



May 31, 1996

Prof. Gretchen E. LaGodna
Senate Council Office-University
10 Administration Bldg.
CAMPUS 0032

Dear Gretchen:

I appreciate your thoughtful letter of May 9 and want to assure you that the Deans and I are also concerned about the Research Title Series faculty and have been striving for some time to try to implement a better method to both comply with the University's Governing and Administrative Regulations while also fulfilling our fiscal responsibilities.

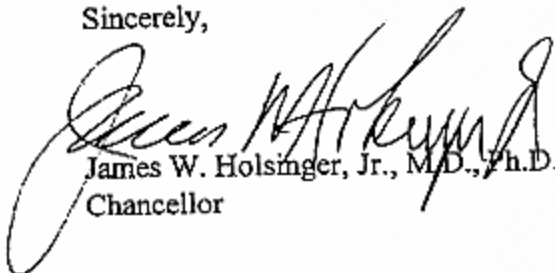
I think that the Terminal Reappointment contracts which were recently distributed to the Research Title Series faculty generated a great deal of concern. Our wording did not express clearly our intent to function in accordance with University Regulations. While the pre-typed contracts did provide that the contracts could be terminated in mid-year if funding lapsed, I want to assure you that this would not have been the only notice a faculty member would have received. For example, if it were known in January, 1996 that funding would lapse in January, 1997, the faculty member would have been notified by letter in January, 1996 that the funding would lapse in January, 1997. It had never been my intent nor that of the Deans to provide the faculty members with any less notice than specified in the University's regulations.

The Medical Center has not suffered the loss of many Research Title Series faculty members due to a loss of funding, but we are constrained by the provisions of AR II-1.0-1, VIII.B.as to how we may continue to compensate these faculty members if funding lapses. I have asked each of the Medical Center Deans to formulate a plan for continuing the annual appointment and compensation to the Research Title Series faculty if funding is lost in mid-year.

In addition, I plan to work to develop recommendations for amendments to the University Governing and Administrative Regulations to specifically address the loss of funding issue as it affects Research Title Series faculty. This will allow regular reappointment contracts to be issued which clearly state that each appointment is for an annual period only, with renewal possible if funding continues. At the same time, this will not place us in a position of continuing an appointment both for a year in which funding is lost plus a subsequent year.

All of us greatly value the important contributions made by the Research Title Series faculty and through the above described actions, we hope to allay any uncertainty as to their appointment status.

Sincerely,



James W. Holsinger, Jr., M.D., Ph.D.
Chancellor

cc: Charles T. Wethington, Jr.
Emery Wilson, M.D.
Juanita Fleming, Ph.D.