President stated that at the time his report to the Board was written Mr. Basye was in the hospital in critical condition. He added that Mr. Basye has since deceased. President Martin stated that in view of Mr. Basye's length of valuable service to the institution, he asked that the Board now give post approval to a leave with pay for Mr. Basye for the second semester.

The President stated that Mrs. Georgia A. Hill asked for a leave of absence during the second semester without pay because of the serious illness of her husband. He recommended that the Board of Regents give approval to this request for leave without pay.

It was then moved by Judge Thomas B. McGregor that the Board of Regents give its approval to a leave with pay for the second semester 1964-65 for Mr. Clifton A. Basye and a leave without pay to Mrs. Georgia A. Hill. The motion was seconded by Dr. Russell I. Todd and when the roll was called the following voted "aye": Dr. Specks, Mr. Combs, Judge McGregor, Dr. Todd, Mr. Palmer, Mr. Clay, Mr. Dupree. Those voting "nay": none.

POLICY ON POLITICAL ACTIVITY

President Martin then submitted, with his recommendation, the statement prepared by an ad hoc committee of the faculty and approved by the faculty concerning political activity of the faculty and staff. The President recalled for the Board that this statement had been submitted at the special session held on December 2, 1964, at which time several members of the Board were not present, and that it was the feeling of the members present at that meeting that this policy should be considered by the entire Board.

The policy statement recommended for adoption is as follows:

"A member of the faculty and staff of the College may participate in partisan political activity as do other citizens. He may be a candidate for local governmental offices requiring part-time service only, such as a city council, a county governing board, or a school board. He may also serve on boards and commissions where he is prepared to render exceptional service.

"If a member of the faculty and staff desires to become a candidate for a major office in the state or national government (or for a local position of a time-consuming nature), he should consult with his department head, the Dean of Instruction, and the President concerning the possibility of obtaining a leave of absence for the period of his active candidacy and/or term of office. Such leave shall not affect his eligibility for reinstatement to his former position in the College.

"Faculty and staff members of the College should take an interest in public affairs. Nothing in the College regulations shall be construed as abridging the rights of citizenship guaranteed citizens of Kentucky and of the United States under the state and national constitutions. When a faculty and staff member participates in political activity, he is expected to make it clear that he participates as a citizen and not as an official representative of the College. He is obligated not to let such participation interfere with his duties as a member of the College staff."

President Martin stated that in his opinion it was a fair statement. Mr. Clay raised the question of whether or not this would approve any political activity. Dr. Sparks stated that, as proposed in the resolution, the Board would have to approve this leave for the individual and would take into consideration the reason for the leave. Mr. Dupree raised the question concerning a candidate running for office as a staff member at Eastern. President Martin stated that the individual would have to disassociate himself from the institution. Mr. Clay then asked if the leave was permanent. Dr. Sparks commented that the leave would be granted for one year at a time. Mr. Dupree stated that he hoped that protection from representation as a staff member while a candidate was in the resolution. Mr. Palmer stated that he believed that the individual had a right to show his personal employment record while a candidate. Mr. Dupree stated that his position was that of wanting to protect the institution.
It was then moved by Judge Thomas B. McGregor that the Board of Regents approve the statement on political activity as recommended. The motion was seconded by Mr. F. L. Dupree and approved by the Board unanimously.

**STATEMENT OF TENURE**

President Martin then submitted, with his recommendation, a statement on tenure which had been prepared by a special committee of the faculty and approved by the faculty. President Martin commented that this new statement is a refinement of the existing statement on tenure.

"The provisions for tenure are applicable to each president, professor, associate professor, assistant professor, instructor, and such members of the staff whom the president recommends and the Board of Regents approves. A faculty or staff member shall be eligible for tenure after completing a five-year probationary period of continuous service attaining the rank of assistant professor or above, having a written recommendation from the department head to the dean of his school or college, then to the dean of academic affairs, followed by subsequent approval of the president's recommendation by the Board of Regents. If, within a five-year period, promotion beyond the rank of instructor cannot be justified, the employment of a faculty member shall be terminated. Upon the recommendation of the president, the Board of Regents may accept service at another institution in lieu of any part of the five-year probationary period at this institution.

"A faculty or staff member serving during the probationary period or who is eligible for tenure by virtue of years of service and rank, but who is not recommended for such, shall be notified in writing no later than March 31 if his employment is to be terminated at the completion of his current annual contract. By the same token, if the faculty or staff member desires to terminate his employment at the end of his annual contract, he has a strong professional obligation to indicate this in writing to the president at the earliest possible date, preferably no later than March 31.

"Attainment of tenure status by a faculty or staff member shall remain in effect until age 65, or unless just cause shall be shown for terminating such status. After age 65, an annual contract may be tendered to the employee until the mandatory retirement age of 70. Tenure status shall remain in force during good behavior and efficient and competent service and shall not be terminated except for any one of the following causes: incompetency, neglect of or refusal to perform his duty, or for immoral conduct. In addition, bona fide financial exigencies may be a cause for termination of tenure status.

"No faculty or staff member who has attained tenure status may be discharged before he has received a written copy of the charges against him, and has had the opportunity to be heard in person or by counsel before the Board of Regents. After receiving a notice of charges against him, the individual concerned shall, within fifteen days, send a written request for a hearing to the secretary of the Board of Regents. The Board of Regents shall set the time of the hearing no sooner than fifteen nor later than forty-five days after receiving the request.

"Within thirty days after receipt of the official, contractual letter sent annually to faculty and staff members, each person shall submit to the president a written acceptance or rejection of the contractual terms. No faculty or staff member should resign his position after July 1 unless it is agreeable to the College and so stated in writing by the president."

President Martin stated that the tenure statement had been developed over many months and was acceptable both to the faculty and to the administration.

It was then moved by Judge Thomas B. McGregor that the Board of Regents approve and adopt the statement of policy on tenure. The motion was seconded by Mr. Sidney W. Clay and approved by the Board unanimously.
FACULTY MEETING

November 9, 1964

The faculty and administrative staff of Eastern Kentucky State College met in the Ferrell Auditorium on November 9, 1964. The meeting was called to order by President Martin at 4:10 p.m.

The minutes of the September 11, 1964 meeting were approved as submitted. Motion for the approval was made by Dr. Park, seconded by Dr. Herndon.

The President recognized Dr. Odgen, Chairman of the Ad Hoc Committee on Political Activity of the faculty. The committee recommended the adoption of the following statement of policy concerning political activity of the faculty and staff:

"A member of the faculty and staff of the College may participate in partisan political activity as do other citizens. He may be a candidate for local government offices requiring part-time service only, such as a city council, a county governing board, or a school board. He may also serve on boards and commissions where he is prepared to render exceptional services.

If a member of the faculty and staff desires to become a candidate for a major office in the state or national government (or a local position of a time-consuming nature), he should consult with his department head, the Dean of Instruction, and the President concerning the possibility of obtaining a leave of absence for the period of his active candidacy and/or term of office. Such leave shall not affect his eligibility for reinstatement to his former position in the college.

Faculty and staff members of the college should take an interest in public affairs. Nothing in the College regulations shall be construed as abridging the rights of citizenship guaranteed citizens of Kentucky and of the United States under the state and national constitution. When a faculty and staff member participates in political activity, he is expected to make it clear that he participates as a citizen and not as an official representative of the College. He is obligated not to let such participation interfere with his duties as a member of the College staff."

Dr. Odgen moved the adoption of the report and was seconded by Professor Whalin. The recommendation passed.

The President announced that at the request of the Board of Regents a committee was appointed and charged to look into the advisability and feasibility of having social fraternities and sororities on the Eastern campus. This committee will be chaired by Dr. Grise and consists of the following members: Mrs. Aimee Alexander, Dr. Ankesey, Mr. Donald Henrickson, Dr. Joseph Howard, Dr. LaFuze, Dr. Shaw, Dr. Park, Mr. Shindelbower, Mr. Stocker and Dr. Young. The committee will work with the consultants who are Dean Martin and Dean Bradley and will report its findings to the general faculty.