



CURRICULUM

Vol. 15 No. 10 **The University of Arizona** January 24, 1994

USE OF THIS BULLETIN: This material is presented to the Faculty Senate for information or approval as designated. Prior to approval, the material is subject to university-wide review. Questions or objections may be referred to the Curriculum Office, 621-3913, prior to the date below. Items for which objections are raised and which are not resolved will be withdrawn from consideration prior to faculty senate approval. Questions or objections raised after the deadline will be referred to the Faculty Senate or appropriate Council. Deadline for objections on material in this bulletin is February 7, 1994.

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I. NOTICES (for approval)

- A. *Deletion of the major in pharmacy for the M.S. and Ph.D.:* The College of Pharmacy requests approval of a proposal to delete the major in pharmacy for the M.S. and Ph.D. degrees. The deletion of the program will reduce administrative costs associated with the degree. Students currently enrolled in M.S. or Ph.D. programs in pharmacy will, instead, enroll in the continuing M.S. or Ph.D. programs in pharmaceutical sciences. The deletion of the program is in keeping with the complete implementation of the Doctor of Pharmacy degree, which has replaced, in part, the need for the M.S./Ph.D. in pharmacy. The proposed deletion was recommended by a faculty committee conducting an overall review of graduate programs in the College of Pharmacy and is supported by the faculty responsible for teaching the program. The Graduate Council approved the proposal on October 15, 1993.
- B. *Revision of qualifications for declaration as a media arts major:* The Department of Media Arts, with the approval of the Faculty of Fine Arts, requests approval of its proposal to raise the GPA requirement in all courses for advanced standing in media arts from 2.25 to 2.5, effective fall 1995 for all students regardless of catalog. The proposal is in response to a need to reduce the number of undergraduate majors from the current 620 to a total of approximately 450. The department does not have the funds necessary to provide equipment and/or faculty for 620 students. The department is eliminating the current requirements of an acceptable portfolio and a 2.5 GPA in media arts courses because of time demands required to administer these requirements. By raising the GPA requirement for all courses to 2.5, the department expects to reduce the number of students to 450 within three years. The Undergraduate Council approved the proposal on November 2, 1993.
- C. *Proposed major in environmental engineering for the M.S. and Ph.D. degrees and proposal to change the name of the Department of Chemical Engineering to the Department of Chemical and Environmental Engineering:* The Department of Chemical Engineering, with the approval of the College of Engineering and Mines, requests approval of its proposal to change the name of the department to Chemical and Environmental Engineering and to establish a new major in environmental engineering for the M.S. and Ph.D. degrees. On July 1, 1993, the faculty and graduate students with an environmental engineering focus, formerly within the Department of Civil Engineering and Engineering Mechanics, merged with the Department of Chemical Engineering. As a result of the merger, faculty from Civil Engineering with research expertise in water treatment, industrial wastewater treatment, environmental microbiology and chemistry, hazardous and toxic wastes and water reuse have been brought together with faculty members in Chemical Engineering with research expertise in various aspects of air pollution. The proposed academic degree programs cover critical areas of environmental engineering by combining emphases in air and water pollution, hazardous materials and methods of pollution prevention. The M.S. will require 30 units of credit, including 21 units of required courses and 3 units of thesis or master's report. The Ph.D. will require 78 units, including 18 units of dissertation. A special strength of the Ph.D. will be its breadth of available research areas including physical, chemical and biological methods for waste water treatment, colloidal and bacterial transport in aquifers and soils, combustion-generated pollutants, air pollutant transport and advanced separation technologies. No additional courses or faculty are required. The Graduate Council approved the proposal on November 19, 1993.

D. *Proposal to establish a new major in gerontology:* The Graduate Interdisciplinary Program in Gerontology, with the approval of Office of Graduate Interdisciplinary Programs, requests approval of its proposal to establish a new major in gerontology for the M.S. degree. The proposed Master of Science with the major in gerontology is designed to provide a core of courses, interdisciplinary in nature, in the field of gerontology accompanied by concentrations that provide the opportunity to integrate gerontological content with other disciplines (e.g., administration, employment, counseling, nursing, social work, etc.) The proposed major requires 48 units of credit--30 units of core courses, 9 to 15 units in a concentration and 3 to 9 hours of elective. It includes an internship and a thesis/project. Seventy-five percent of a faculty line will be needed during the first five years of the program. A rapidly expanding older population, significant expression of interest by students in gerontological study, and increasing employment opportunities in the public and private sectors demonstrate the need for the proposed major. The Graduate Council approved the proposal on November 19, 1993.

E. *Proposal to establish a new major and minor in insect science for the Ph.D. degree:* The proposed doctoral program will offer interdisciplinary graduate training in the study of insects, the dominant class of animals on this planet. It is designed to complement the widely recognized interdisciplinary program carried on through the Center for Insect Science. The program require 36 units in the major, 9 units in the minor and 18 units of dissertation credit. It will combine a broad knowledge of insects as organisms with training in one or more specialized disciplines such as ecology, epidemiology, neurobiology, biochemistry, molecular biology. At least 25 relevant courses exist; one new course will be proposed in biochemistry. No additional faculty are required. There is a considerable demand by industry, universities, governmental and international agencies for scientists with a broad interdisciplinary training in insect science. The Graduate Council approved the proposal on October 15, 1993.

II. NOTICES (for information)

Planning Authorization Deadline for Fall Term:

March 1 is the deadline for submission to the Curriculum Office of all new requests for planning authorization and for extension of existing planning authorizations which are to be considered by the Board of Regents in July 1994. Planning authorizations are considered twice a year by the Board of Regents, in January and in July. Planning authorization must be granted by the Board of Regents prior to the development of the formal new study program request. Planning authorization request forms are available at the University Curriculum Office, Nugent 209, or by calling 621-3913.

Catalog and Course Review

A printout of your department's current catalog files (General and Graduate catalogs), including all changes made since the 1993-95 catalogs were printed, may be obtained at any time by calling the Curriculum Office at 621-3913.

III. NEW COURSES AND COURSE DELETIONS

Agricultural and Resource Economics (AREC)

676. + NEW COURSE: "Economic Dynamics and Natural Resource Use (3) I 1995-96 Course covers three topic areas: the mathematical structure of dynamic optimization problems; the economics of exhaustible resource use; and the economics of renewable resource use. The methods part of the course treats both discrete and continuous time as well as deterministic and uncertain environments. Relationships between the methods of Lagrange, dynamic programming, optimal control, the calculus of variations, and the 1to calculus are developed. The sections on natural resource use apply these tools to the classical economic problems of natural resource allocation and exploitation. P, graduate student standing with one year of graduate microeconomic theory. (Identical with ECON 676)." Eff. I 95-96

696g.- Add: Seminar: "Interstate Conflict Resolution (3) [Rpt.] II 1993-94 (Identical with HWR 696g, which is home)." Eff. II 93-94.

Arts and Sciences (A&S)

195a. NEW COURSE: Colloquium: "You & the U (1)." Eff. I 94-95.

Chemistry (CHEM)

433. NEW COURSE: "Chemistry Demonstrations (3) II S Preparation and presentation of demonstrations of chemical phenomena in the classroom. Designed for undergraduate teaching majors in chemistry, for graduate students interested in teaching chemistry at the secondary or college level, and for chemistry teachers already employed in secondary schools. 1R, 6L. P, 241b; 243b or 245b; or permission of instructor. May be convened with 533." Eff. Summer 1994
533. Add: "Chemistry Demonstrations (3) II S For description of course topics, see 433. Graduate-level requirements include additional demonstrations and more thorough analyses for each demonstration. In addition, secondary school chemistry teachers will be expected to offer insights and counsel to students who have never taught in a real classroom. May be convened with 433." Eff. Summer 1994.

Economics (ECON)

449. NEW COURSE: "International Business Environments (3) I Study of the widely-varying social, political, cultural and economic factors which make up different countries' unique business environments. Open to international business majors only. P, 300 or 361; 330 or 332." Eff. I 1994-95.
- 676.- Add: "Economic Dynamics and Natural Resource Use (3) I 1995-96 P, graduate student standing with one year of graduate microeconomic theory. (Identical with AREC 676)." Eff. I 95-96

Genetics (GENE)

581. NEW COURSE: "Genetic Counseling (1) [Rpt./6] I II Principles of genetic counseling, general topics related to issues raised during genetic counseling (such as coping with chronic illnesses), and specific genetic counseling issues related to unique disorders encountered in the genetics clinic and other genetic counseling settings. Such disorders will include prenatal, pediatric, and adult genetic conditions. Limited to students in the genetic counseling training program except by permission of instructor." Eff. II 93-94.
- 596j. NEW COURSE: Seminar: "Medical Counseling (1) [Rpt./6] I II Limited to students in the genetic counseling training program except by permission of instructor." Eff. II 93-94.

Hydrology and Water Resources (HWR)

- 696g. + NEW COURSE: Seminar: "Interstate Conflict Resolution (3) [Rpt.] II 1993-94 (Identical with AREC 696g and HWR 696g). P, consent of instructor." Eff. II 93-94.

Language, Reading and Culture (LRC)

139. NEW COURSE: "Literacy Tutoring (3) Introduction to literacy and study strategies theory and practices; observation of literacy learning; supervised literacy tutoring." Eff. Summer 1994.

Law (LAW)

- 695l. NEW COURSE: "Civil Rights Law (2) I II." Eff. II 93-94.

Mathematics (MATH)

101. COURSE DELETION: "Survey of Mathematical Thought (3)." Eff. II 93-94.

Medicine (MED/ANES/FC M/MEDI/NEUR/OBG/OPH/PATH/ PED/PSYI/RADI/RONC/SURG)

Interdepartmental Medicine (MED)

- 896w. NEW COURSE: Seminar: "Biomedical Ethics (1) P, 3rd and 4th year medical students." Eff. Summer 1994.

Anesthesiology (ANES)

- 810b. NEW COURSE: Clerkship: "Pain Management (4) I P, fourth year medical students or permission of instructor." Eff. I 94-95.

Family and Community Medicine (F CM)

- 596q. COURSE DELETION: "Introduction to Public Health (3)." Eff. I 94-95.
- 815l. NEW COURSE: Subspecialty: "Nutrition in Disease (3) P, BIOC 801, SBS-COPC." Eff. II 93-94.
- 815o. + NEW COURSE: Subspecialty: "Care of HIV-Infected Patients (4) P, required clerkships. (Identical with MEDI 815o)." Eff. II 93-94.
- 896j. COURSE DELETION: "Crises and Conflict Health Services in Latin America, Brazil (2)." Eff. II 93-94.
- 896k. COURSE DELETION: "Nutrition in Disease (2)." Eff. II 93-94.
- 896m. COURSE DELETION: "Practice of Community-Oriented Medicine in Rural Areas (2)." Eff. II 93-94.
- 896o. NEW COURSE: Seminar: "Public Health Nutrition (1) II P, medical school year I, II." Eff. II 93-94.
- 896q. COURSE DELETION: "Introduction to Public Health (3)." Eff. I 94-95.

Medicine (MEDI)

- 815o.- Add: Subspecialty: "Care of HIV-Infected Patients (4) (Identical with F CM 815o, which is home)" Eff. II 93-94.
- 891f. NEW COURSE: Preceptorship: "Medical Toxicology/Clinical Pharmacology (4) P, completion of required clerkships." Eff. I 94-95.

Neurology (NEUR)

815d. NEW COURSE: "Subspecialty: "Epilepsy Elective (4-6) ." Eff. Summer 1994.

Pediatrics (PED)

810c. NEW COURSE: Clerkship: "Clinical Research Elective (6) [Rpt]." Eff. II 93-94.

815i. NEW COURSE: Subspecialty: "Developmental and Behavioral Pediatrics (4-6) P, pediatric clerkship." Eff. II 93-94.

815o. NEW COURSE: "Subspecialty: "Pediatric Gastroenterology (4) P, 803 or equivalent." Eff. Summer 1994.

Radiology (RADI)

815c. NEW COURSE: Subspecialty: "Neuroradiology (3) P, fourth year medical students, 815a." Eff. II 93-94.

Optical Sciences (OPTI)

342. NEW COURSE: "Optical Systems Analysis (3) II Mathematical background; special functions; systems and operators; convolution; Fourier series; the Fourier transform; linear filtering; sampling; two-dimensional operations; applications in diffraction and image formation. P, MATH 223, PHYS 116 or 121." Eff. II 93-94.

Psychology (PSYC)

461.- Add: "Neurobiology (4) I (Identical with MCB 461)." Eff. I 93-94.

Special Education and Rehabilitation (SER)

597g. NEW COURSE: Workshop: "Best Practices for Educating Students with Severe Disabilities (2) [Rpt./2]S Intervention strategies dealing with assessment, teaming, teaching techniques and adaptations that support students with severe disabilities in typical settings." Eff. Summer 1994.

Speech and Hearing Sciences (SP H)

371. NEW COURSE: "Pediatric Communication Disorders (3) II The study of child disordered communicative processes. Consideration is given to signs and symptoms, etiology, clinical course, and developmental-academic-social impact. Principles of assessment and intervention are highlighted. Open to majors only. P, 260, 280." Eff. I 94-95.

IV. COURSE AND CATALOG CHANGES

Aerospace and Mechanical Engineering (A ME)

352. Change class structure to "1.5ES, 1.5ED." Eff. II 93-94.

440.- Add: "Energy Utilization and Management (3) I (Identical with NEE 440). May be convened with 540." Eff. I 94-95.

432. Change class structure to "1ED, 2ES." Eff. II 93-94.

448. Change semester offering from "I" to "II." Eff. II 94-95.

455. Change class structure to "1.5ES, 1.5ED." Eff. II 93-94.

456. Add class structures 1.5ES, 1.5ED.

466. Add class structure "3ES." Eff. II 93-94.

540.- Add: "Energy Utilization and Management (3) I (Identical with NEE 540). May be convened with 440." Eff. I 94-95.

541.- Add: "Industrial Energy and Power Management (3) II (Identical with NEE 541)." Eff. II 93-94.

556. Add class structure 1.5ES, 1.5ED.

566. Add class structure "3ES." Eff. II 93-94.

Anatomy (ANAT)

583.- Change alternate year from "1993-94" to "1994-95." Eff. II 94-95.

Biochemistry (BIOC)

501. Change number of units from "(5)" to "(6)." Eff. II 93-94.

Family and Consumer Resources (FCR/MCS/FS/HE E/ID/COUN)

Merchandising and Consumer Studies (MCS)

Revision to 1993-95 General Catalog headnotes, page 204, column 2, fourth paragraph.

First sentence following "The major in merchandising and consumer studies" is revised as follows: "Majors must complete five general education study areas, as described in the College of Agriculture section of this catalog (see school advising sheets for specific requirements for study areas); as well as completing ENGL 101 or 103H, 102 or 104H, COMM 100 and 102 or 112, ENGL 307, MATH 117R/S; ABE 220." Eff. I 94-95.

Revision to 1993-95 General Catalog headnotes, page 204, column 2, fourth paragraph.

The second sentence after "The major in merchandising and consumer studies" is revised as follows: "Major requirements include: MCS 114, 115, 284, 304, 310 or 346, 384, 315 or 455; 335 or 354; 376 or 440; 358, 434; 9 units from MCS 214, 310, 315, 335, 346, 354, 376, 388, 440, 455, 456, 493 (3 units maximum) ; ACCT 200; MKTG 361, 456, MAP 305; and 12 units from ACCT, FIN, MAP (330 recommended), MKTG, MIS, MCS 493b (6 units maximum)." Eff. I 95-96.

114. Change course title and description. New course listing reads: "Introduction to Retailing (3) I II Introduction to processes used for distributing consume goods from manufacturers through wholesale and retail channels." Eff. I 94-95.
115. Change course description to: "Theory and exploration of design elements and principles; contemporary trends. Open to FCR majors only or consult department before enrolling." Eff. I 94-95.
214. Delete prerequisites. Eff. I 94-95.
284. Change number of units, semester offering, description and prerequisites. New listing reads: "Textile Science (3) I II Survey of the chemical and physical properties used in manufacturing soft goods. Emphasis on end use applications and product specifications. P, 114, CHEM 101a, 102a or PHYS 102a, 180a." Eff. I 94-95.
304. Change semester offering, course description and prerequisites. New listing reads: "Merchandising Analysis (3) I Study of retail planning and control procedures with emphasis on retail mathematics and computer applications. P, 114, MATH 117, ACCT 200, ABE 220." Eff. I 94-95.

History (HIST)

413. Change course title and description to: "War, Peace and Social Change in Europe, 1870 to the Present (3) II History of twentieth century Europe, examining global processes including imperialism and the two world wars interacting with ongoing changes in domestic politics, society and culture. May be convened with 513." Eff. I 94-95.
513. Change course title to: "War, Peace and Social Change in Europe, 1870 to the Present." Eff. I 94-95.

Language, Reading and Culture (LRC)

430. Change course description to "Introduction to computer applications for language arts and other educators; examination of current and proposed hardware and software; survey of technological developments and trends impacting education; examination of social, psychological and educational consequences of technology in education." Eff. I 93-94.

Linguistics (LING)

- 496f.- Add: "Cognitive Psychology (3) [Rpt./1] I II (Identical with PSYC 496f)." Eff. II 93-94.

Microbiology and Immunology (MBIM)

529. + Add crosslisting with MCB and VSC. Eff. II 93-94.

Mining and Geological Engineering (G EN/MNEC/MNE)

Geological Engineering (G EN)

503. Course number changed from "603" to "503." Title: "Rock Mass Joint Geometry Modeling." Eff. II 93-94
603. Change course number from "603" to "503." Eff. II 93-94.

Molecular and Cellular Biology (MCB)

461. + Add crosslisting with PSYC. Eff. I 93-94.
511. Delete from course description: "and to perform at a level 10% above undergraduate students."
- 529.- Add: "General Virology (3) II (Identical with MBIM 529)." Eff. II 93-94.
583. + Change alternate year from "1993-94" to "1994-95." Change course description to: "Reading and discussion of primary literature on molecular, cellular, biochemical, physiological, and structural changes that occur on the adult nervous system." Eff. II 94-95.

Music (MUS/MUSI)

Music (MUS)

201. Add: "Coached Ensembles (1) Offering chamber music experience; designed to develop musical independence." Eff. I 94-95.
- 201a. Delete: "Accompanying (1)." Eff. I 94-95.
- 201b. Delete: "Brass Ensemble (1)." Eff. I 94-95.
- 201c. Delete: "Percussion Ensemble (1)." Eff. I 94-95.
- 201d. Delete: "Guitar Ensemble (1)." Eff. I 94-95.
- 201e. Delete: "Jazz Combo (1)." Eff. I 94-95.
- 201f. Delete: "Saxophone Ensemble (1)." Eff. I 94-95.
- 201g. Delete: "String Ensemble (1)." Eff. I 94-95.
- 201h. Delete "Woodwind Ensemble (1)." Eff. I 94-95.
- 201i. Delete: "Steel Band (1)." Eff. I 94-95.
- 201j. Delete: "Mariachi Arizona (1)." Eff. I 94-95.
- 201k. Delete: "Electronic Music Ensemble (1)." Eff. I 94-95.
- 201l. Delete: "Harp Ensemble (1)." Eff. I 94-95.
202. Add: "Small Conducted Ensembles (1)." Eff. I 94-95.
- 202a. Delete: "Brass Choir (1)." Eff. I 94-95.
- 202b. Delete: "Contemporary Ensemble (1)." Eff. I 94-95.
- 202c. Delete: "Clarinet Choir (1)." Eff. I 94-95.
- 202d. Delete: "Musical Theatre (1)." Eff. I 94-95.
- 202e. Delete: "Pep Band (1)." Eff. I 94-95.

202f. Delete: "Flute Choir (1)." Eff. I 94-95.
 202g. Delete: "Recital Choir (1)." Eff. I 94-95.
 202j. Delete: "Trombone Choir (1)." Eff. I 94-95.
 401. Add: "Coached Ensembles (1) Offering chamber music experience; designed to develop musical independence." Eff. I 94-95.
 401a. Delete: "Accompanying (1)." Eff. I 94-95.
 401b. Delete: "Brass Ensemble (1)." Eff. I 94-95.
 401c. Delete: "Percussion Ensemble (1)." Eff. I 94-95.
 401d. Delete: "Guitar Ensemble (1)." Eff. I 94-95.
 401e. Delete: "Jazz Combo (1)." Eff. I 94-95.
 401f. Delete: "Saxophone Ensemble (1)." Eff. I 94-95.
 401g. Delete: "String Ensemble (1)." Eff. I 94-95.
 401h. Delete "Woodwind Ensemble (1)." Eff. I 94-95.
 401i. Delete: "Steel Band (1)." Eff. I 94-95.
 401j. Delete: "Mariachi Arizona (1)." Eff. I 94-95.
 401k. Delete: "Electronic Music Ensemble (1)." Eff. I 94-95.
 401l. Delete: "Harp Ensemble (1)." Eff. I 94-95.
 402. Add: "Small Conducted Ensembles (1)." Eff. I 94-95.
 402a. Delete: "Brass Choir (1)." Eff. I 94-95.
 402b. Delete: "Contemporary Ensemble (1)." Eff. I 94-95.
 402c. Delete: "Clarinet Choir (1)." Eff. I 94-95.
 402d. Delete: "Musical Theatre (1)." Eff. I 94-95.
 402e. Delete: "Pep Band (1)." Eff. I 94-95.
 402f. Delete: "Flute Choir (1)." Eff. I 94-95.
 402g. Delete: "Recital Choir (1)." Eff. I 94-95.
 402j. Delete: "Trombone Choir (1)." Eff. I 94-95.
 501. Add: "Coached Ensembles (1) Offering chamber music experience; designed to develop musical independence." Eff. I 94-95.
 501a. Delete: "Accompanying (1)." Eff. I 94-95.
 501b. Delete: "Brass Ensemble (1)." Eff. I 94-95.
 501c. Delete: "Percussion Ensemble (1)." Eff. I 94-95.
 501d. Delete: "Guitar Ensemble (1)." Eff. I 94-95.
 501e. Delete: "Jazz Combo (1)." Eff. I 94-95.
 501f. Delete: "Saxophone Ensemble (1)." Eff. I 94-95.
 501g. Delete: "String Ensemble (1)." Eff. I 94-95.
 501h. Delete "Woodwind Ensemble (1)." Eff. I 94-95.
 501i. Delete: "Steel Band (1)." Eff. I 94-95.
 501j. Delete: "Mariachi Arizona (1)." Eff. I 94-95.

501k. Delete: "Electronic Music Ensemble (1)." Eff. I 94-95.
 501l. Delete: "Harp Ensemble (1)." Eff. I 94-95.
 502. Add: "Small Conducted Ensembles (1)." Eff. I 94-95.
 502a. Delete: "Brass Choir (1)." Eff. I 94-95.
 502b. Delete: "Contemporary Ensemble (1)." Eff. I 94-95.
 502c. Delete: "Clarinet Choir (1)." Eff. I 94-95.
 502d. Delete: "Musical Theatre (1)." Eff. I 94-95.
 502e. Delete: "Pep Band (1)." Eff. I 94-95.
 502f. Delete: "Flute Choir (1)." Eff. I 94-95.
 502g. Delete: "Recital Choir (1)." Eff. I 94-95.
 502j. Delete: "Trombone Choir (1)." Eff. I 94-95.
 605. Add repeatability "[Rpt./12 units]." Eff. I 94-95.
 695c. Change repeatability to "[Rpt./5]." Eff. I 94-95.

Performance Studies (MUSI)

180E. Change course title to "Euphonium." Eff. I 94-95.
 181E. Change course title to "Euphonium." Eff. I 94-95.
 182E. Change course title to "Euphonium." Eff. I 94-95.
 185E. Change course title to "Euphonium." Eff. I 94-95.
 285E. Change course title to "Euphonium." Eff. I 94-95.
 385E. Change course title to "Euphonium." Eff. I 94-95.
 485E. Change course title to "Euphonium." Eff. I 94-95.
 580E. Change course title to "Euphonium." Eff. I 94-95.
 585E. Change course title to "Euphonium." Eff. I 94-95.
 685E. Change course title to "Euphonium." Eff. I 94-95.
 785Y. Add "Tuba (1-4)." Eff. I 94-95.

Neuroscience (NRSC)

583.- Change alternate year from "1993-94" to "1994-95." Eff. II 94-95.

Nuclear and Energy Engineering (N EE)

440. + Add crosslisting with A ME. Eff. I 94-95.
 496s. Change course title to "Advanced Nuclear Power Activities." Add "May be convened with 596s." Eff. II 93-94.
 540. + Add crosslisting with A ME. Eff. I 94-95.
 541. + Add crosslisting with A ME. Eff. II 93-94.
 596s. Add "May be convened with 496s." Eff. II 93-94.

Psychology (PSYC)

496f.+ Add crosslisting with LING. Eff. II 93-94.

Speech and Hearing Sciences (SPH)

370a-370b. Change course number from "370a-370b" to "370." Eff. I 94-95.

370. Course number changed from 370a-370b" to "370." New title and course description. New listing reads: "Adult Communication Disorders (3) I The study of adult disordered communicative processes. Consideration is given to signs and symptoms, etiology, clinical course, and vocational-social impact of these disorders. Principles of assessment and intervention are highlighted. Open to majors only. P, 260, 280." Eff. I 94-95

458. Change course title and description as follows: "Clinical Studies: Speech-Language Pathology (1-3) [Rpt./9 units] I II S Under supervision, students carry out prescribed intervention programs and conduct evaluation of children and adults. Students participate in weekly staffings and clinical problem solving. Open to majors only. P, 451, 471 or CR. Open to majors only. May be convened with 558." Eff. I 94-95.

459. Change course description and title. New listing reads: "Clinical Studies: Audiology (1-3) [Rpt./9 units] I II S Under supervision, students assess hearing impairments, formulate objectives, and carry out remedial programs with emphasis on the application of research data and current technology to clinical treatment. Open to majors only. P, 483 or CR. May be convened with 559." Eff. I 94-95.

558. Course number changed from "558a-558b" to "558." Change title and course description. New listing reads as follows: "Clinical Studies: Speech-Language Pathology (1-3) [Rpt./9 units] I II S For a description of course topics, see 458. Graduate-level requirements include independent planning of treatment programs, completion of clinical progress reports, and formulation of evaluation reports as needed. Clinical research designs are also considered. Open to majors only. P, 451 or 571. May be convened with 458." Eff. I 94-95.

558a-558b. Change course number from "558a-558b" to "558." Eff. I 94-95.

559. Course number changed from "559a-559b" to "559." Title and description changed to: "Clinical Studies: Audiology (1-3) [Rpt./9 units] I II S for a description of course topics, see 459. Graduate-level requirements include clinical progress or evaluation reports. Open to majors only. P, 589 or CR. May be convened with 459." Eff. I 94-95.

559a-559b. Change course number from "559a-559b" to "559." Eff. I 94-95.

Systems and Industrial Engineering (SIE)

696g.- Add: Seminar: "Interstate Conflict Resolution (3) [Rpt.] II 1993-94 (Identical with HWR 696g, which is home)." Eff. II 93-94.

Teaching and Teaching Education (TTE)

521. Change course title to "Elementary and Middle School Mathematics Curriculum." Change first sentence of course description to: "Elementary and middle school mathematics curricula in terms of their aims content/processes, instructional methods and assessment." Eff. I 94-95.

Veterinary Science (V SC)

429.- Change semester offering to "II." Eff. II 93-94.

529.- Add: "General Virology (3) II (Identical with MBIM 529)." Eff. II 93-94.

COMMITTEE ON GUIDELINES FOR 1994-95 SALARY
ADJUSTMENTS FOR UNIVERSITY PERSONNEL

Final Report

Submitted by:

Mike Cusanovich, Chair
Neal Armstrong, Chemistry Dept.
Anne Atwater, Health Related Professions
J. Lyle Bootman, Dean, College of Pharmacy
Robert Dvorak, College of Architecture
Thomas Ervin, School of Music
Marjorie Ford, Family & Community Medicine
Martha Gilliland, Vice Provost
Robert Herman, Facilities Management
Lynda Klasky, Controller's Office
David Plane, Geography Dept.
Lois Schneider, Teaching and Teacher Education Dept.
Christa Sitz, Biochemistry Dept.
Malcolm Zwolinski, Presiding Officer, Faculty Senate

SALARY ADJUSTMENTS 1994-1995

Basic Proposal: Assuming a significant salary adjustment is made available by the State and that part or all of the funding is available for discretionary use, that is, not simply across the board (cost of living increases), the following allocation plan is proposed:

- An appropriate allocation from the faculty pool is set aside for raises associated with promotions.
- For raises up to 5% of the total salary pool for any employee category (\$8.9 million total) - 50% (\$4.45 million) be used for a General Adjustment and the other 50% for Performance/Market raises.
- Any additional funds available (above 5% of the total salary pool) be allocated to the Performance/Market pool.
- The General Adjustment would be available only to those individuals (all employee categories) who have at minimum a "meets expectations" or "satisfactory" rating in their most recent performance evaluation. Those who have a most recent performance evaluation below "meets expectations" or "satisfactory" would not be eligible for any adjustment.
- Each Dean, Vice President or appropriate Director is responsible for funding any successful appeals resulting from the allocation of Performance/Market raises, and it is recommended that a small amount of the Performance/Market pool be reserved for appeals.
- Each Dean, Vice President, or appropriate Director will submit for approval by 1 March 1994 a plan for allocation of Performance/Market raises consistent with the general principles which are attached for Classified Staff and Faculty/Professionals/Administrators.
- For non-state funded positions or portions of positions, full or partial raises may be deferred if insufficient funds are available in the current period without losing the state portion of the increase.
- When funding is approved each Dean/Vice President/Director will submit recommended salary increases to the Provost for approval.

**FACULTY/PROFESSIONAL/ADMINISTRATOR
PERFORMANCE/MARKET RAISES**

Principles

- Performance/Market raises provide an appropriate mechanism to address issues of merit, market, retention, salary compression, and equity.
- The needs of individual budgetary units are not identical as a result of past practices and historical events. Hence each Dean, appropriate Director or Vice President will develop a Performance/Market "plan" to address issues in their respective reporting units.
- The "plan" will contain a description of the goals of the budget unit in making Performance/Market adjustments (College, Vice Presidential area, etc.) along with a process for the involvement of the appropriate representatives of the affected groups (faculty/professionals/administrators) in developing the goals and process to allocate Performance/Market increases and a description of the appeals process to be used.
- The "plan" should clearly describe the performance evaluation system (including the peer review process) to be used in each employee category as well as any criteria to be used for market, which would include retention, equity and salary compression.
- For all categories (faculty/professional/administrator), performance should be an appropriately averaged over the last three years.
- For faculty Performance/Market raises, criteria must be in place to assure that instruction is appropriately evaluated and rewarded when meritorious.
- As suggested targets for the Performance/Market pool, 20-40% is recommended for market, 50-70% for merit and 5-10% for appeals.

CLASSIFIED STAFF

Principles

- Classified staff, as a result of extensive reorganization and downsizing of the institution, have, in many cases, undergone changes in job descriptions and expectations.
- As a soft guideline it is recommended that 10-20% of the merit pool be reserved for reclassification, career progression, and equity at the College, Directorial, or Vice Presidential level for reclassification to address changed duties as a result of budget reductions and reorganization.
- Performance raises provide the most direct method to address salary discrepancies that have resulted from the budget reallocations of the last three years and the performance of the classified staff under these trying conditions.
- Performance raises for classified staff should be in accordance with Classified Staff Personnel Policy and Procedures #308.0, utilizing the most recent performance evaluation.
 - Similarly situated Classified Staff employees (occupational grouping) within the same department, with the same overall performance rating, shall receive similar merit increases.
 - Those employees with an overall rating of "far exceeds job requirements" on the most recent written performance appraisal shall receive a greater merit increase than similarly situated Classified Staff employees within the same department with lower overall written performance appraisal rating.

DEFINITIONS

Performance:	Based on performance evaluations.
Market:	Based on a comparison of similarly situated individuals (could also be viewed as equity or salary compression)
Equity:	Situations where the current salary is inequitable as compared to similarly situated individuals (could also be viewed as salary compression)
Salary compression:	Situations where an inequitable situation exists due to recent hiring levels.
Retention:	Raises necessary to respond to external offers.