

A History of the Research Title Series at the University of Kentucky

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I. The Research Title Series is Initially Conceived

The Research Title Series was spawned in a report of submitted in early 1979 by the University Senate Research Committee¹ (Chaired by **Roger Eichhorn**) to the University Senate.² The Research Committee reported it had found that



“Whereas in the early 1960’s the University of Kentucky was regarded as a relatively small, unranked teaching institution, by the early 1970’s it had embarked on quite an ambitious research program. ...however, the combination of many factors ... threaten to erode faculty and student opportunities to engage in research... The University of Kentucky is presently 47th among the major institutions of higher learning with respect to Federal obligations. Unless we take steps now...[the University] ... will very likely be unable to sustain its present level of research activity.”¹

The Research Committee report identified a number of remedial steps, one of which specifically concerned the ability of the various faculty title series to meet the research needs and goals of the University. The report stated:

“Research is expected of all who hold regular title series appointments ... the common denominator, across the University, of the professorial series, appears to be balance between teaching , research and service. The regular title series was not developed for individuals whose primary function is research...Many other institutions employ non-tenured research staff at ranks equivalent to those in the regular professorial series ... Such positions allow Universities to adjust research manpower and expertise to match rapidly changes research needs and funding patterns... We recommend that the University establish a non-tenured research staff series with ranks equivalent to the regular professorial series....Funding for the research staff should come primarily from extramural grants and contracts.”¹



The University Senate Council shortly thereafter met with the Research Committee Chair,³ and its members endorsed the recommendation for establishment of a non-tenured research series, after the Senate Council Chair, **Joseph Krislov**, voiced concern that

“I think you’re not going to get anyone very productive, and if you do get someone productive, he will be lured away in time. If someone is here for ten (10) years and his area ‘dries up,’ letting him go will cause great strain. We should find a means for such appointees to get tenure.”⁴

The Senate Council then endorsed sending the recommendation to the full University Senate for action,⁵ which also approved the recommendation at the April 1979 Senate meeting.⁶

II. Specific Details of Research Title Series are Formulated

Upon transmittal to President **Otis Singletary** of the University Senate's adoption of the recommendation for establishment of a Research Title Series, Special Assistant to the President for Academic Affairs Paul Sears was charged to draft language for "conversation pieces – to discuss with the administration" on the proposal. Dr. Sears contacted the Senate Council for specifics, such as whether such faculty would participate in the University Senate, as Faculty Trustee and other University governance service activities. In the ensuing discussion



"It was also indicated that the University Administration might utilize a title other than that of professor for these persons. This appeared to be the consensus of the Council members, most of whom look upon the title of professor as one who has teaching responsibilities."⁷



That summer, **Paul Sears** then provided to President Otis Singletary the draft documentation, after which Dr. Sears then prepared draft Administrative Regulations⁸ that would implement a new policy for establishment of a "Research Title Series." The President met personally with the Senate Council early that fall to discuss the draft proposed regulations, which he passed out to the Senate Council.⁹

The following week, the Senate Council evaluated the draft Administrative Regulation item by item. For example, there was emphasis that "*such a person could give lectures occasionally, but ... the recommendation to the Senate was to preclude regular teaching for such a position ...*"; reaffirmation that promotion would be processed through established Area Committees and not be a new special committee; specification that membership in the Graduate Faculty would be at the Associate rank, to safeguard the student in case the Research Series major advisor lost funding and therefore lost the faculty position; and questioning whether the individuals could be appointed to Graduate Centers and Institutes, where under the Governing Regulations primary academic appointments could not be made to Institutes.¹⁰ The Senate Council then voted to submit its recommendations for revisions to the draft back to President Singletary.¹¹ Two weeks later, President Singletary responded to the Senate Council as to which of its recommendations he had adopted.¹² He explained that he would ask the Board of Trustees to approve new Governing Regulations providing for the appointment of Research Series faculty to Institutes in addition to Graduate Centers. He accepted the Senate Council's recommended language that emphasized such faculty shall not have any regularly scheduled teaching or service assignments, but he rejected their recommendation concerning membership in the Graduate Faculty and serving as Major Advisor in supervising of dissertations, because no problems had arisen in affording that status to extramurally funded Adjunct Faculty.

III. The Research Title Series is Officially Established and Implemented

In November 1979, President Singletary transmitted to the Deans, Directors, Chairpersons and Academic Vice Presidents the final language of the new policy for Research Title Series, that he described would be implemented in a forthcoming new Administrative Regulation.¹³ According to the minutes of the Board of Trustees, the first person appointed into the Research Title Series was "P.G.G. Potti" as Assistant Research Professor effective April 1, 1980 in the College of Pharmacy.¹⁴

Under the Board's Governing Regulations, new faculty ranks and major changes in criteria for ranks must have the approval of the Board of Trustees.¹⁵ At the Board of Trustees meeting of September 1979,¹⁶ the Board approved the existence of the Research Title Series faculty, but as per the position of the Senate Council, that Research Title Series faculty are nontenure track;¹⁷ they are not eligible for service activities in the University Senate;¹⁸ are not automatically "members" of the college faculty body,¹⁹ or of the departmental faculty body²⁰ that makes the educational policies of the college or department; do not participate in consultative service to the unit administrator in faculty personnel actions (e.g., tenure decisions),²¹ and are not eligible for sabbatical leave.²²

At the request of Medical Center Chancellor Peter Bosomworth, President Charles Wethington in 1992 rendered a further implementing interpretation as to the scope of activities assignable to Research Title Series faculty:

“The Research Title Series has no teaching designated in activities for faculty according to AR II-1.0-1, page VIII-1-3. Promotion criteria are not based on teaching” and that these faculty therefore have “exemption from development of the teaching portfolio.” The President continued “...it is my understanding that none of them is expected to have a major role in teaching or to be responsible for developing and preparing the course syllabi.”²³

IV. Issues Arise on the Employment Status of Research Title Series Faculty

Prior Service toward tenure track position. The major revision of the Administrative Regulations issued in 1983, to reflect the University’s organizational change to a Chancellor System, included a new provision concerning Research Title Series faculty and prior service:

“Prior full-time service as a faculty member with any educational unit of the University of Kentucky, excepting service while on appointment in the **research title series**, cannot be waived and must be taken into consideration in determining the length of an individual’s probationary period.”²⁴

In 1997, upon the recommendation of the University Senate Task Force on Promotion and Tenure, the University Senate approved for submission to the President a request that this prior service provision be eliminated,²⁵ and that in the future the extent of waiver of any prior service be negotiated between the individual and the unit chairperson at the time of offer of the tenure-track position. The President approved this request and issued the revised Administrative Regulations the following year.²⁶

Termination from existing position. A very serious situation affecting the existing positions of Research Title Series faculty arose in the mid 1990’s. Some Medical Center departments had been supporting, or assisting in the support, of Research Title Series faculty. A severe budget crunch rendered the departments unable to provide such support, so the departmental and college administration did not intend to renew the contracts the following year for those faculty. However, the University’s Governing Regulations and Administrative Regulations expressly required that certain advance notices be provided to untenured faculty whose contracts were not going to be renewed. For example, those faculty who have been employed for at least two years must receive one year advance notification of nonrenewal, where the “notificiation” is typically in the form of a one year terminal reappointment contract. Phyllis Nash, Vice Chancellor for Academic and Student Affairs, explained this regulation to the departmental chairpersons in the spring of 1995.²⁷ The result was that some department chairpersons were caught in a situation of being required to provide at least one more year of terminal contract employment, but who were without departmental funds to support that employment.

The administrative response by the Chancellor of the Medical Center, **James Holsinger**, was to attempt a new appointment policy, which in implementation appeared to require that Research Title Series faculty must agree in their appointment and reappointment contracts that their employment could be ended prior to the end of the contract period if it came to be that insufficient funds were available to support the employment through the entire contract period. This policy was in contradiction to the Governing Regulations²⁸ and Administrative Regulations²⁹ requirements for prior notice.



Faculty Trustee **Deborah Powell** then reported to the University Senate Council that all department Chairpersons in the College of Medicine had been directed by the Dean that

“all current and new Research Title Series Faculty would be given terminal appointments, regardless of funding status” and “Until the ARs are changed, the Dean has issued a letter stating the new policy.”³⁰

This practice in apparent contradiction to the University's regulations motivated **Gretchen LaGodna**, Senate Council Chair, to write to Chancellor Holsinger a letter stating

"The Senate Council reviewed the matter and believes that this practice is clearly inconsistent with AR II-1.0-1.IV.B., which describes reappointment procedures for nontenured faculty. The Council requests that this practice be suspended and that in cases where contracts have already been signed that they be reviewed for compliance with the Regulations."³¹



At the same time the President of the KY Chapter of the AAUP, **Jesse Weil**, to immediately protested to the University President.³² Chancellor Holsinger responded to both Dr. LaGodna and Dr. Weil, stating

"I think the Terminal Reappointment contracts which were recently distributed to the Research Title Series faculty generated a great deal of concern. Our wording did not clearly express our intent to function in accordance with University Regulations...I plan to work to develop some recommendations for amendments to the University Governing and Administrative Regulations to specifically address the loss of funding issue as they relate to Research Title Series faculty."^{33,34}



The University President responded to Dr. Weil that he had the assurance of Chancellor James Holsinger that the University Administrative Regulations "will be followed."³⁵ President **Charles Wethington**'s administration across the fall 1996 made several drafts of a revised GR X.B.4 and AR II-1.0-1.IV.B. The first revision if adopted would have newly permitted the exception to the one-year-in-advance notification requirement where

"non-renewal of appointment after more than two years of service in the research title series is appropriate at the end of the appointment period without further notice if (1) the non-renewal results from a lapse of funding from contracts, grants, or other designated funds and (2) the form under which the appointment was made provides explicitly that "renewal of this appointment beyond the end of the appointment period depends upon the availability of funding from contracts, grants or other designated funds."³⁶

In a second attempt, the University President then distributed to the Chancellors and Academic Vice Presidents revised AR II-1.0-1.B.4 would have newly prescribed:

"For faculty members ineligible for tenure, notification of non-renewal of appointment may be given any time, contingent upon continuity of funding and the individual's accomplishments."³⁶

After the turn of the year to 1997, the Senate Council Chair informed the President that the Senate Council did not agree with the recommended change to the regulations. The President responded

"Consistent with your recommendation, I have decided not to implement these proposed changes for faculty employed in these title series. As I am sure you are aware, the changes were designed to eliminate the necessity for issuing terminal contracts each year to faculty in these title series, who had more than two years of service to the University."³⁸



The President also informed the Chancellors and academic Vice Presidents that the proposed changes to the Administrative Regulations would not be implemented.³⁹ Vice Chancellor Phyllis Nash then worked together with **Paul VanBooven**, of the UK Legal Counsel Office, to develop a policy statement of procedural guidelines that Medical Center Deans and Chairpersons were directed to use in the appointment and reappointment of Research Title Series faculty.⁴⁰ That policy has remained the basis of Medical Center practice through 2004.

Meanwhile the University Senate Task Force on Promotion and Tenure had formed a “Special Title Series Task Force.” As part of that exercise the Senate Council Chair reported to the Senate Council that he

“met with Chancellor Holsinger to discuss various issues including funding for Research Title Series. Applegate reported that no action is being taken until the final report is made by the Special Title Series Task Force.”⁴¹

That December 1997, the Special Title Series Task Force submitted its Final Report. During the fall of the following year 1998, the Senate Council discussed the recommendations of the report relating to the employment status and voting status of Research Title Series faculty.⁴² Late in the fall semester, the Senate Council voted to submit the report to the full Senate for discussion.⁴³

The recommendations included the Senate discussion that along with the extension to Research Title Series faculty of rights of participation and voting in University, college and departmental governance service activities, a commensurate increase in job performance was also expected. That is, after six years as an Assistant Research Professor, the faculty member must merit and succeed in being promoted to Associate Research Professor or their employment would not be continued. Once at the Associate Professor level, their contracts would not be yearly, but rather three to five year contracts would be provided. However, a number of Senators raised the objection that to guarantee Associate Research Professors a three to five year contract would put the departments in a position of guaranteeing employment when there was no assurance that the contract or grant supporting the salary would be renewed to cover that entire period.⁴⁴ At the subsequent Senate Council meetings, it was decided to drop the recommendations concerning required promotion or termination and concerning guaranteed long-term contracts upon promotion.

Status of Participation in University Governance Service Activities. In its fall 1998 discussions, the Senate Council was closely split on the recommendation that Research Title Series be afforded all rights of participation in University, College and Departmental governance service activities (except for tenure decisions).⁴² After the December 1998 discussion-only event at the University Senate, the proposal was then brought back to the University Senate for a vote the following February 1999, and passed in a voice vote.⁴⁵ An aspect that was not raised in the Senate discussions was that the nature of the source of funding may not allow that the Research Title Series faculty member would spend ‘paid-time’ in the governance service activity. For example, a federal NIH grant (or perhaps a narrowly worded pharmaceutical company contract) to support research activity of a Research Title Series faculty member would not be allowed to be used instead to support, in part, regular scheduled teaching activity or governance service activity of the individual, because these activities are not the research activity that the NIH funding (or company contract) was provided to support. Thus, it would depend on a case by case basis, as to the nature of restrictions in the underlying funding, as to whether the funding would allow support for time spent on governance service activities.

The University President did not agree with the recommendation forwarded by the University Senate, for an across-the-board University-wide requirement that all Research Title Series faculty be afforded paid time for governance service activities, irrespective of the specifications of the source of funding for the position. Thus, the President did not change the wording of the Administrative Regulation on the Research Title Series, that stated (and still states today):

“Faculty membership, with or without voting privileges, may be extended to an appointee in this series by the educational unit to which the individual is assigned. However, a faculty member on appointment in the research title series shall not be eligible to vote on matters relating to faculty appointment, retention, promotion, or tenure or to be elected to the University Senate.”⁴⁶

That is, it is possible for the individual to be afforded governance voting privileges in their department or college (excluding matters related to faculty personnel actions), but it is decided on a case by case basis at the level of each different department faculty, and each different college faculty.

V. Implications of Current Practices on Assignments to Research Title Series Faculty

As of the fall of 2004, the distribution of Research Title Series faculty in the three ranks, by college, was:

	Assistant Professor	Associate Professor	Professor	College Total
Medicine	27	8	5	40
Agriculture	5		1	6
Public Health	5	1		6
Engineering	4	2	1	7
Arts & Sciences	3		1	4
Dentistry	3	1		4
Education	4			4
Pharmacy			1	1
Comm Info Studies	1			1
Graduate School	1			1
Health Sciences	<u>1</u>			<u>1</u>
	54	12	9	75

Four of the Research Title Series faculty are on 9 month appointments, 1 is on a 10 month appointment, 1 is on an 11 month appointment and 69 are on 12 month appointments. The longest serving Research Title Series faculty who is at the Research Professor rank was initially hired in 1986 (College of Engineering). The longest serving Research Title Series faculty who is at the Associate Research Professor rank was initially hired in 1980 (College of Medicine). The longest serving Research Title Series faculty who is at the Assistant Research Professor rank was initially hired in 1987 (College of Agriculture). The highest and lowest paid Research Professors are \$142,861 and \$73,778, respectively. The highest and lowest paid Associate Research Professors are \$90,014 and \$51,657, respectively. The highest and lowest paid Assistant Research Professors are \$97,812 and \$22,937, respectively.

In May 2003, the Provost issued a memorandum to Medical Center college deans and center directors describing the issue of reasonable pay for Research Title Series faculty, for which those administrators apparently agreed that reasonable could be “60% of an average of the salaries paid to new hires in Regular and Special Title Series positions at the same rank.”⁴⁷ The following year, the Provost expanded that Medical Center policy to apply to all University Research Title Series faculty.⁴⁸

The Administrative Regulation for Research Title Series states (and has stated from the beginning in 1979):

“A faculty member on appointment in the research title series shall not have any regularly-scheduled teaching or service assignments.”⁴⁶

And which states with respect to promotion and merit salary review, that the only criteria for assessment are:

- “(1) research or other creative activity;
- “(2) professional status and activity; and
- “(3) ability to initiate and maintain a program of research or creative activity supported by contracts, grants, or other designated funds.”

That is, there is no provision for the Research Title Series faculty member to be assigned, or evaluated for promotion or salary increase for, any assignment in teaching, intramural governance service or public service, or administrative work.

However, by 1995, the status of the University’s compliance with the above employment requirements for Research Title Series faculty had reached the point that it was described by Medical Center Chancellor James Holsinger as

“An example of the problems with the titles series is that in one of our Colleges we have three faculty members who virtually have the same responsibilities but who are appointed in three different title series. This creates issues of equity and fairness.”⁴⁹ (underlining added here).

Ten years later, in connection with the preparation of this report, this author obtained by Open Records the Distribution of Effort in fall 2004 the assignments of all 75 Research Title Series faculty, to assess the current status of University compliance with its own Administrative Regulations for the Research Title Series. The following results were obtained from the Open Records, that are actual example current D.O.E. assignments for some of the Research Title Series faculty:

<u>Teaching</u>	<u>Research</u>	<u>Service</u>	<u>Administration</u>
0	0	100	0
42	0	58	0
0	9	91	0
0	50	0	50
2	42	3	53
30	70	0	0
36	56	3	5

Notice the distributions of effort for the two individuals, shown in red font, have zero assignment in research, even though the person is employed in the non-tenure track Research Title Series. Nearly as discordant with the standing University regulations is the second individual, shown in blue font, in which 91% of the assignment is in service. There are tenure-track title series in which the D.O.E. is similar to the first individual (e.g. Special Title Series) and similar to the second individual (e.g., Special Title Series, Extension Title Series). Thus, it would appear that if the given individuals were threatened with termination, they could counter with a strong case that, if they have been employed continuously for longer than 7 years, they have a standing for “*de facto* tenure.” That is, they have been assigned and having been performing duties that under the University regulations correspond to duties of tenure track faculty, and under the University’s Governing Regulations, employment of tenure track faculty for longer than seven years confers *de facto* tenure.⁵⁰ The other individuals listed would also have little trouble finding comparability between their assignment, and assignments of tenure track Regular Title Series faculty. As Chancellor Holsinger stated ten years ago, “*This creates issues of equity and fairness.*”⁴⁹

References

- ¹ University Senate Research Committee Report [Report of the University Senate Research Committee 1978-1979](#)
- ² March 27, 1979 memorandum from Senate Council Chair Joseph Bryant to Members, University Senate
- ³ Minutes, University Senate Council 03-30-79 [Minutes Senate Council 03-30-79 re: Research Title Series](#)
- ⁴ Minutes, University Senate Council 04-06-79 [Minutes Senate Council 04-06-79 re: Research Title Series](#)
- ⁵ Minutes, University Senate Council 04-13-79 [Minutes Senate Council 04-13-79 re: Research Title Series](#)
- ⁶ Minutes, University Senate 04-30-79
- ⁷ Minutes, University Senate Council 06-27-79 [Minutes Senate Council 06-27-79 re: Research Title Series](#)
- ⁸ Draft dated 08-02-79 [08-02-79 Draft AR II-1.0-1.VIII Research Title Series](#)
- ⁹ Minutes, University Senate Council 09-25-79 [Minutes Senate Council 09-25-79 re: Research Title Series](#)
- ¹⁰ Minutes, University Senate Council 10-02-79 [Minutes Senate Council 10-02-79 re: Research Title Series](#)
- ¹¹ 10-04-79 Letter of transmittal from Senate Council Chair Joseph Krislov to President Singletary [10-04-79 Memo from SC Chair Joseph Krislov to President Singletary](#)

- ¹² 10-15-79 Letter from President Singletary to Senate Council Chair Joseph Krislov
[10-15-79 Letter from President Singletary to SC Chair Joseph Krislov](#)
- ¹³ 11-09-79 memorandum from President Singletary to academic Chairmen, Directors, Deans and Vice Presidents, accompanied by 11-01-79 dated final language of Research Title Series policy.
[11-09-79 Letter from President Singletary to Academic Administrators](#)
- ¹⁴ Minutes, Board of Trustees, 05-06-80, page 10 of PR2
- ¹⁵ Board Governing Regulations GR VII.A.2, last sentence. This provision was added to the Governing Regulations in 1970, in response to that while the Board approved for President Oswald to issue the Regular Title Series policy in 1963, and while President Oswald submitted to the Board for approval the establishment of the Librarian Title Series of ranks, he had not submitted to the Board of Trustees for approval the establishment of the Special Title Series in 1965.
- ¹⁶ Minutes, Board of Trustees, 09-18-79, PR4
- ¹⁷ Board of Trustees Governing Regulations GR X.B.1, para 2, and GR X.B.2 amended to include Research Title Series among faculty ineligible for tenure. See amendment 1 in reference 16
- ¹⁸ Board of Trustees Governing Regulations GR IV amended to specify that Research Title Series faculty are among those faculty not eligible for service in the University Senate. See amendment 1 in reference 16
- ¹⁹ Board of Trustees Governing Regulations GR VII.A.4 was amended to clarify that the nontenure track Research Title Series is not among those title series whose faculty are automatically members of the voting, policy-making faculty body of the college. See amendment 2 in reference 16
- ²⁰ Board of Trustees Governing Regulations GR VII.A.6 was amended to clarify that the nontenure track Research Title Series is not among those title series whose faculty are automatically members of the voting, policy-making faculty body of the department. See amendment 4 in reference 16
- ²¹ Board Governing Regulations GR VII.B.5, para 2, amended to exclude Research Title Series from those faculty the department chairperson is required to consult in faculty personnel actions. See amendment 5 in ref 16
- ²² Board Governing Regulations GR X.C.5.a amended to exclude Research Title Series from those faculty title series whose members are eligible for sabbatical leave. See amendment 8 in ref 16
- ²³ [President's 09/29/1992 memo "Teaching Portfolio"](#)
- ²⁴ AR II-1.0-1.III.A.2, para. 2
- ²⁵ Minutes, University Senate, November 10, 1997 <http://www.uky.edu/USC/USMinutes/US.11.10.1997.html>
- ²⁶ President's memorandum to University Community 9-23-98 <http://www.uky.edu/Regulations/Updates/9-23-98.html>
- ²⁷ April 5, 1995 letter from Phyllis Nash to Department of Surgery Chair Byron Young
[04-05-95 Letter from Asst. Vice Chancellor Nash to Dept. Surgery Chair](#)
- ²⁸ Board of Trustees Governing Regulations GR X.B.4 <http://www.uky.edu/Regulations/GR/gr10.pdf>
- ²⁹ President's Administrative Regulations AR II-1.0-1.IV.B <http://www.uky.edu/Regulations/AR/ar009.pdf>
- ³⁰ Minutes, Senate Council, May 6, 1996 [Minutes Senate Council 05-06-96 re: Research Title Series](#)
- ³¹ May 9, 1996 letter from Senate Council Chair Gretchen LaGodna to Chancellor James Holsinger
[05-09-96 Letter from Senate Council Chair Gretchen LaGodna to Chancellor](#)
- ³² May 11, 1996 letter from UK AAUP President Jesse Weil to President Wethington
[05-11-96 Letter from UK AAUP Chair Jesse Weil to President Wethington](#)
- ³³ May 31, 1996 letter from Chancellor James Holsinger to KY AAUP President Jesse Weil
[05-31-96 Letter from Chancellor James Holsinger to Jesse Weil](#)
- ³⁴ May 31, 1996 letter from Chancellor James Holsinger to Senate Council Chair Gretchen LaGodna
[05-31-96 Letter from Chancellor Holsinger to Senate Council Chair Gretchen](#)
- ³⁵ May 21, 1996 Letter from President Wethington UK AAUP President Jesse Weil
[05-21-96 Letter from President Wethington to Jesse Weil](#)
- ³⁶ Fall 1996 "Proposed Language for Research Title Series"
[Fall 1996 Draft AR Proposed Language for Research Title Series](#)
- ³⁷ December 6, 1996 memorandum from Special Assistant to the President Juanita Fleming to President's Staff
[12-06-96 Letter from Special Asst. Juanita Fleming to President's Staff](#)

- ³⁸ April 14 1997 memorandum from President Wethington to the Senate Council Chair
- ³⁹ April 11, 1997 memorandum from President Wethington to Chancellors and academic Vice Presidents
- ⁴⁰ Medical Center Current “Guidelines for Processing Faculty Reappointments” (document dated Jan. 1998)
[Guidelines for Processing Faculty Reappointments \(Res Title Series\)](#)
- ⁴¹ Minutes, University Senate Council, June 24, 1997 [Minutes Senate Council 06-24-97 re: Research Title Series](#)
- ⁴² Minutes, University Senate Council, October 19, 1998
- ⁴³ Minutes, University Senate Council, November 16, 1998
[Minutes Senate Council 11-16-80 re: Research Title Series](#)
- ⁴⁴ Minutes, University Senate, December 14 1998 [12-14-98 Minutes, University Senate](#)
- ⁴⁵ Minutes, University Senate, February 8, 1999 [02-08-99 Minutes, University Senate](#)
- ⁴⁶ Administrative Regulation AR II-1.0-1.VIII.H <http://www.uky.edu/Regulations/AR/ar013.pdf>
- ⁴⁷ May 5, 2003 memo from Provost Michael Nietzel to Medical Center Deans and Directors
- ⁴⁸ June 1, 2004 memo from Provost Michael Nietzel to University Deans
- ⁴⁹ May 25, 1995 letter from Chancellor James Holsinger to Senate Council Chair Gretchen LaGodna
[05-25-95 Letter from Chancellor James Holsinger to Senate Council Chair Gretchen](#)
- ⁵⁰ See policies for, and examples of, de facto tenure at the following web site: [De facto Tenure](#)
(see also Chapter: [A History of the Role of College Deans in University of Kentucky Faculty Tenure Decisions](#)).

(c) DRAFT April 12, 2005 Davy Jones University of Kentucky

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