

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

1 March 1985

TO: Members, University Senate

The University Senate will meet in regular session on Monday,
March 11, 1985, at 3:00 p.m. in room 106, Classroom Building.

AGENDA:

1. Minutes of February 11, 1985.
- 2.. Resolutions.
3. Chairman's Remarks.
4. ACTION ITEMS:
 - a. Proposed Change in University Senate Rules, Section IV.,
2.1.1 (f) Transfer Students. (Circulated under date of 22
February 1985.)
 - b. Proposed recommendation to the administration to alter the
Governing Regulations (page 48), Faculty Members as
Candidates for Degrees, also cited in University Senate
Rules, Section V., 4.1.7. (Circulated under date of 28
February 1985.)
 - c. For discussion purposes only: Proposal to alter the
Administration Regulations, AR II-1,0-6, relative to
evaluations of administrators. (Circulated under date of 1
March 1985.)

George Dexter
Secretary

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MINUTES OF THE UNIVERSITY SENATE, MARCH 11, 1985

The University Senate met in regular session at 3:00 p.m., Monday, March 11, 1985, in Room 106 of the Classroom Building.

Robert Bostrom, Chairman of the Senate Council, presided.

Members absent: Richard Angelo*, Michael A. Baer, Charles E. Barnhart, Jack C. Blanton, Tex Lee Boggs, James A. Boling*, Peter P. Bosomworth*, Ray M. Bowen, Daniel J. Breazeale, Stanley D. Brunn, I. K. Chew*, Emmett Costich*, M. Ward Crowe, Leo S. Demski*, Richard C. Domek, Jr.*, Herbert Drennon, Nancy E. Dye, Paul M. Eakin, Anthony Eardley, William Ecton, Gerald Ferretti*, Ray Fergue, Richard W. Furst, Art Gallaher, Jr.*, Andrew J. Grimes, Marilyn D. Hamann, Leonard Heller, Raymond Hornback, James Hourigan*, Alfred S. L. Hu*, Donald W. Ivey*, Keith Johnson*, John J. Just, Gail Kennedy, James O. King, Laura L. Ladd*, Donald Leigh, Robert Lawson, O. J. Loewer, David Lowery, Edgar Maddox, Paul Mandelstam*, Kenneth E. Marino*, Sally S. Mattingly*, Patrick J. McNamara, Ernest Middleton, Keven D. Moore*, Bobby C. Pass*, Robin D. Powell, Madhira D. Ram*, Gerald A. Rosenthal, Charles Sachatello*, Edgar Sagan, Timothy Sineath, Otis Singletary*, David A. Spaeth*, Tom Stephens*, Joseph V. Swintosky*, Howard Sypher*, Kenneth Thompson, Kellie Towles*, Marc J. Wallace, O'Neil Weeks, James H. Wells*, Charles T. Wethington, Paul A. Willis, Constance Wilson*, Robert G. Zumwinkle

The Minutes of the Meeting of February 11, 1985, were approved as circulated.

Chairman Bostrom recognized Professor Richard Doughty who presented the following Memorial Resolution on the death of Dean Earl P. Slone.

MEMORIAL RESOLUTION

Earl P. Slone 1902-1985

"Emeritus Dean Earl Platt Slone, Pharmaceutical educator and friend, passed away on the evening of January 4, 1985, at the Albert B. Chandler Medical Center. He is survived by his wife Connie.

Dean Slone was a graduate of the Louisville College of Pharmacy and became its third dean in 1946. He continued as dean and as a professor of pharmacognosy until 1967, retiring from the College as a professor Emeritus effective July 1, 1973. Born in Henderson, Kentucky, 1902, to Samuel Tilden and Henrietta Clift Slone, he was a resident of Louisville until 1956 when the College of Pharmacy moved to Lexington.

After graduating as president of his class from Louisville Male High School in 1921, Earl Slone earned a Ph.G. degree in Pharmacy from the Louisville College of Pharmacy in 1923 and a B.S. in Pharmacy in 1945. He remained with the College to teach and during the summer of 1926 he pursued graduate courses at the University of Chicago. He spent a number of summers taking courses and earned a Kentucky Teaching Certificate at Western Kentucky University in 1945, and obtained a M.A. in Education Administration at Columbia University in 1951.

Even before his matriculation into the Louisville College of Pharmacy in 1921 his life was totally entwined in pharmacy. During earlier years he had experience in the drug store behind the soda fountain, behind the sundry counter and on a bicycle delivery route. He grew up in an exciting and bustling Louisville with a zest for life which never waned. He knew pharmacy from the top to the bottom and learned much about people. Even in the last days he retained his good sense of humor and a twinkle in his eye. Hanging in his home there is a framed Anonymous quotation on Youth which reads in part ".... No one grows old by merely living a number of years: people grow old only by deserting their ideals. . . . to give up enthusiasm wrinkles the soul." Earl Slone hung on to his ideals and in seeking the best for pharmacy students in Kentucky he, with the help of many others, worked with the late President Herman Donovan to have the Louisville College of Pharmacy incorporated into the University. In 1947 this was accomplished. The chartered, free standing Louisville College of Pharmacy turned over to U.K. all of its assets, furnishings, buildings, and land in return for affiliation. The faculty, staff, students and equipment occupied the current Washington Street College of Pharmacy Building in 1957. This required Earl Slone's great personal dedication to pharmacy and pharmaceutical education along with appreciable political efforts by faithful alumni and friends. One stipulation for the transfer of resources to U.K. was that the Ginko tree on the Louisville property be preserved, as it is reputed to be started from seed by Henry Clay. That magnificent tree with its three foot plus trunk still stands beside the Jefferson County Community College Building near First and Chestnut Streets, the former Louisville site of the College of Pharmacy.

The move to Lexington was emotionally traumatic, but one he relished as a victory for the profession and for pharmacy education. The bright new building, dedicated in 1957 was Earl Slone's dream of an appropriate physical plant for a college associated with the state university. He worked constantly with the architects, contractors, and Maintenance and Operations people to make everything just right for the students arriving in the Fall of 1957. It was the first building in Kentucky to have "Pyrex" glass waste lines from the laboratories; Slone had to get special permission for this from Frankfort.

Many remember Earl Slone as a gourmet who could always refer to his little black book and tell you the best place to eat in most large or small towns he visited from Shartlesville, Pennsylvania to Chicago, New York, San Francisco and New Orleans.

Under the urging of the late Bill Jansen, Dr. Howard Beers and President Jack Oswald, Earl Slone accepted lead-

ership of the 12 person University of Kentucky Agency for International Development Contract Team to Bandung Institute of Technology in Bandung, Indonesia. This was an exciting time for the Slones and they relished each day of it, serving there from 1964 to 1966. They were successful in this educational venture until political unrest in Indonesia made further stay uncomfortable. But they made the best of their departure by returning home via Hong Kong, the Middle East, Europe and a prolonged visit in Great Britain. While in Indonesia, Earl Slone identified some fine young scholars who he encouraged to come to the University and start graduate study. He served as their sponsor and helped them become established on campus. Upon leaving Bandung he was presented a medal featuring the mythological emblematic symbol of the school. Regularly, since returning from Indonesia, until the fall of 1984, he collected textbooks, journals and reference books and shipped them to the Pharmacy School in Bandung at his own expense.

Earl Slone was a very active person socially. He was a Mason, a member of the Lions International, Phi Delta Chi, Phi Delta Kappa, Omicron Delta Kappa, a life member of the American Pharmaceutical Association, Kentucky Pharmacists Association, the American Association of Colleges of Pharmacy, Bluegrass Pharmacists Association, Institute for the History of Pharmacy, Indiana Historical Society, a life member of the U.K. Alumni Association and the Southland Christian Church. He served many years on the Ephriam McDowell House Board of Governors and assisted in the restoration of the Historical McDowell Apothecary in Danville.

Up until recent months, Dean Slone remained an active member of the Bluegrass Pharmacist's Association, attended its meetings, and visited the College of Pharmacy weekly. He was a warm, friendly man of great personal integrity, highly respected by former graduates, and by colleagues and staff at the College. He will be missed. An oil painting of him hangs in the College Admissions office in tribute to his many years of valued service and important leadership at the College.

In a letter published in the Louisville Courier Journal, January 24, 1985, Robert L. Barnett, Jr., Class of 1959 writes:

" . . . the commonwealth lost one of its giants in the profession of Pharmacy. Those of us who knew him will always remember his humor, his compassion, his love of life and the things life offers, and his dedication to the profession and to the professionals he educated.

I, like many other Kentucky pharmacists, will miss a good friend. Many of us know

that we are what we are today because Dean Slone encouraged us to succeed."

(Prepared by Professor Richard M. Doughty, College of Pharmacy)

Professor Doughty requested that the Resolution be entered into these minutes and that copies be sent to Mrs. Slone. Chairman Bostrom asked the senators to stand for a moment of silence in tribute and respect to Dean Earl P. Slone.

Chairman Bostrom recognized Professor Andrew Hiatt who presented the following Memorial Resolution on the death of Professor Ernest N. Fergus.

MEMORIAL RESOLUTION

Ernest N. Fergus 1892-1985

"Dr. E. N. Fergus was born near Sidney, Ohio in 1892 and died January 3, 1985. He graduated from Ohio State University with a Bachelor's degree in Agriculture in 1916. He received a Master's degree from Ohio State in 1918 and then joined the staff of Purdue University's Agricultural Experiment Station. He obtained a doctorate from the University of Chicago in 1931. He joined the faculty of the College of Agriculture in 1920 and retired in the mid-1960's.

During his 42 years at the University of Kentucky, Dr. Fergus taught classes in crop production and management, had charge of research in forage crops and pastures and assisted in Agricultural Extension projects in forage production.

In 1931, Fergus discovered a previously unknown cool-season forage grass that had been growing in Menifee County since 1887. The grass was identified, evaluated and released in 1942 as Ky 31 Tall Fescue. The contribution of this variety of grass to pasture, turf and conservation purposes was considered a breakthrough for agricultural industry.

He was the first person to study failures of red clover stands. His findings and breeding work culminated in the development and release of Kenland Red Clover in 1948. Fergus also did research that led to the development of the Cumberland variety of red clover and the improvement of Kentucky bluegrass seed production.

Fergus was author or co-author of three books and numerous articles on forage crop improvement. He was also a Fellow of the American Society of Agronomy and of the American Association for the Advancement of Science. He has served as Vice-President and Director of the Kentucky Research Foundation and was a member of Sigma Xi and the U.K. Research Club. He served on the Board of Trustees of Lees Junior College and the Board of Directors of the Lexington

Y.M.C.A. He also had been an elder at Maxwell Street Presbyterian Church for about 50 years.

Dr. Fergus was recognized as a gentleman by his friends and colleagues. In addition to his service to Agriculture, perhaps one of his greatest contributions was the hiring and stimulation of a group of professors in Agriculture who have furthered the research that he initiated. He was held in the fondest regard by all who knew him, both at the State and national level and his advice and council will be sorely missed.

Fergus is survived by a son, Charles S. Fergus of Lexington, a brother, two sisters, two grandchildren and a great grandchild."

(Prepared by Professor Norman L. Taylor, Department of Agronomy, College of Agriculture)

Professor Hiatt requested that the Resolution be entered into these minutes and that copies be sent to the family. Chairman Bostrom asked the senators to stand for a moment of silence in tribute and respect to Dr. Ernest N. Fergus.

The Chairman made the following remarks:

"I am taking a few minutes today for a few brief remarks about the Senate and the Senate system that I would like to pass on and I promise to make them brief.

First of all, I want to mention that your Senate Council has been an extremely busy group this year. This year the council has studied programs in Geography, Health and Recreation, Communications, Microbiology, Art, Theatre, Education's Ed.D. program and Nursing's Ph.D. program. I have probably left a number out. We have made recommendations to the President on prior service promotions, tenure, Saturday examinations, and countless University committees. We have discussed the general education program, the merger of UK-UL and in addition we have passed on to you a significant number of recommendations for action.

Whenever I go to another University or visit with my colleagues from other parts of the country and discuss my job, they are astounded. They say, 'You mean your university actually puts all that authority in a single academic body?' It is indeed the case. Many of us forget that our particular Senate is one of the strongest, both in terms of our institutional prestige and in our faculty participation, around the country. I don't know of many other institutions in which the faculty has this much input and this much to say about what goes on. Participatory democracy is a cherished privilege and I think we need to remind ourselves that UK does an extraordinary job in providing this kind of participation. I feel that we need to remind ourselves that our University administration has done an extremely good job in maintaining this

kind of activity. When I first began to work on the University Senate Council and began to read the Governing Regulations, I discovered that the President can do anything he wants to do. It is literally true that the Governing Regulations give the President that power. President Singletary has been very good, to the best of my knowledge, about not exercising that power. In almost every instance, in the last four years, he has come to the Senate Council and often to the Senate for counsel and for advice. This kind of behavior is rare in the modern University President.

Having said these good things, I think it is clear there are also a lot of bad things that go along with this system. It is probably one of the most cumbersome systems that I have ever been involved in. We have committees and sub-committees and approval steps for even the simple things like course approval. You can remember that three years ago the Council tried to simplify the steps, and the Senate rejected it. You wanted to keep it cumbersome. There are times we need to think about streamlining some of these procedures.

Last, but not least, I think I can testify firsthand there is a lot of political manipulation by one group or another on campus. Apparently those are the kinds of things that are inevitable when we have a procedure like ours.

The good things are, of course, it insures a strong sense of peer review when academic change is brought about. I think you and I do respect one another as peers and are willing to let our peers look at our programs, teaching and research activities. This is a sign of a great University when we recognize that someone across the campus in a different discipline is likely to be educated enough and have good enough sense to pass on the kinds of things we might be doing. In that sense, I think the system tends to produce quality. When we look at the cumbersome procedures that go on and the kinds of things we go through we forget that subjecting this sort of thing to our peers does indeed produce quality programs and quality activity.

Last, but not least, it is good communication. A large system like this provides lots of interpersonal contact across the campus.

I don't have to tell you that not everyone at the University of Kentucky appreciates this process. There are those in the administration who would be a lot happier if we did not have a Senate. I have heard from time to time little remarks that lead me to believe if some of these folks could abolish our group they would do that. I don't see any danger of that, but you should know there are in many places some sentiment that would just as soon do away with it. Some of those folks are

uncomfortable with democratic procedures. Others would just rather proceed more efficiently. I think many faculty also have the same kind of 'management and mill hands' idea--that is, the management should manage and the mill hands should produce, and we should just get on with business. I think in this day and age we need to be much more careful about guarding the process, and we need to guard it jealously. We need to take the time, do our homework, study and be prepared for our committee work and we need to participate responsibly and consider the common goal. If I could enjoin you to forget about the petty consideration, and forget about what was done to you ten years ago.

Second of all, try to remember not to use the system to try to advance your own political concerns, your own interests, your own notions of what is right for the University. I think that will help.

I want to conclude with one last recommendation. I hope you will take this seriously, at least next year. We have to simplify this system. I feel that we can do that if we will simply work harder at it. I think if we don't we are going to be subjected to more and more pressure from more and more people who in the interest of efficiency and speed will ask us to give up our faculty prerogative and our senate system. I don't think the danger is real yet, but if we let it get worse it will be. Let's consider that.

Thank you for your attention."

Chairman Bostrom recognized Professor Bradley Canon, Secretary of the Senate Council, for a motion. Professor Canon, on behalf of the Senate Council, recommended approval for the proposed change in University Senate Rules, Section IV., 2.1.1, (f) Transfer Students. Professor Canon said that basically the proposal changed the term "good standing" because those students would have been admitted automatically had they applied to the University. The revised rule will require a 2.0 cumulative average and a 2.0 average at the last institution attended. This proposal was circulated to members of the senate under date of February 22, 1985.

The floor was opened for questions and discussion. Professor Altenkirch pointed out that the difference between a student who would have been automatically accepted and a student not automatically accepted is the twenty-four hour requirement. The grade point average is the same. If a student is able to perform, the University will accept the student. The rule was written for students who are able to perform. He said the mechanism for looking at problem students was to have the student send in credentials and information as to why he/she is an exception. He argued against writing a rule to take those kind of students into account. He felt what had been done in the past was the best solution.

Dr. Sands' objections were the same he had at the last meeting. He said there were cases of students who had done well overall and would have been accepted at the University--enrolled at another institution, had a 2.0 standing, so the last institution attended should not be that significant. He moved to amend the proposal by adding a period after "attempted" and delete the remainder of the sentence. Professor

Hasan seconded the motion. The amendment reads as follows:

"...that he/she has a cumulative GPA of 2.0 or better for all work attempted."

The floor was opened for debate on the amendment. Professor Thrailkill asked about the appeal process. Dr. Sands said there was always a provision for appeal but his concern was that it was not stated in connection with the rule. He felt if an appeal process was to be used, it should be stated in the rule.

Chairman Bostrom asked Dr. Rice, Director of Admissions, what procedure the Admissions Office would use. Dr. Rice said under the policy as proposed there would be no automatic appeal through the admissions process. The admissions committee requires a written statement from a student explaining his/her situation. Therefore, the Admissions Office would not automatically refer the student to the admissions committee. Professor Altenkirch said there were many categories of students admitted and not one of those categories had anything about appeals. He felt all students rejected should be made aware of the fact they could appeal.

Professor McMahon moved an amendment to change the period at the end of the sentence to a comma and add the words, "in addition, transfer students must have a cumulative GPA of 2.0 or better for all work attempted at the last institution attended provided that he/she had attempted twelve or more credit hours." Professor McMahon added that if a student had been at a second institution for a semester full-time and not achieved a 2.0, the student would not be admitted, but if it were summer school or part-time, that would not be counted against the student. Professor Hasan was not in favor of the appeal process but supported having a 2.0 average from all institutions attended. He basically supported Dr. Sands' motion, but he was willing to compromise. Professor Altenkirch pointed out that the statement concerning the last institution attended came about because the University did not want to accept students on academic suspension at another university. Therefore, this was a simple way of implementing the admissions process.

The Chair ruled the motion to amend out of order.

Dr. Sands and Professor Hasan accepted the amendment as part of their amendment. Professor McMahon moved a shorter version of the amendment to change the period at the end of the sentence to a comma and add the words, "if he/she has attempted at least twelve credit hours (or the equivalent thereof) at that institution."

In a hand count of 27 to 16 the amendment passed. The original motion as amended passed unanimously and reads as follows:

Proposal: (delete bracketed portion, add underlined portion)

IV., 2.1.1 Transfer Students

Students at other colleges or universities, including UK Community Colleges, will be permitted to transfer to the University of Kentucky if they meet one of the following criteria:

1. A student who would have been accepted at the time he/she entered [another] the first institution attended will be allowed

to transfer at any time to UK provided that he/she has a cumulative GPA of 2.0 or better for all work attempted and has a cumulative GPA of 2.0 or better for all work attempted at the last institution attended, if he/she has attempted at least twelve credit hours (or the equivalent thereof) at that institution.

2. A student who would not have been automatically accepted but has completed 24 semester hours or more and achieved a cumulative GPA of 2.0 or better for all college and university work attempted [at another institution] and has a cumulative GPA of 2.0 or better for all work attempted at the last institution attended will be allowed to transfer to UK.

Rationale:

1. Different institutions interpret "good standing" differently. We should define specifically what we interpret good standing to be so that all transfer applicants know exactly what our requirements are.
2. The criteria are written as if a student attended one other institution before applying to UK as a transfer student. This is usually not the case, and the criteria should be rewritten to reflect clearly what standards a transfer applicant who attended one or more "other institutions" must meet to be accepted at UK.

NOTE: Implementation Date: Summer Session, 1985.

Chairman Bostrom recognized Professor Bradley Canon, Secretary of the Senate Council. Professor Canon, on behalf of the Senate Council, moved adoption of the proposed recommendation to the administration to alter the Governing Regulations and the University Senate Rules concerning Faculty Members as Candidates for Degrees. Professor Canon said the change would allow members of the University faculty to obtain degrees in a discipline other than their own. The rule would retain the provision against a faculty member obtaining an advanced degree in their own discipline. This proposal was circulated to members of the senate under date of February 28, 1985.

The floor was opened for questions and discussion. Professor McMahon wanted to know if a sabbatical would satisfy not being employed for that purpose as opposed to an unpaid leave. He did not know how that would apply to a person wanting a law degree because the College of Law had three years of course work for 89 credits without a dissertation. Professor Canon said it was not intended for people in the College of Law but for those seeking a Ph.D. His feeling was that probably anyone on University salary would be considered employed but Professor Canon said he was not speaking with any authority.

Dean Royster felt a definition was needed for "employed full-time." Also, he felt there should be an interpretation on "qualifying for residency" because if a person is required to have three years of full-time residency and that person en-

rolled part-time before the qualifying examination, an interpretation would have to be made. He felt in the statement in the proposal there were going to be a lot of interpretations the Graduate School would have to make and there were not a lot of instructions. He wanted something worked out whereby there would not be problems with the interpretation in each case. Dean Royster did not feel it was fair for a person to resign to work on a doctorate. He felt there were inequities in the proposal.

Professor DeMers asked about the interpretation of "discipline" in whether or not it meant departments or colleges. He understood not awarding degrees to colleagues. Chairman Bostrom said many graduate programs were in a particular department.

Professor Stanhope moved an amendment to read:

"Faculty who currently hold degrees from the University of Kentucky may not be considered as candidates for degrees above the masters degree at the University of Kentucky."

Professor Altenkirch seconded the motion.

Professor Stanhope said the College of Nursing was concerned about their faculty getting all degrees at the University of Kentucky. They would like to encourage them to leave and bring back a different point of view. Professor Canon appreciated the problem in the College of Nursing but felt the amendment was broad. He felt the solution was an administrative action in the College of Nursing.

Professor McEllistrem wanted to know if Professor Stanhope was talking about people currently employed as a faculty member. He felt that was different than encouraging students to join the University's faculty. He recommended reexamination of the proposal for careful definition of pre-qualifying residency and eligibility for advanced degrees for people on the faculty who hold other degrees from this University.

Professor Thrailkill moved that the entire proposal be referred to the Senate Council for action they deemed fit. He also wanted the item "full-time" to be studied. The motion was seconded. Dean Royster suggested that the proposal be sent to the Graduate Council and then to the Senate Council. Professor Thrailkill agreed.

Professor Belmore wanted to know if there was a possibility the proposal would come back to the Senate before the end of the academic year. Dean Royster said the recommendation would have to go to the Board of Trustees. Professor Canon said all questions on definitions or problems should be mentioned. The motion to refer passed.

Professor Omvig questioned the "no full-time work during the first two semesters of the dissertation period." He felt that was something a person could do at his/her own speed. The Chairman said the Senate Council was concerned when someone took a course here and there and "dribbled" themselves into a Ph.D. degree. Professor Applegate said the basic idea of the proposal made complete sense. He felt the sentiment was sympathetic in making the proposal a workable thing and not in anyway opposing its adoption. He agreed with all of the proposal. Professor Hasan wanted to know if the minutes would show the general feeling of the Senate. Chairman Bostrom said a straw vote could be taken. Professor Belmore said that since the proposal was only a recommendation to the administration, could a new motion be made to endorse the consensus of the recommendation without specific wording. The Chairman said it would not make any difference because the group would have to vote again; therefore, it would

be an extraneous motion. Professor Belmore moved that the general sentiment of the Senate, if details could be worked out, was in favor of the proposal. The motion was seconded. In a straw vote the motion passed.

Chairman Bostrom recognized Professor Bradley Canon. Professor Canon, on behalf of the Senate Council, presented the proposal to alter the Administrative Regulations, AR II-1.0-6, relative to evaluations of administrators. The proposal was offered for discussion purposes only and had been circulated on March 1, 1985. Professor Canon said in the second paragraph, line 4, the word "faculty" should be deleted. Beginning that paragraph a new sentence should be added: "This annual review will normally utilize some formal evaluation by faculty in the affected unit as part of the review session. Units will be expected to develop their own evaluative procedure." This was a result of a Senate Council Committee headed by Professor Frye. It was proposed on the basis that there was not enough faculty input in the evaluation of administrators.

Professor Harris said there had been many positive changes in the University in the last few years but the negative change which he would state publicly was the incomprehensible amount of paperwork. His prediction was there would be relatively little "piece of mind" for any administrator below the level of dean. Chairman Bostrom responded he had been in a department for fifteen years that did evaluations routinely and it had not been that bad.

Professor Applegate understood Professor Harris' concern for paperwork, but he said it was not that much trouble. He felt the upper evaluation process was a good point, and he supported the idea. A committee is appointed in Chairman Bostrom's department who also fills out the forms. Professor Harris said the proposal was asking for an annual review, but he felt every four years was fine.

Professor Frye indicated that the committee's report to the Senate stated that there was a great deal of sentiment on the part of the faculty for some input into the process at the department chairman and dean level. He felt there were advantages to such an evaluation but one year was too often in involving all the faculty. He knew the evaluation system would cause a great deal of paperwork, but he felt the advantages should not be overlooked.

Dean Royster said everything in the institution was evaluated, and he was not sure of the value. He felt there were no innovations in the evaluation process and the mechanism would waste time for a lot of people. Professor Hochstrasser agreed with Professor Frye and said the evaluation did not have to take place every year but he was in favor of the evaluation process and urged the Senate to think about it seriously.

A student senator wanted to know the point of the evaluation and if it was for communication only or was it a grading for salary and promotion. Professor Bostrom said in the administrative regulations there are specifications for every administrative unit in which there must be an annual review. He felt that by-in-large those annual reviews just did not take place.

Professor Applegate felt perhaps every two years might be adequate but he would hate to see it go to four since more chairpersons' terms are four years. He said leaving it to the unit meant the chairperson probably would decide. Professor Thrailkill supported the evaluation process and said it might be helpful to have language which would make it encouraging if not mandatory for department faculty to be involved in the review of the chairman.

Professor Jewell felt from the point of view of the chairman it might be valuable to get some feedback in the middle of the term in order to find out problems that existed. He was interested in knowing if deans were getting enough feedback about department chairmen who might conceivably be reappointed for a second term. Professor Frye said the present situation was that each academic unit was evaluated every four years for the Lexington campus and every six years for agriculture, Medical Center and home economics. He added that President Singletary's belief was that an academic unit could not be evaluated without evaluating the chief administrator which is true, but Professor Frye's guess was it was not done in a formal way.

Professor Weil said only negative aspects had been discussed, but he felt there were a number of chairmen and deans doing good things. He hoped the faculty was fair minded enough to say that on the evaluation. Dean Robinson was sympathetic in the extra paperwork of evaluations, but he found the feedback very helpful.

Professor Cole's experience in his department in the College of Education was that people did not fill out the forms unless there was something wrong. He felt it was nice to have the system but generally there was not much feedback. His feeling was that if things were going well, people tended not to say much.

The Chairman thanked the Senate for a spirited debate and declared the meeting adjourned at 4:50 p.m.

George M. Dexter
Secretary of the Senate

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UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0033

DEAN OF ADMISSIONS AND REGISTRAR
GILLIS BUILDING

March 20, 1985

Mrs. Earl P. Slone
183 Valley Road
Lexington, Kentucky 40503

Dear Mrs. Slone:

At the meeting of the University Senate on March 11, 1985, Professor Richard M. Doughty read the enclosed Memorial Resolution on the death of Dean Earl Slone. He directed that the Resolution be made a part of the minutes of that meeting and a copy be sent to you.

We express our sympathy to you in the loss of Dean Slone.

Cordially,

George M. Dexter
Secretary of the Senate

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Enclosure

cc: Chairman of the Senate Council ✓

MEMORIAL RESOLUTION

Earl P. Slone 1902-1985

Emeritus Dean Earl Platt Slone, Pharmaceutical educator and friend, passed away on the evening of January 4, 1985, at the Albert B. Chandler Medical Center. He is survived by his wife Connie.

Dean Slone was a graduate of the Louisville College of Pharmacy and became its third dean in 1946. He continued as dean and as a professor of pharmacognosy until 1967, retiring from the College as a professor Emeritus effective July 1, 1973. Born in Henderson, Kentucky, 1902, to Samuel Tilden and Henrietta Clift Slone, he was a resident of Louisville until 1956 when the College of Pharmacy moved to Lexington.

After graduating as president of his class from Louisville Male High School in 1921, Earl Slone earned a Ph.G. degree in Pharmacy from the Louisville College of Pharmacy in 1923 and a B.S. in Pharmacy in 1945. He remained with the College to teach and during the summer of 1926 he pursued graduate courses at the University of Chicago. He spent a number of summers taking courses and earned a Kentucky Teaching Certificate at Western Kentucky University in 1945, and obtained a M.A. in Education Administration at Columbia University in 1951.

Even before his matriculation into the Louisville College of Pharmacy in 1921 his life was totally entwined in pharmacy. During earlier years he had experience in the drug store behind the soda fountain, behind the sundry counter and on a bicycle delivery route. He grew up in an exciting and bustling Louisville with a zest for life which never waned. He knew pharmacy from the top to the bottom and learned much about people. Even in the last days he retained

his good sense of humor and a twinkle in his eye. Hanging in his home there is a framed Anonymous quotation on Youth which reads in part "... No one grows old by merely living a number of years: people grow old only by deserting their ideals. . . . to give up enthusiasm wrinkles the soul." Earl Slone hung on to his ideals and in seeking the best for pharmacy students in Kentucky he, with the help of many others, worked with the late President Herman Donovan to have the Louisville College of Pharmacy incorporated into the University. In 1947 this was accomplished. The chartered, free standing Louisville College of Pharmacy turned over to U.K. all of its assets, furnishings, buildings, and land in return for affiliation. The faculty, staff, students and equipment occupied the current Washington Street College of Pharmacy Building in 1957. This required Earl Slone's great personal dedication to pharmacy and pharmaceutical education along with appreciable political efforts by faithful alumni and friends. One stipulation for the transfer of resources to U.K. was that the Ginko tree on the Louisville property be preserved, as it is reputed to be started from seed by Henry Clay. That magnificent tree with its three foot plus trunk still stands beside the Jefferson County Community College Building near First and Chestnut Streets, the former Louisville site of the College of Pharmacy.

The move to Lexington was emotionally traumatic, but one he relished as a victory for the profession and for pharmacy education. The bright new building, dedicated in 1957 was Earl Slone's dream of an appropriate physical plant for a college associated with the state university. He worked constantly with the architects, contractors, and Maintenance and Operations people to make everything just right

for the students arriving in the Fall of 1957. It was the first building in Kentucky to have "Pyrex" glass waste lines from the laboratories; Slone had to get special permission for this from Frankfort.

Many remember Earl Slone as a gourmet who could always refer to his little black book and tell you the best place to eat in most large or small towns he visited from Shartlesville, Pennsylvania to Chicago, New York, San Francisco and New Orleans.

Under the urging of the late Bill Jansen, Dr. Howard Beers and President Jack Oswald, Earl Slone accepted leadership of the 12 person University of Kentucky Agency for International Development Contract Team to Bandung Institute of Technology in Bandung, Indonesia. This was an exciting time for the Slones and they relished each day of it, serving there from 1964 to 1966. They were successful in this educational venture until political unrest in Indonesia made further stay uncomfortable. But they made the best of their departure by returning home via Hong Kong, the Middle East, Europe and a prolonged visit in Great Britain. While in Indonesia, Earl Slone identified some fine young scholars who he encouraged to come to the University and start graduate study. He served as their sponsor and helped them become established on campus. Upon leaving Bandung he was presented a medal featuring the mythological emblematic symbol of the school. Regularly, since returning from Indonesia, until the fall of 1984, he collected textbooks, journals and reference books and shipped them to the Pharmacy School in Bandung at his own expense.

Earl Slone was a very active person socially. He was a Mason, a member of the Lions International, Phi Delta Chi, Phi Delta Kappa,

Omicron Delta Kappa, a life member of the American Pharmaceutical Association, Kentucky Pharmacists Association, the American Association of Colleges of Pharmacy, Bluegrass Pharmacists Association, Institute for the History of Pharmacy, Indiana Historical Society, a life member of the U.K. Alumni Association and the Southland Christian Church. He served many years on the Ephriam McDowell House Board of Governors and assisted in the restoration of the Historical McDowell Apothecary in Danville.

Up until recent months, Dean Slone remained an active member of the Bluegrass Pharmacist's Association, attended its meetings, and visited the College of Pharmacy weekly. He was a warm, friendly man of great personal integrity, highly respected by former graduates, and by colleagues and staff at the College. He will be missed. An oil painting of him hangs in the College Admissions office in tribute to his many years of valued service and important leadership at the College.

In a letter published in the Louisville Courier Journal, January 24, 1985, Robert L. Barnett, Jr., Class of 1959 writes:

". . . the commonwealth lost one of its giants in the profession of Pharmacy. Those of us who knew him will always remember his humor, his compassion, his love of life and the things life offers, and his dedication to the profession and to the professionals he educated.

I, like many other Kentucky pharmacists, will miss a good friend. Many of us know that we are what we are today because Dean Slone encouraged us to succeed."

(Prepared by Professor Richard M. Doughty, College of Pharmacy)

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0033

DEAN OF ADMISSIONS AND REGISTRAR
GILLIS BUILDING

March 20, 1985

Mr. Charles S. Fergus
245 Taylor Drive
Lexington, Kentucky 40505

Dear Mr. Fergus:

At the meeting of the University Senate on March 11, 1985, Professor Andrew Hiatt read the enclosed Memorial Resolution on the death of Dr. Ernest Fergus. He directed that the Resolution be made a part of the minutes of that meeting and copies be sent to the family. Enclosed are copies for you and the grandchildren.

We express our sympathy to you and other members of the family in the loss of Dr. Fergus.

Cordially,

George M. Dexter
Secretary of the Senate

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Enclosures

cc: Chairman of the Senate Council ✓

MEMORIAL RESOLUTION

Ernest N. Fergus 1892-1985

"Dr. E. N. Fergus was born near Sidney, Ohio in 1892 and died January 3, 1985. He graduated from Ohio State University with a Bachelor's degree in Agriculture in 1916. He received a Master's degree from Ohio State in 1918 and then joined the staff of Purdue University's Agricultural Experiment Station. He obtained a doctorate from the University of Chicago in 1931. He joined the faculty of the College of Agriculture in 1920 and retired in the mid-1960's.

During his 42 years at the University of Kentucky, Dr. Fergus taught classes in crop production and management, had charge of research in forage crops and pastures and assisted in Agricultural Extension projects in forage production.

In 1931, Fergus discovered a previously unknown cool-season forage grass that had been growing in Menifee County since 1887. The grass was identified, evaluated and released in 1942 as Ky 31 Tall Fescue. The contribution of this variety of grass to pasture, turf and conservation purposes was considered a breakthrough for agricultural industry.

He was the first person to study failures of red clover stands. His findings and breeding work culminated in the development and release of Kenland Red Clover in 1948. Fergus also did research that led to the development of the Cumberland variety of red clover and the improvement of Kentucky bluegrass seed production.

Fergus was author or co-author of three books and numerous articles on forage crop improvement. He was also a Fellow of the American Society of Agronomy and of the American Association for the Advancement of Science. He has served as Vice-President and Director

of the Kentucky Research Foundation and was a member of Sigma Xi and the U.K. Research Club. He served on the Board of Trustees of Lees Junior College and the Board of Directors of the Lexington Y.M.C.A. He also had been an elder at Maxwell Street Presbyterian Church for about 50 years.

Dr. Fergus was recognized as a gentleman by his friends and colleagues. In addition to his service to Agriculture, perhaps one of his greatest contributions was the hiring and stimulation of a group of professors in Agriculture who have furthered the research that he initiated. He was held in the fondest regard by all who knew him, both at the State and national level and his advice and council will be sorely missed.

Fergus is survived by a son, Charles S. Fergus of Lexington, a brother, two sisters, two grandchildren and a great grandchild."

(Prepared by Professor Norman L. Taylor, Department of Agronomy,
College of Agriculture)

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

22 February 1985

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, March 11, 1985.
Proposal to change University Senate Rules, Section IV., 2.1.1 (f)
Transfer Students.

Section IV., 2.1.1 (f) of the University Senate Rules describes procedures for admission of transfer students. The rule presently reads:

IV. 2.1.1 Transfer Students

Students at other colleges or universities, including UK Community Colleges will be permitted to transfer to the University of Kentucky if they meet one of the following criteria:

1. A student who would have been accepted automatically at UK at the time he/she entered another institution will be allowed to transfer at any time to UK provided that he/she is in good standing at the other institution.
2. A student who would not have been automatically accepted but has completed 24 semester hours and achieved a cumulative GPA of 2.0 at another institution will be allowed to transfer to UK.

The Senate Council recommends that the above be changed as follows: (delete bracketed portion, add underlined portion)

IV 2.1.1

Students at other colleges or universities, including UK Community Colleges, will be permitted to transfer to the University of Kentucky if they meet one of the following criteria:

1. A student who would have been accepted automatically at UK at the time he/she entered [another] the first institution attended will be allowed to transfer at any time to UK provided that he/she has a cumulative GPA of 2.0 or better for

all work attempted and has a cumulative GPA of 2.0 or better for all work attempted at the last institution attended.

2. A student who would not have been automatically accepted but has completed 24 semester hours or more and achieved a cumulative GPA of 2.0 or better for all college and university work attempted [at another institution] and has a cumulative GPA of 2.0 or better for all work attempted at the last institution attended will be allowed to transfer to UK.

Rationale:

1. Different institutions interpret "good standing" differently. We should define specifically what we interpret good standing to be so that all transfer applicants know exactly what our requirements are.
2. The criteria are written as if a student attended one other institution before applying to UK as a transfer student. This is usually not the case, and the criteria should be rewritten to reflect clearly what standards a transfer applicant who attended one or more "other institutions" must meet to be accepted at UK.

Implementation Date: Summer Session, 1985.

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UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

28 February 1985

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, March 11, 1985. Proposed recommendation to the administration to alter the Governing Regulations (page 48), also cited in University Senate Rules, Section V., 4.1.7.

Proposal: [delete bracketed portion; add underlined portion]

V., 4.1.7 Faculty Members as Candidates for Degrees
Members of the faculty, except those in the Community College System, having a rank higher than that of instructor may not be considered as candidates for degrees in the discipline in which they are employed. [or as candidates for degrees above the master's degree at the University.]

No faculty member who pursues an advanced degree at the University may be employed full-time during the period of any pre-qualifying residency or during the first two semesters of the dissertation period.

Rationale:

The current proscription of degree pursuit beyond the master's level is unrealistic and deprives the institution of potential intellectual ferment which attends advanced educational activity across disciplinary lines. As the current rule/regulation stands, a faculty member who wishes to pursue an advanced degree must leave the institution, either through leave of absence or sabbatical leave. This would seem to deprive the institution of potential inter-disciplinary activity which could be beneficial in light of recent trends toward development of inter-disciplinary research centers.

In fields such as medical technology the number of persons with earned doctorates is limited. Therefore, in recruitment, it is a definite advantage to have a doctoral program as an option for incoming faculty.

In colleges such as Allied Health, where the teaching load is excessive and where greater emphasis is being placed on research, the availability of a doctoral program is essential to tenured and untenured faculty.

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University Senate Agenda Item: 3/11/85

February 28, 1985

Since the University is a microcosm of colleges and since there are many departments in those colleges, it is no longer inbreeding to earn a degree in another college because a totally different faculty would be teaching the "student faculty."

Other prestigious universities have become aware of the advantages of having doctoral preparation for their faculty given within their institutions. One example is the University of Illinois at Urbana-Champaign.

If we believe in the quality of our graduate programs and further, if we want to strengthen them, how better to do it than by promoting our graduate programs and by accepting our faculty who are theoretically already screened and selected for quality?

The Senate Council has solicited information from the University in general about the apparent need for such a modification. Our responses indicate that as many as forty (40) current faculty could be interested in advanced study of this type.

In addition, a number of persons in the University community have written strong endorsements of this proposal.

Last, but certainly not least, the Visiting Committee Report of the Southern Association of Colleges and Schools (SACS) made a specific suggestion to the University that this rule be relaxed.

This proposal is offered with the endorsement of the Senate Council. If the Senate approves, it will be sent to the President and then to the Board of Trustees as a modification in the current Governing Regulations.

/cet
0411C

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

1 March 1985

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, March 11, 1985. Proposal to alter the Administrative Regulations, AR II-1.0-6, relative to evaluations of administrators. Proposal is offered for discussion purposes only.

Current Regulation:

REVIEW AND EVALUATION OF EDUCATIONAL UNITS

A. Annual Review

A regular annual review session with the chief administrative officer of each educational unit will be scheduled by the officer's immediate administrative supervisor. An appropriate time for this annual review will be just prior to the time of submission of any annual report or the annual budget request.

The annual review, although certainly not casual, will not reach the degree of formality nor the depth of analysis and study envisioned for the periodic evaluation, and there will be no requirement for the involvement of faculty, students, alumni, or persons external to the University for this review.

Instead, the annual review will provide a critique of achievements and areas requiring attention during the past year, of the current status of the unit, and of the development of plans and the identification of needs for the future. It should provide the administrative supervisor with the additional information and insights needed to effectively represent needs of this unit to the supervisor's next level of institutional management, as well as an opportunity for communicating the supervisor's assessment of the quality of the unit and individual performances, for identifying new goals and program performance objectives, for recommending priorities, and for making suggestions for improvement.

Page 2
Senate Agenda Item: 3/11/85
1 March 1985

Proposed:

1. Delete "faculty" from line 4, paragraph 2, under A. Annual Review.
2. Add to the above-cited paragraph the following: "This annual review will normally utilize some formal evaluation by faculty in the affected unit as part of the review session. Units will be expected to develop their own evaluative procedure."

Rationale:

Persons performing in an administrative roll are currently evaluated by their immediate supervisors once a year. Too often these evaluations take place without input from those who are affected most in the unit, the faculty who work in the unit each day. This proposal provides for a formal channel of evaluation of an administrator by faculty, and should form a part of the administrator's performance assessment. Since different units have different standards and interests, it is expected that faculty in all affected units would work out their own evaluation procedures. For example, faculty councils in each college might work out an evaluative instrument for college deans, while departments might choose to utilize an entirely different procedure.

Upward communication has always been a hallmark of institutions that have performed well; formal provision for this kind of communication ought to be very useful both for administrators and those who in turn evaluate them.

/cet
0412C