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Minutes of the Meeting of the Board of Trustees of Southwestern at Memphis May 26, 1978

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MINUTES OF THE CALLED MEETING
BOARD OF TRUSTEES
SOUTHWESTERN AT MEMPHIS
May 26, 1978

78-5-7 Chairman Robert D. McCallum, as per Board action of May 19, 1978 (78-5-6), called the meeting to order in the Edmund Orgill Room of S. DeWitt Clough Hall on the campus at 3:00 P.M. on May 26, 1978.

78-5-8 In the absence of Secretary Herbert Rhea, Chairman McCallum asked Mr. Hewitt Tomlin to serve as Secretary Pro Tem.

78-5-9 The following were present:

Synod of the Mid-South

Walk C. Jones III, '80
Robert D. McCallum, '79
Judith Mitchener, '78
Jere Nash, Jr., '80
Henry B. Strock, Jr., '80
Hewitt Tomlin, Jr., '80
Richard A. Trippeer, Jr., '78
John W. Wade, '78
Henri P. Watson, Jr., '79

Ex. V-P & Dean of College

Charles O. Warren

Faculty Prof. Int. Com.

Emmett H. Anderson, Jr.
Milton P. Brown, Jr.
Robert L. Llewellyn
Jack U. Russell

Board Elected Trustees

Walter P. Armstrong, Jr., '80
L. Palmer Brown, '79
Charles P. Cobb, '80
Margaret Hyde, '80
Paul T. Jones, '80
Michael McDonnell, '79
W. Neely Mallory, '79
William W. Mitchell, '79
Wayne W. Pyeatt, '78
P. K. Seidman, '80
Sidney A. Stewart, Jr., '79
Anne Wilson, '78
Spence L. Wilson, '80

Invited Guests

Josephine B. Hall
Jesse Johnson
Ron Yarbrough

Ex Officio

James H. Daughdrill, Jr.

Faculty Trustees

Robert L. Amy, '79
James W. Jobes, '78
G. Kenneth Williams, '80

Student Members

Carolyn Crenshaw '79
Wm. Ralph Jones III
Paul Thomas Parrish

Ad Hoc Com on Fac & Educa Development

Douglas W. Hatfield
Charles Mosby
Charles C. Orvis
Kay Randle
Bernice White

78-5-10 The meeting heard recommendations from the Faculty and the Committee on Faculty and Educational Development.

78-5-11 After full discussion and careful consideration the Board adopted:

78-5-12

MOTION

The Southwestern Board of Trustees after careful consideration of all recommendations made to it regarding tenure, recognizes the complexities of tenure decisions that include individual performance and the ability of the college to make such additional obligations in a way that will protect the educational and fiscal future of the college.

The Board directs the president to consider carefully the recommendations regarding tenure made to him, and to recommend to the Board for tenure only those outstanding professors who show the highest performance based on these criteria.

1. Must have 80% of evaluation questions without qualification from the Department.
2. Must have the unanimous recommendation of all tenured members of the Department and the Dean.
3. Must be average or above college average in the quantified student evaluations during the last two terms.
4. Must be, in the separate opinions of the Department Chairman, the Dean, and the President, the best available person for the position.

The Board directs the President to send a terminal notice to those professors now in their fourth year who do not meet these criteria, and to inform those now in their fourth year who do meet these criteria that they can expect to be recommended for tenure in their contracts for 1979-80 provided they continue to get a favorable review in the fifth year.

In order to protect the college and the reputation of professors the Board of Trustees directs the President not to discuss the reasons for non-tenure with anyone except each individual professor involved, if requested by that professor, and then to discuss them verbally and in a meeting alone with the individual professor requesting such information.

(Adopted unanimously.)

78-5-13

MOTION

The Board of Trustees has carefully considered the suggestions and ideas presented to it regarding tenure at Southwestern.

Over 50% of the academic departments at Southwestern are 100% tenured, five (5) administrators have tenure, and approximately 81% of the present faculty are tenured.

In the opinion of the Board, a tenure system with 80-100% of tenured faculty during the coming years of expected no growth, is simply outdated, inflexible and unworkable.

Therefore the Board of Trustees directs the faculty to study and to recommend to the Board by October 15, 1978 a system to replace the present tenure system.

(Adopted unanimously.)

78-5-14

MOTION

That the Board of Trustees of Southwestern At Memphis expresses complete confidence and full support of President James H. Daughdrill, Jr. in his leadership of the college during the entire time of his presidency.

(Adopted unanimously.)

78-5-15

MOTION

That the Board commends President Daughdrill for his handling of the tenure issue through the full process of its consideration and in particular for his handling of the issue this year.

(Adopted unanimously.)

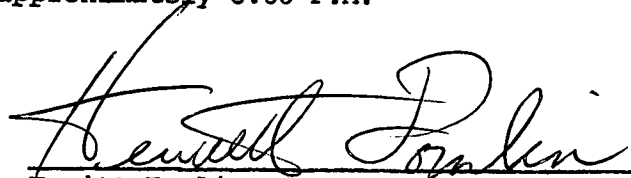
78-5-16

MOTION

That the motions of the Board be transmitted specifically to all probationary faculty in their third, second and first years with an explanation that the tenure system is under consideration for change. This is to avoid any possible feeling that they did not know of this far enough in advance.

(Adopted unanimously.)

78-5-17 The meeting adjourned at approximately 6:00 P.M.



Hewitt Tomlin, Jr., Secretary Pro Tem