

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, December 7, 1959 Room 101, Law Building

The Faculty Senate convened in regular session at 3:40 P.M. on Monday, December 7, 1959, in Room 101 of the Law Building. Twenty-nine members were present with President Harvill presiding.

PRESENT: Bateman, Blitzler, Carlson, Carpenter, Denton, Ewing, Gegenheimer, Harvill, Haury, Hurlbutt, Irwin, Little, Livermore, Lyons, Marcoux, Martin, Mead, Mees, Merritt, Myers, Patrick, Picard, Rhodes, Rosaldo, Slonaker, Tucker, Wallraff, Windsor, Zapotocky.
Dr. Albert B. Weaver was also present for part of the meeting.

ABSENT: Andersen, Bogart, Brewer, Casaday, Crowell, Forrester, Gaines, Hausenbauer, Humphrey, McDonald, Murphy, Nugent, Pistor, Roy.

APPROVAL OF MINUTES: The minutes of the meeting of November 2 were approved as distributed with the following corrections:

The two new Nuclear Engineering courses, Nucl. Engr. 344 and Nucl.Engr.382, will be offered for the first time in 1960-61 rather than 1961-62.

The minutes also failed to carry Dr. Gegenheimer's announcement that copies of the newly published history of the Arizona College Association were now available from Dr. Gegenheimer upon request. Dr. Gegenheimer also announced that the date of the annual meeting of the Association had been changed to March 5, 1960. The group will meet on the campus of Arizona State University at Tempe.

ANNOUNCEMENTS BY PRESIDENT HARVILL: Dr. Harvill announced that he had appointed the following faculty committee on the encouragement of superior students: Patrick Huntley, Edwin B. Kurtz, A. Wayne Wymore, Newton E. James, O. M. Hartsell, E. L. Cockrum, A. Laurence Muir, and Charles O. Hucker, Chairman.

The President also announced the appointment of a faculty committee to study the present system on sabbatical leaves. Members of the committee will include Harvey D. Christensen, Henry Freiser, Charles F. Wallraff, Shaw Livermore, David L. Patrick, and possibly one more member, and the Chairman will be announced later.

Dr. Harvill announced that the University would be visited by a North Central Association review team some time early in 1960. He explained that this was not an accreditation inspection. The visit is of the routine sort North Central tries to make to each of its institutions about once every five years. The committee will be on the campus for two days.

COMMITTEE REVIEWING POLICY RE ARIZONA FACULTY MEMBERS WORKING TOWARD ADVANCED DEGREES AT THIS INSTITUTION, REPORT OF: The Senate heard a report from the special committee appointed last spring to study University policy governing University of Arizona faculty members' working toward an advanced degree from this institution. Dr. Neil R. Bartlett, Chairman of the committee, could not be present and the report was presented by Dr. Albert B. Weaver. The report read to the Senate by Dr. Weaver was as follows:

"Drs. D. H. White, A. B. Weaver, R. K. Frevert and L. W. Casaday have met with me several times to discuss policy on eligibility of staff with rank above instructor for earning higher Arizona degrees. You assigned this topic to us for study by your letter of May 1, 1959. The following is a summary report of our deliberations and conclusions.

"We recommend that present policy be retained. We understand this policy to read as follows: 'University policy prohibits higher administrative officers and members of the faculty with the rank of assistant professor or higher from taking advanced degrees at this University.' We believe that suitable administrative action will permit upgrading certain members of the staff for whom this present policy works a hardship.

"For remedial administrative actions, we first propose one that involves University of Arizona degree programs. We recommend that there be no limiting ceiling salary for exceptional individuals with the rank of instructor qualifying as follows: they start graduate work within one year of initial appointment at this University, and they complete such studies within six years after starting their Arizona graduate program. However, we recommend that these remedial steps be taken only for exceptional cases approved by the dean of the pertinent College, the Vice-president of Academic Affairs and by the Graduate Council. The one-year requirement perhaps might be waived for the few individuals already on the staff who meet the other criteria. For some of these individuals note there would be a temporary downgrading in rank.

"A second recommendation is that steps be explored to make it easier for present staff to complete doctoral programs at other universities. We believe steps in this direction are preferable to the recommendation above. One such step which would help outstanding scholars to win advanced degrees at other universities would be the adoption of a more liberal policy on sabbatical leaves. Another step would be the establishment, in cooperation with other universities, of a faculty exchange policy permitting exchanged staff to pursue degree programs. This last possibility appears to be of a nature that might win financial support from national agencies concerned with the development of professional training manpower, and might be initiated through an agency such as Western Interstate Commission on Higher Education. If a sound program evolves from this second recommendation, then the number of individuals approved to work for degrees here in the manner described in the first recommendation should be reduced.

"The salient issues which appeared during the course of our study were as follows: (1) recruiting qualified staff from other universities; (2) retaining and upgrading qualified staff; (3) prestige of the University; and (4) student-staff relationships in the graduate program. Other matters were considered, such as the time at which the staff member enters on his graduate study and earns his degree, or whether a staff member might earn his degree in departments or areas other than that in which he teaches.

"At the outset of our study there was a discussion of methods we should pursue. After some consideration of the possibilities for surveying policies at other universities, it was agreed that we should not conduct such a survey. Were we to initiate it, the fact that we were conducting an inquiry of this kind would reflect at once on the prestige of this University. Secondly, what universities should be canvassed? Finally, quite apart from these considerations there was the requirement of obtaining a representative sample of replies from the group of

"universities that might be canvassed. Experience acquired by one member of the committee on a canvass of graduate schools, on a different topic, indicates that a survey of the type contemplated can be conducted successfully only if it emanates from a prestige national agency, such as the National Research Council or American Association for the Advancement of Science, and that even under such auspices, follow-up procedures are required for obtaining replies from universities either careless or reluctant in replying. The committee therefore elected to collect and study the views of various heads of departments of this University. Department heads are in especially close touch with the problems and issues in engaging, retaining and upgrading staff. We solicited opinions of those in all colleges with special effort to cover completely Agriculture, Engineering, Mines and Metallurgy. Most heads in Business and Public Administration were interviewed. In the College of Liberal Arts the canvass was incomplete, but as far as we can determine, there is no pressure for a policy change in this College. In the College of Education there are no separate departments, so the acting Dean and one of his staff were consulted. The Deans of the Pharmacy and Fine Arts Colleges were consulted.

"There appear to be a few isolated instances in which staff members holding rank higher than instructor, or due soon for promotion from the rank of instructor, will contribute more to the University if given opportunity to pursue studies leading to a higher degree here. However, from our canvass of opinions on the matter of whether there should be a change in existing policy in permitting them to engage in such study, it appears that a change would in general affect the recruiting of new staff members adversely rather than favorably. The primary concern of many new Ph.D.'s from other universities who consider employment opportunities here appears to be the prestige of the University. Beginning salaries, while vital, are secondary to prestige, ultimate salary and research opportunities. It is imperative, therefore, that published policy statements avoid any implication that standards for appointment are accommodated to limited budgets, or that the value of sound academic training is deprecated by a policy in which the University appears willing to make every effort possible to bestow an advanced degree if a valuable member of the staff lacks one. Both implications are likely to be sensed by anyone apprehensive of our standards and prestige if the University permits those of the rank above instructor to study for advanced degrees, or if the catalogue listing of staff members shows a high proportion of Arizona Ph.D.'s. There is some feeling that a few exceptions should be made, but our recommendations listed above would seem to satisfy these needs.

"In closing, we note that we concur in the views submitted as the unanimous expression of the Committee of Eleven on 19 January, 1959. We feel that suitable administrative action will permit upgrading outstanding members of the staff for when present policy works such hardship as to preclude their study for advanced degree; and we see inadequate grounds for changing the present stated policy.

Neil R. Bartlett
Chairman of ad hoc committee
appointed 1 May, 1959."

Dr. Patrick stated he did not understand the committee's conclusion that a liberalizing of present policy in this matter would damage the prestige of this University. He remarked he had hoped the committee would investigate how the Ph.D. degree could be earned at this University by our own faculty members without the lowering of standards in any way. He stated he felt it begs the question simply to

assume that once the University admits assistant professors to candidacy for advanced degrees the prestige of the institution has been damaged. He said he felt the prestige of the University can be maintained only by the quality of the doctorates it grants, and if there is a method whereby our high standards can be maintained while at the same time liberalizing our present restrictive policy on faculty members earning advanced degrees at this University, let's find that method. He stated he had hoped the committee would bring in recommendations for such a procedure. He himself suggested the practice of bringing in outside examiners. He pointed out that faculty recruitment in the next five to ten years is going to be a great deal more difficult than it has been in the past. Dr. Patrick asked Dr. Weaver if the committee could not poll other institutions to learn what their practices are, in the hope that a procedure could be found which would permit our own faculty people to earn advanced degrees at Arizona without lowering our standards in any way.

Dr. Weaver replied that such a poll as suggested by Dr. Patrick had not been conducted for the reasons outlined in the report. He stated that the committee had felt obtaining an opinion from department heads would be of more value than a poll of the practices of other universities.

Dr. Patrick stated that he felt many of the comments and recommendations in the report were excellent. He said he intended his criticism only to be of the manner of approach the committee had taken.

Dean Livermore asked if the committee had considered the possibility of adjusting present policy by allowing under certain circumstances a faculty member to work toward an advanced degree but placing a limit on the number of years an individual could be on our faculty before he would lose the privilege of working toward an advanced degree. He stated he felt the length of time an individual has been associated with his teaching colleagues is an important factor in this matter.

The committee's report was discussed at length by members of the Senate. The difficulty of "demoting" a faculty member in rank so that he could have the privilege of working toward an advanced degree was emphasized.

Dean Martin pointed out that the significance of rank will be somewhat changed now that ranks need not so absolutely correspond to salaries as a result of the permitting of "overlapping" of salaries in one rank over the floors of the next higher rank.

The difficulty of a person's graduate work being appraised objectively by faculty colleagues with whom the individual associates closely was emphasized by several senators. Dr. Haury asked Dr. Patrick how he would propose that examinations be fairly conducted in such situations. Dr. Patrick said he had no plan, but he hoped the committee would propose one. He again mentioned the possibility of bringing in outside examiners.

Dean Martin pointed out that the faculty of the College of Engineering had in the past conducted doctoral examinations of colleagues in a satisfactory fashion, and he believed no one had felt that standards had in any way been compromised.

De. Gegenheimer cautioned against any procedure whereby, for any reason, faculty members could be demoted in rank.

Dr. Patrick referred to the suggestion that sabbatical leave policy be expanded to provide an opportunity for faculty members to go elsewhere to complete their doctoral studies. He said that he seriously questioned the appropriateness of using sabbatical leaves for this purpose.

Dean Livermore said he felt attention should be given to the possibility of a man's working for an advanced degree in a subject-matter area different from the one in which he is doing his teaching. This presents a totally different sort of situation, he pointed out, from that where a man wishes to take his degree in his teaching field.

Dean Rhodes stated he wondered if it would not be well for the committee to initiate correspondence with other completely respectable institutions which do award advanced degrees to their faculty members to determine what their procedures are.

Dr. Weaver reiterated that one fear of the committee of conducting a survey of other institutions was that by the very act of conducting the survey we would give the impression that we were interested in liberalizing our procedures and it was felt that persons might conclude that the University of Arizona was considering lowering its standards.

After considerable further discussion, Dr. Weaver was asked if he would be willing to take back to the committee the reaction of the Senate to this initial report. Dr. Harvill said he felt that the afternoon's discussion had been valuable indeed and he hoped that with this background the committee had information which would be helpful in its further deliberations.

Dr. Patrick stated that he hoped the committee would seek to find a means for the University to be pioneers in this area - not in the direction of letting down bars, but in discovering means where every possible standard could be maintained and every safeguard provided, while at the same time making it possible for faculty members to complete their graduate work at this institution.

Dr. Weaver thanked the Senate members for their comments and said he would take all of the suggestions made back to the committee for further study. He indicated a supplementary report would be submitted at a later meeting of the Senate.

Dr. Gegenheimer asked that the next report be reproduced and distributed to the members of the Senate in advance of the meeting, and Dr. Weaver indicated he would arrange with the Senate secretary for this to be done.

Dr. Harvill thanked Dr. Weaver for coming to the Senate meeting to make the committee's report and asked him to express to the committee members the appreciation of the Senate for their service on this special committee.

STUDENT GRADE RECORDS, AVAILABILITY OF: Dr. Carpenter referred to the case of a student who had submitted an extremely poorly written paper in an astronomy course and who was not currently registered for any English course work, although he previously had failed English X twice. Dr. Carpenter had learned the individual was a five-semester student in the University who, although he had attempted 62 units, had passed only 20. Dr. Carpenter questioned why the student's advisor had not required him to enroll that semester in English X and wondered if it was because the advisor

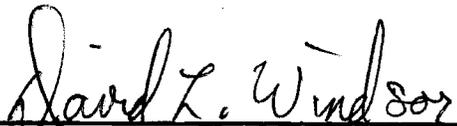
did not have available the student's previous record of accomplishment in the University.

Mr. Windsor pointed out that grade records are furnished each student's academic dean every semester, presumably for the use of both the dean and the student's advisor. It should be possible in any event for the advisor to obtain his advisee's record from the dean's office or, if this is not possible, from the office of the Registrar.

It was further pointed out that under University policy a student who has failed English X two times is not permitted to re-register for the course until he has in some way demonstrated that he had independently improved his English deficiency (private tutoring, for example.)

Dr. Harvill announced that the next meeting of the Senate would be the regular monthly meeting scheduled for January 4, 1960, unless special business should require the calling of a special meeting later in December.

The meeting adjourned at 5:35 P.M.



David L. Windsor, Secretary