

AAUP

The University of Kentucky Chapter of the American Association of University Professors

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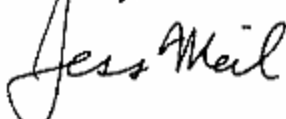
Dear Dr. Wethington,

I am writing you concerning a matter that has recently come to our attention which concerns an apparent violation of the Administrative Regulations, as well as of AAUP Standards. It is on the giving of notice in cases of termination of non-tenured faculty in the Research Title Series at the Medical Center. I do not yet have the full details, but wanted to write to you quickly, since the people affected by this are being asked to sign new contracts by May 15 which make this potential violation even more egregious.

It is my understanding that the wording of the new contracts of research faculty in the Medical Center and possibly other research professionals has been changed to make it mandatory that they be terminated as soon as the grant funding which supports them runs out. This is apparently to be done even if it occurs in the middle of a contract period. Such a termination could occur on very short notice, compared to the times specified in AR II-1.0-1 as being the required notice for a person with a certain seniority in a position. For instance, a person who has been in a Research Faculty position for more than two years is to receive at least 12 months notice if he/she is to be terminated. This even applies in cases of Financial Emergency, according to the Administrative Regulations; this being a situation somewhat akin to the untimely ending of grant funding for the Research Faculty person. Immediate termination due to the ending of a grant one to twelve months before the end of a faculty members contract would be a violation of these regulations.

The University of Kentucky regulations on notice of termination are generally in agreement with AAUP standards, as far as I recall. We urge you to take prompt action to ensure that faculty are not asked to sign contracts which would allow violation of these very fair standards on notice of termination.

Sincerely,



Jesse Weil
President, U. Ky. Chapter

cc: Chancellor James Holsinger
Prof. Jan Schach, Prof. Gretchen Lagodna
Prof. Deborah Powell, Prof. Loys Mather
Dr. Juanita Fleming