special Title Series)). However, the discussion on what would be the final nature of the “Lecturer” title, and its relationship to the CC System, continued in the University Faculty Council through the spring of 1965. In early April 1965 the University Faculty Council had an

“extended discussion of the proposed rank of Lecturer, both with respect to the main campus and to the Community Colleges. No specific recommendations were proposed, but it was generally agreed that at an early date the Council should meet with Dr. Albright, Dean Hartford, and Mr. Lewis in order to discuss the matter further.”²²

Notice the change to singular tense, i.e., a proposal for a single “rank” of Lecturer. This then would not have been a solution for the CC System faculty, which, if it could not have the professorial series of ranks, at least wanted a parallel progression of several ranks based on ‘assistant X, associate X, etc.’. However, it turned out that the CC System faculty were about to get neither.

The following week’s Senate Council (named changed from Faculty Council the previous month) minutes continued

“It was decided to request a breakfast meeting with President Oswald, Dean Hartford, and Mr. Lewis on Monday, April 19, at 7:30 a.m. ...[a]... principal item for the agenda: a discussion of the proposed new rank of “Lecturer” ...”²³

This writer infers that at the April 19 breakfast with the President, there was agreement for a description of a single rank “Lecturer,” because 9 days later, the President published to Deans and Department Chairmen a memorandum that promulgated the rankless, non-tenured title “Lecturer,” in form that we which have today, in which the policy prescribed that “Lecturer” was to normally be used for part-time teaching duties.²⁴ This left the CC System without the progressive four-rank series based on the Lecturer title, and neither President Oswald nor the University Faculty Council were going to allow the regular professorial series of ranks to be used by the nonresearch CC System faculty. Hence, both path options that had been recommended in fall 1964 by the Special Committee on Ranks and Titles Community College System had been made unavailable to the CC System faculty.

The compromise developed at that breakfast among the Faculty Council, President Oswald, Dean Hartford and Tom Lewis was that the CC System faculty would have a two rank system based on “Instructor.” It would have a nontenured entry level rank of Instructor, and then after a maximum probationary period of seven years, there could be promotion with tenure to “Senior Instructor.” Essentially, using what had been proposed as the highest level Lecturer rank of “Senior” but applying it instead to the “Lecturer” title, it was instead applied to the “Instructor” title. The draft provided the following specifics:

“the regular professorial ranks, for which research and publication is a responsibility, should be available to those Community College faculty who qualify ... the same criteria and procedures as are applied to faculty members in the University system, including review by the appropriate Area Personnel Committee, should be applied to the Community College faculty members who are recommended for a professorial title. The titles “Instructor” and “Senior Instructor” shall be employed for those faculty members in the Community College who fulfill the responsibilities assigned to them [in teaching and University and public service] but who do not qualify for regular professorial rank.... An individual initially appointed at the rank of Senior Instructor shall be treated for tenure purposes as an Associate Professor in the University System.”²³

The proposal also provided that an untenured individual in the CC System possessing a title of “Assistant Professor” could, at the end of the probationary period, be promoted to either Senior Instructor with tenure, or Associate Professor with tenure, depending upon the record of qualifications. Perhaps reflecting the salary structure steps for highest rank faculty that was (still is) used in the University of California system from which President Oswald came, the draft also provided:

“Within the rank of Senior Instructor there shall be three steps for purposes of structuring salary. There shall be defined administratively as Senior Instructor, Senior Instructor I and Senior Instructor II.”

A copy of this draft proposal was then provided by President Oswald to Dean Ellis Hartford for comment. Ellis Hartford responded to the President, urging (and President Oswald accepting) that the following provision be added:

“Persons holding a professorial rank in a Community College at the time of the adoption of the above regulation may retain their titles. They shall be subject to appropriate maximum review periods as established by the Governing Regulations.”²⁶



Earlier that year, when the CC System faculty all met together to draft their governance structure, including their elected CC Council, they were also reminded that there also existed a “Community College Advisory Committee” that would be a committee of the University System Senate, that would provide advice on or determine academic matters (e.g., course approval) affecting the Community College System. In May 1965, that committee also examined the draft proposal for an Instructor/Senior Instructor model for the CC System, and Provost **Lewis Cochran**, Chair of the committee, informed President Oswald that the committee

“recommends to you the implementation of the ranks and titles discussed with you at the recent breakfast meeting of the Senate Council.”²⁷

However, the end of the academic year had been reached, and no further action was taken on the proposal during the summer recess. However, after the summer recess, at its meeting in the first week of September, the Senate Council reminded President Oswald “*Certain new titles and ranks remain yet to be identified and approved*,”²⁸ to which he responded that copies of the write-up of these would be provided soon to the Senate Council.

Finally, the President submitted to the Board of Trustees for its September 1965 meeting²⁹ the document “Policy Governing Academic Titles for Community College System Faculty.” The policy was adopted by the Board at that meeting, as the official University policy (interestingly, the provision about the salary steps for Senior Instructor were not included in the document submitted by the President to the Board). The University Senate was apprised of the Board action in the annual report to the Senate by the Senate Community College Advisory Committee.³⁰

Implementation of New Title System to Faculty Already Employed in the Community College System in 1965

The tenure probationary period regulation promulgated by the Board of Trustees in its 1960 regulations established in essence a *de facto* tenure system, in which a person would obtain tenure not by overt action of the Board, but by being reappointed beyond the end of the tenure probationary period. The probationary period by the 1960 regulations was five years,³¹ which was changed to six years in 1963,³² and finally again changed to seven years in 1964.³³ However, for faculty hired under the 1960 regulations, if their full time faculty employment had continued into 1965, then they had exceeded, or were about to exceed, their five year probationary period and

acquire *de facto* tenure. In fact, for the University System, President Oswald had directed all college deans to provide the names of faculty who would have acquired *de facto* tenure by January 1965, and the Board of Trustees in a formal action that month declared as a matter of record that over 60 assistant professors possessed tenure because of the 1960 *de facto* tenure mechanism³⁴ (the preparative draft to President Oswald by Tom Lewis on that January 15 Board action noted to President Oswald that the proposed Board action still did not account for the status of faculty employed in the Community Colleges³⁵).

Once the Board finally adopted its policy for CC System faculty in September 1965, it became necessary for the Board to similarly declare the *de facto* tenure cases and proper rank as per the September-1965 policy, for those faculty members employed at that moment at the community colleges. Thus, it was necessary to determine both (1) whether a given CC System faculty member possessed tenure, and (2) whether the individual possessed research qualifications necessary for tenure as an assistant professor, and if not, then tenure would be conferred at the Senior Instructor rank. That determination culminated in a Board of Trustees action at its March 1966³⁶ meeting to recognize that five faculty at Ashland CC and two at Northern CC possessed tenure as Assistant Professor by way of their continuous service of 7 to 15 years. An additional eleven faculty members at Ashland, Fort Knox, Henderson, Northern and Southeast Community Colleges were promoted from Instructor to Senior Instructor with tenure, by way of their continuous service for 6 to 9 years. Ellis Hartford gratefully thanked the President for enabling that Board action.³⁷

Acquisition of Assistant Professor Title by CC System Faculty Hired After September 1965

The September 1965 policy established by the Board of Trustees prescribed that in order for a CC System faculty member to obtain a title in the University System regular professorial series of ranks, the proposal would have to be processed through the appointment and promotion procedures utilized for the University System faculty. That is, the proposal could not be initiated or sponsored by a community college, nor could a community college be the “home” of that academic professorial appointment. Instead, a college in the University system would have to “sponsor” the initiation of an appointment dossier. If the appointment was to be as Assistant Professor, the Dean of the College was authorized to make the final appointment decision.³⁸ If the appointment was to be of higher rank, then the proposal would need to be reviewed by the appropriate university-level, University System Area Committee.³⁸

The Dean of the CC System Ellis Hartford was quite desperate that in order to fill the positions of Directors of the community colleges, he needed to be able to offer a professorial academic title as a part of the recruitment package. Prior to the September 1965 policy of the Board of Trustees, President Oswald was not approving of requests by Ellis Hartford that new Directors of community colleges (who were not already UK employees) be offered an academic appointment as Assistant Professor. That is, Oswald wanted a clear Board-approved policy in place first, which was not yet in place in the summer of 1965. For example, Ellis Hartford by letter of June 1965³⁹ attempted to have President Oswald submit to the Board of Trustees that Lawrence Davenport would be administratively appointed as Director of Somerset Community College and academically appointed as “*Assistant Professor of Civil Engineering*.” However, Oswald denied to submit to the Board the academic appointment as Assistant Professor writing “*OK on Dir., asst. prof. will have to come later.*”⁴⁰ Oswald gave the same response to Hartford’s attempt in June 1965 to have J.C. Falkenstine appointed as both Director of Southeast CC and “*Assistant Professor of Vocational Education.*”^{38, 39}



Thus, Hartford was dependent on the generosity of University System college deans to offer their college as a sponsor to initiate the conferring of a professorial academic appointment in their respective college. Only two college deans availed this mechanism to Ellis Hartford, the College of Education (Dean **Lyman Ginger**) and the College of Agriculture (Dean Seay). For example, the Pay Roll Request, Authorization, and Budget Change form (“CPR form”) on Thomas Riley that Ellis Hartford submitted to President Oswald,⁴³ appended with Hartford’s letter of recommendation that Riley be appointed as Director of Hopkinsville Community College,⁴⁴ states

on it *“Recommendation of professorial rank has been approved by College of Agriculture, Area Personnel Committee, and recommended to President.”* Hartford’s letter also stated that the proposal to appoint Riley as “Assistant Extension Professor in Adult Education” was *“reviewed and approved by the faculty of the College of Agriculture, and by a special Evaluation Committee [appointed by the Dean of Agriculture to advise him], reported by Dean Seay, who advised I needed to send through the necessary CPR.”* Also appended was Dean Seay’s report to the President of Dean Seay’s final University decision to make the appointment at that rank.

In examples relating to the College of Education, the following year in the July 1966 letter Ellis Hartford submitted to President Oswald⁴⁵ for the appointments of James Owen, Marshall Arnold, Henry Campbell and James Falkenstine as Directors of Elizabethtown, Henderson, Prestonsburg and Southeast Community Colleges, respectively, Hartford states

“I did not think it necessary to send a resume of the educational and experience records of the directors inasmuch as each man is well-known to you. However, this can be assembled and forwarded on short notice should that be desirable.”

It is not clear from this language whether Hartford had yet effected that Education Dean Lyman Ginger process these academic appointments through the University’s procedural mechanisms established by Oswald, as the Dean of Agriculture had done for Thomas Riley. Perhaps informative is that three weeks later Hartford wrote to Ginger, reminding him that “we discussed this matter early last year”⁴⁶ and apparently seeking Ginger’s concurrence that the decision to make these appointments into the College of Education be reported to the Board’s August 19, 1966 meeting. Notice of Appointment forms were signed by on August 10, 1966 by **Thomas Riley** (Hopkinsville CC), James Falkenstine (Southeast CC), Henry Campbell (Prestonsburg CC), Marshal Arnold (Henderson CC), James Goodpaster (Ashland) and James Owen (Elizabethtown CC) on which on the “Title” line was entered for each “Director” followed by their new professorial title, e.g., “Assistant Professor of Education.” No other similar arrangements were made for subsequent community college Directors, as President Oswald soon thereafter forced Education Dean Lyman Ginger to resign from his office as Dean, effective July 1, 1967,⁴⁷ and the new Dean of Education George Denmark expressed no interest in such political academic appointments to his college.

Establishment of the Promotion and Tenure Area Committee for the Community College System

Subsequent to the Board of Trustees’ ‘catch-up’ action of March 1966 to determine the academic status of faculty already employed at the community colleges, it was necessary to next attend to their future promotion or tenure. On account of that promotion to Senior Instructor with tenure required the approval of a CC System-level Area Committee, it was necessary for President Oswald to actually establish and appointment that committee. In March of 1966 President Oswald appointed the first CC System Area Committee (two CC System assistant professors, two CC System associate professors, Associate Dean of Arts and Sciences University System, and a Professor in the University System).⁴⁸ (In a departure from the process established for the University System, there was no provision made for the Area Committee to recommend the appointment of an ad hoc advisory committee,⁴ that would advise the Area Committee prior to the Area Committee’s recommendation to Dean Hartford). The President noted that the several cases of tenure on which the committee would recommend would be important towards increasing the pool of qualified, tenured individuals upon which a mature CC System academic program depended. The September 1965 policy adopted by the Board of Trustees²⁹ stated that the criteria for appointment and promotion to the ranks of Instructor and Senior Instructor, and for tenure,

“shall be established in writing by the Dean of the Community College System and approved by the President.”

However, no copy of that establishing document can be located in the archival presidential papers of John Oswald in the University of Kentucky Archives, and it appears that many of the papers of the office of Ellis Hartford were taken with him when he left University employment June 30, 1970.⁴⁹

In the spring of 1967, Executive Vice President A.D. Albright by letter of appointment⁵⁰ formed a similarly membered Area Committee for its second year. He reported that at that time,

“there are now 32 assistant professors and senior instructors in the Community College System and 1 associate professor (Northern). Of these 23 have been granted tenure in the Community College System. Most of our librarians hold Rank III or II, coordinate with assistant and associate professor, respectively. It is gratifying that we are gradually building a competent nucleus faculty with tenured status”

and that the committee would be asked to assess ten cases that year for promotion to Senior Instructor with tenure. In its final 1967 report back to Dean Hartford, the committee advised

“the number of candidates for promotion is rather small ... perhaps some way could be found to induce some of the directors to make more effort to look for qualified members among their faculty.”⁵¹

The following spring of 1968, Dean Hartford echoed that sentiment to President Oswald, when he asked for

“permission to recommend some outstanding faculty persons for promotion to senior instructors this year who have not been in the System the full six year period....Perhaps we could devise a set of criteria that would enable us to recognize superior persons earlier than their sixth year of teaching without arousing the demand for promotion of all faculty on the same basis.”⁵²

to which President Oswald responded

“proceed with recommendation of those ... deem[ed] appropriate for promotion to Sr. Inst. regardless of how long they’ve been in the system.”⁵³

Community College System Faculty Final Obtain Professorial Title and Ranks

By the late 1960’s the Community College System was beginning to attain a status of academic maturity centered in a growing core of tenured, senior faculty. As the academic maturity of the system increased, the faculty increasingly chafed that their academic titles, Instructor and Senior Instructor, were more reflective of an earlier, no longer existing time in which the institutions were merely outreach centers controlled from the ‘central’ University in Lexington. The community colleges and their faculties had matured to individually functioning educational units, with experienced faculty at each community college being responsible for initiatives in the development of their respective academic programs. In their view, the level of their academic responsibility and performance warranted a (respectable) professorial title.

A fall 1970 Self Study report reflected this maturity of the Community College System faculties:

“A general concern ... is the ranking of all faculty members as instructors or senior instructors. The feelings of faculties and the visiting teams is that rank should be more reflective of college teaching prestige and less a relegation to second class status as opposed to the central campus system of progressive echelons in faculty positions.”

The Self Study recommended:

“4. That rank and title for community college faculty members be expressed in terms reflecting the collegiate level of the faculty performance.”⁵⁴

Coincident with the Community College Self Study, the new President **Otis Singletary** (hired in fall 1969) obtained that the UK Board of Trustees reorganized UK into a Vice Presidential format (A.D. Albright's position as Executive Vice President was abolished; Dean Ellis Hartford was raised to VP of the CC System; Lewis Cochran, Provost over the nonmedical colleges was changed to Vice President of the Academic Colleges; Peter Bosomworth was made Vice President of the Medical Center). Shortly thereafter, Ellis Hartford retired (June 1970) and was succeeded by his second-in-command, Stanley Wall, as the Vice President of the Community College System. In Oct. 1970, President Otis Singletary called a press conference⁵⁵ on his appointment of an advisory task force to examine and recommend to him on issues concerning the Community College System.



Earlier in the year, the Community College Council anticipated from the developing Self Study report that new ranks and title were in the offing. Brooks Major urged at the April 1970 meeting of the CC Council that a special committee be established to “*develop criteria for titles.*”⁵⁶ This “Personnel Policies Committee” began its work on this charge, but made such slow going over the summer of 1970 that the CC Council requested that the committee provide a report by the Annual Meeting.⁵⁷ By that fall, the

“the guidelines for tenure and rank series were incomplete... Dr. Wall expressed optimism concerning the possibilities for a title series for the community college faculty. He said that recommendations concerning tenure and title series from the Council will be sent to the task force [that had been just established by President Singletary] will make”⁵⁸

At the March 1971 meeting of the Community College Council, the committee submitted its completed draft of criteria for the four ranks, and there was much discussion and proposed amendments to it. It was decided that an *ad hoc* committee should be appointed to further “*collect recommendations from the faculties and prepare a revised document to come again before the Council.*”⁵⁹

Two months later the task force submitted to President Otis Singletary its recommendations including that a new four-rank title system be established for the Community College System, to replace the two rank title system of Instructor and Senior Instructor.⁶⁰ The new ranks were recommended to be: Instructor in the Community College System, Assistant Professor in the Community College System, Associate Professor in the Community College System, and Professor in the Community College System. President Singletary hand wrote on the report his approval and that the basis in regulation for establishment of these new professorial ranks was that the distinctive duties of the community college could be covered as a “special title series,” [being “specially” distinguished from the regular title series “Professor” title by the suffix “in the Community College System.”] President Singletary wrote to the committee a response that he would propose these new ranks and special title to the Board as soon as it was approved by the Community College System faculty.

The following month, the report of the *ad hoc* committee was submitted to the Community College Council:

“under Faculty Assignments, it was recommended that the first sentence be changed to read ‘Normal teaching load for faculty in community colleges is 15 hours.’ After further discussion, Mrs. Kemp moved that the report be accepted, with revision in the Faculty Assignments as indicated. The motion was seconded and carried unanimously.”⁵⁸

A month later at the August meeting of the Board of Trustees Executive Committee, President Singletary presented proposed changes to the Board's Governing Regulations that would establish the new title series for the Community College System.⁶² The authentic, official tape recording of the meeting contains Paul Sears' (the Special Assistant to the President for Academic Affairs) description to the committee of the Board of Trustees of the meaning of the recommended changes to the Governing Regulations to establish a new title series for the Community College System. At the meeting of the full Board of Trustees the following month,

the Board finally adopted these Governing Regulations and, officially, the Community College faculty had finally obtained a professorial faculty title.⁶³

Although the amended Governing Regulations provided for a professorial title for the Community College faculty, it did not specify the criteria for appointment or promotion to the four ranks that had also been approved by the Community College Council. However, when President Singletary first arrived in fall of 1969, he encountered that an effort initiated by President Oswald in 1965 to collate all the in-force presidential policy memos into a readily accessible administrative manual had not been completed, and, actually, had not been really initiated. Thus, with respect to the various faculty personnel policies that applied to the University System faculty, Oswald (as Chair of the University System Senate) assigned an advisory committee of the Senate to draft such a collation of the policy memos. That committee completed and submitted its work product in March of 1971,⁶⁴ providing a template which President Singletary (with the aid of Special Assistant for Academic Affairs Paul Sears) issued in March 1972 nearly verbatim as the first “Administrative Regulation” for faculty appointment, promotion and tenure procedures and criteria in the University System (AR II-1.0-1). On the Community College System side, once the Community College Council in June 1971 had approved the criteria for appointment to the four ranks, CC System VP **Stanley Wall** directed that Larry Stanley, in the CC System Central Office at UK, assemble the collation of those criteria along with the procedures that had become established for processing CC System cases. In November 1971, VP Stanley Wall submitted the draft document to President Singletary,⁶⁵ noting by cover letter:



“This document has been prepared by Mr. Larry Stanley of my staff who has worked closely with Dr. Sears so as to insure compatibility with the Governing Regulations and the procedures of the University System. The document has been reviewed by directors and the Faculty Council. In fact, much of the material in the document originally came to me in the form of recommendations from the Community College Council last spring.”

This document then, is what became issued the following year, 1972, as the first UK Administrative Regulation AR II-5.0-2, as we know it today --- the appointment, promotion and tenure regulations for the Community College System faculty.⁶⁶

Epilogue In Saga of Community College System Faculty Title Series

By way of House Bill 1 of the 1997 Special Session of the General Assembly, the responsibility for personnel management all of the Community College System faculty (except those employed at Lexington Community College) was transferred from the University of Kentucky to the Kentucky Community and Technical College System (KCTCS). By way of a second legislative action in the spring of 2004, the similar responsibility for management of Lexington Community College faculty was transferred to KCTCS. According to the language of both enactments, faculty in the UK Community College System may choose to either become employees of the KCTCS, or continue to be UK CC System employees who are managed by KCTCS. Those who choose to continue as members of the UK CC System, although managed by KCTCS, are still subject to the UK regulations pertaining to faculty as those regulations existed at the time of their community college’s transfer to KCTCS management, including UK Governing Regulations and UK Administrative Regulations concerning the UK CC System Faculty Title Series of Ranks. Should a personnel issue arise for such faculty while under KCTCS management, in which the origin and meaning of the UK CC System faculty ranks is material, the above history of the origin of those ranks may be useful toward resolution of the issue.

References

- ¹ 05-31-63 Minutes of the Board of Trustees
- ² 10-18-63 Minutes of the Board of Trustees
- ³ 10-15-63 Minutes of the Faculty Council
- ⁴ 10-28-63 Memorandum sent to all university faculty by President Oswald
- ⁵ Transcript of President Oswald's 10-15-63 meeting with the Faculty Council
- ⁶ 10-24-63 Minutes Faculty Council
- ⁷ 09-24-64 Letter from Ellis Hartford to President Oswald
- ⁸ Spec Asst to President ca. Oct 1964 memo to President re draft Associate, Instructor definitions
- ⁹ Draft Associate policy definitional statement 10-26-64 by President Oswald to Deans³¹ Draft Instructor policy
- ¹⁰ Spec Asst to Pres Lewis' third draft to Faculty Council of Lecturer definition 10-24-64
- ¹¹ Draft definitional statement 10-26-64 by President Oswald
- ¹² were circulated to deans
- ¹³ were circulated to faculty council
- ¹⁴ 11-04-64 letter from Ellis Hartford to President Oswald (The members of the committee were:
The members of the committee were: Mr. Charles Talbert, Northern CC; Mr. John Walthall, Ashland CC;
Miss Linda Alvey, Elizabethtown CC; Mr. Tom Gaston, Fort Knox CC; Mrs. Dorothy Tapp, Henderson CC;
Dr. Doris Berry, Prestonsburg CC; Mr. Walter Gerlach, Southeast CC; Mr. A. J. Hauselman, CC System,
Secretary
- ¹⁵ 11-16-64 Minutes of Meeting of Special Committee on Rank and Tenure Community College System
- ¹⁶ 12-09-64 letter from Charles Talbert to Ellis Hartford
- ¹⁷ 01-08-65 Minutes, Business Meeting, UK CC System Faculty
- ¹⁸ 03-10-65 cover letter from Ellis Hartford to President Oswald; "Recommendation for Board Action –
Organization of Community College System Faculty."
- ¹⁹ Document appended to 03-10-65 letter from Hartford to Oswald; document entitled "Community College
System Organization of Faculty"
- ²⁰ 01-12-65 draft "NonResearch Series" from Special Assistant Tom Lewis to President Oswald
- ²¹ 04-28-65 Memorandum from President Oswald to Deans establishing new "Special Title Series" policy
- ²² Senate Council Minutes April 2, 1965
- ²³ Senate Council Minutes April 2, 1965
- ²⁴ 04-28-65 Memorandum from President Oswald to Deans establishing new "Lecturer" policy
- ²⁵ Early May 1965 draft "Suggested Title System for Community Colleges"
- ²⁶ Hartford handwritten provided by Oswald to Hartford
- ²⁷ 05-18-65 memo from Lewis Cochran to President Oswald
- ²⁸ 09-02-65 Minutes Senate Council
- ²⁹ 09-26-65 Minutes Board of Trustees
- ³⁰ 04-11-66 Minutes University Senate
- ³¹ Board of Trustees Governing Regulations, 1960, Section XI.3
- ³² 04-02-64 Minutes Board of Trustees
- ³³ 09-15-64 Minutes Board of Trustees
- ³⁴ 01-15-65 Minutes Board of Trustees
- ³⁵ Draft of preparation of tenure actions for 01-15-65 Minutes of Board of Trustees (in "Board packet")
- ³⁶ 03-17-66 Minutes Board of Trustees
- ³⁷ 03-24-66 letter Ellis Hartford to President Oswald
- ³⁸ 12-XX-65 memorandum from President Oswald to College Deans
- ³⁹ 06-03-65 letter from Ellis Hartford to President Oswald
- ⁴⁰ President Oswald's handwritten note of response on the letter in reference 36
- ⁴¹ 06-04-65 letter from Ellis Hartford to President Oswald
- ⁴² President Oswald's handwritten note of response on the letter in reference 38
- ⁴³ CPR Form dated May 20, 1966

- ⁴⁴ 07-11-66 letter from Ellis Hartford to President Oswald
- ⁴⁵ 07-11-66 letter from Ellis Hartford to President Oswald
- ⁴⁶ 08-04-66 letter from Ellis Hartford to Lyman Ginger
- ⁴⁷ 06-28-66 “Memorandum to the Faculty” from Ginger stating “an announcement has been made by the President relative to my relinquishing the Deanship of the College of Education...”
- ⁴⁸ 03-16-66 Memorandum of committee appointment and charge from President Oswald to committee members; The committee membership was Robert Drennon, Assoc. Dean Arts and Sciences; Robert Rudd, Professor of Agricultural Economics; “Miss” Mary Ann Clark, Assistant Professor of Nursing, Northern CC, “Mr.” Henry Jackson Daily, Assistant Professor of Engineering, Ashland; Dr. Edna Miller, Associate Professor of Modern Foreign Language, Northern CC; Dr. Charles Talbert, Chairman, Associate Professor of History, Northern CC
- ⁴⁹ Personal communication from Frank Stanger, University Archives
- ⁵⁰ 03-28-67 letter from Exec VP A.D. Albright to members of Area Committee
- ⁵¹ 04-26-67 letter from committee Chair George O’Brien (Ashland) to Dean Ellis Hartford
- ⁵² 03-19-68 letter from Dean Ellis Hartford to President Oswald
- ⁵³ 03-19-68 handwritten note of President Oswald to his administrative assistant Ann Wilson, written on the 03-19-68 letter to him from Dean Hartford
- ⁵⁴ Fall 1970 “Community College System of the University of Kentucky ... University of Kentucky Self-Study
- ⁵⁵ Reported in the Oct. 14, 1970 Herald Leader
- ⁵⁶ 04-10/11-70 Minutes CC Council
- ⁵⁷ 07-31/08-01/-70 Minutes CC Council
- ⁵⁸ 10-08-70 Minutes CC Council; Appendix B to the minutes was an early stage draft of criteria for “technician,” “instructor,” “assistant professor,” “associate professor,” and “professor.”
- ⁵⁹ 03-26/27-71 Minutes Community College Council (Members, appointed by Brooks Major: Desmond Harris, Chairman; John Brown, Effie Kemp; Hazel Bolan; George Livingston; Alternate Ray Reed; ex officio Stanley Wall or his delegate).
- ⁶⁰ 05-06-71 Report submitted by task force to President Singletary
- ⁶¹ 06-28/29-71 Minutes Community College Council; page 8 and appendix W).
- ⁶² Minutes, Board’s August 17, 1971 Executive Committee
- ⁶³ Minutes Board of Trustees September 17, 1971
- ⁶⁴ “Procedures for Appointment, Promotion, Tenure and Termination of Faculty,” March 31, 1971
[Univ. Senate Adv. Comm. on Appt., Promotion and Tenure Mar. 31, 1971](#)
- ⁶⁵ 11-05-17 letter from VP Stanley Wall to President Otis Singletary
- ⁶⁶ As phrased in the draft amended Governing Regulations that were presented to the Board of Trustees Executive Committee in August 1971, and approved in September 1971 by the full Board, there was an error in phrasing that caused an unintended outcome for the names of the four ranks. As described above, President Singletary had intended that the title for Community College System faculty would be a form of the “Special Title Series.” Under the Special Title Series policy, promulgated by President Oswald in April 1965,^{13a} it was the title that was intended to contain a unique descriptor that identified the individual as having an academic rank in the Special Title Series as distinct from the Regular Title Series. For example, shown below are examples from that April 1965 Special Title Series policy on how the nomenclature was to work.

<u>Rank</u>	<u>Title</u>	<u>Title Series</u>
Assistant Professor	Assistant Professor of Medicine	Regular Title Series
Assistant Professor	Assistant Professor of Music	Regular Title Series
Assistant Professor	Assistant Professor of English	Regular Title Series
Assistant Professor	Assistant Professor of Clinical Medicine	Special Title Series
Assistant Professor	Assistant Professor of Applied Music	Special Title Series
Assistant Professor (or Associate Professor) (or Professor)	Assistant Professor of Freshman Rhetoric	Special Title Series

Had the nomenclature for the “Community College System Special Title Series” followed the format prescribed by the April 1965 policy, then the ranks and titles *would have been*

<u>Rank</u>	<u>Title</u>
Assistant Professor (or Associate Professor) (or Professor)	Assistant Professor in the Community College System

However, the language drafted in August 1971 for Governing Regulation GR VII.A.2 did not state that the phrase “in the Community College System” modified the professorial title, but instead stated that this phrase modified the rank. Thus, taking the rank “assistant” as an example, the University unintentionally came to possess a new and third equivalent rank (the second being the already existing equivalent Librarian rank of “III”). It also created a confusion over what is the “title” of CC System faculty as different from “rank” (in the way that it is clear “Librarian” is the title and “III” is the rank). As of the 2004 separation of Lexington Community College from the University of Kentucky, the rank and title system of the University of Kentucky was as follows:

<u>Title of Rank Series</u>	<u>Example Rank</u>	<u>Faculty Member’s Title</u>
Regular	Assistant	Assistant Professor of Medicine
Special	Assistant	Assistant Professor of Clinical Medicine
Extension	Assistant	Assistant Extension Professor
Librarian	III	Librarian III
Research	Assistant	Research Assistant Professor
Clinical	Assistant	Clinical Assistant Professor
Adjunct	Assistant	Assistant Professor (Adjunct)
Community College	Assistant Professor in the Community College System	Assistant Professor in the Community College System(?)

(c) Davy Jones, April 25, 2005 Acknowledgements: The author wishes to express his great appreciation to Frank Stanger, University Archives; Rebecca Scott, University Senate Council Administrative Coordinator, for facilitating this author’s access to documents containing historical information utilized in preparing this writing.