

**MINUTES
FACULTY SENATE
UNIVERSITY OF ARIZONA
April 3, 1995**

1. **CALL TO ORDER:** The meeting was called to order by Presiding Officer Malcolm Zwolinski at 3:15 p.m. in Room 146 of the College of Law.

Present: Senators Abrams, Atwater, Barrett, Brichler, Buras, Dahlgran, Desai, Dvorak, Emrick, Ewbank, Feltham, Fernandez, Garcia, Gerber, Goggans, Gruener, Hallick, Larson, Mare, Melcher, Mitchell, J. O'Brien, S. O'Brien, Pacheco, Parsons, Pintozzi, Pitt, Reiter, Reynolds, Silverman, Smith, Spece, Sugiyama, Sullivan, Sypherd, Troth, Troy, Warburton, Williams, Zukoski and Zwolinski. Observers Schafer (SAC) and Gajewski (APOC). Robert Sankey served as Parliamentarian.

Absent: Senators Adamowicz, Coons, DaDeppo, Erlings, Hill, Huete, Impey, Joens, Lei, Manke, Marchalonis, J. McElroy, K. McElroy, Milligan, Mount, Neuman, Trujillo, Wilson, and Witte.

2. **ANNOUNCEMENTS:** Dr. Zwolinski reported that Eddie Basha, President-Elect of the Arizona Board of Regents, would be unable to meet with the Senate this afternoon; his visit will be rescheduled.

Placed on Senators' desks today was the Final Report of the Education, Development and Training CORE Team (titled "Learning in Action: Maximizing the Effectiveness of Human Resources at the University of Arizona). No action was requested, but Senators who had comments were asked to direct them to Senator Buras.

3. **OPEN SESSION:**

Jim Cook, member of Students Taking Action Against Rape (STAAR), distributed to Senators six recommendations related to improving the campus climate related to sexual assault through action, education and pressure on the administration. On behalf of STAAR, he requested Senate endorsement of the six recommendations.

4. **REPORTS:**

- 4A. **President Manuel Pacheco**

President Pacheco expressed his personal appreciation for the job done by Chair Garcia during the past four years. He noted that Chair Garcia had never hesitated to speak up in defense of faculty interests and had shown himself to be always on top of the issues. He added that if Chair-Elect Schwarz does as good a job, the faculty will be fortunate. (The Senate responded with enthusiastic applause.)

He reported that he is accepting the recommendation of CORE Human Resources Team to merge the Office of Human Resources, Office of Appointed Personnel and Affirmative Action Office. However, he said he did not accept the Team's recommendation to create a new Vice President for Human Resources, but instead has assigned Vice Provost Martha Gilliland the primary responsibility for human resources. In the area of affirmative action, the office will continue to directly report to him on policy matters, but will interact with Dr. Gilliland on day-to-day operations. The changes will be fully operational by next winter.

Concerning the University's 1995-96 state budget, President Pacheco noted that the Legislature is still in session, and thus the following funding actions are still provisional: \$400,000 (of \$3.5 million requested) for planning and preparing to open the new Pima County campus; \$19.2 million for the three universities for building renovations (of which UA may receive approximately half); \$500,000 for Health Sciences Library, plus \$940,000 (of \$4.5 million requested) for New Learning Technologies; and the same salary increase as other state employees (2% merit, effective 1/1/96). Not fully funded were

inflationary increases, increases for Employee Related Expenses and mandated changes related to the Americans With Disabilities Act.

4B. Faculty Chair J.D. Garcia

Chair Garcia reported that two additional committees had been formed: The Senate Committee on Administrative Costs (Robert Feltham, J. D. Garcia, Keith McElroy, Andrew Silverman and Marlys Witte) and the Senate Task Force on New Pima County Campus (Ed Williams, Roy Emrick, Kenneth J. Smith, Jocelyn Reiter, and Herman Bleibtreu).

He noted that two categories of Distinguished Professorships were being created, with different criteria and structure. He anticipated that the Senate would be provided with details when available.

Chair Garcia reported that major efforts are underway to revamp the tracking of students and advising data. A notice will be sent to Senators when a presentation by the SIS 2000 Team has been arranged.

4C. Secretary Andrew Silverman

Secretary Silverman said he seconded President Pacheco's comments concerning Chair Garcia. He also asked Senators to submit articles for the next faculty newsletter, which will be distributed during April.

4D. Presiding Officer Malcolm Zwolinski

Dr. Zwolinski reported Spring 1995 General Faculty Election results. Chairman of the Faculty: John E. Schwarz; Committee on Academic Freedom and Tenure: Thomas C. Cetas, Jody Glittenberg, Nina K. Janik, David E. Wigley; Committee of Eleven: Lawrence M. Aleamoni, Scott Jacobs, Robert D. Feltham, Andrew Silverman, Miklos N. Szilagyi; Faculty Senator-At-Large: Lawrence M. Aleamoni, Karen Anderson, Anne E. Atwater, Bruce R. Barrett, James W. Clarke, Chandra S. Desai, Julie Reed Erickson, Raphael Gruener, Alfredo P. Huete, C. Scott Jacobs, Shlomo P. Neuman, James P. O'Brien, Shirley J. O'Brien, Sheila Pitt, Larry C. Schooley, Jacqueline Sharkey, Miklos N. Szilagyi, Timothy Troy, Marlys Witte, Malcolm J. Zwolinski; and Faculty Budget and Strategic Planning Committee: Carmen Garcia-Downing and Jody Glittenberg.

He called for nominations for 1995-96 Presiding Officer of the Senate and for membership on the Senate Executive Committee. Elections will be held during the May 1 Senate meeting. He noted that he would not be running for re-election. He reported that at the April 17 Senate Executive Committee meeting the chairs and members of the 1995-96 Senate standing committees would be chosen. He urged those who might be interested to phone any member of the committee or the Faculty Center by April 10.

Dr. Zwolinski reported that it appeared probable that the Senate would receive reports from the Journalism and Statistics Review Committees at the May 8 meeting.

5. QUESTION AND ANSWER PERIOD

Senator Troth asked if the Senate had taken action yet on GPSC's request that three graduate students be permanently identified as members of the Senate. Dr. Zwolinski responded that the request had been reported to ASUA for their input.

Senator Silverman asked President Pacheco if the January 1, 1996 merit funds would be distributed in the same manner as the 1994-95 funds were done. President Pacheco said that, for the record, while he was a strong advocate for salary increases based on merit and performance, and he wanted to remain consistent with what he has said previously, he did not believe that such a small increase would be worth the effort to utilize the time-consuming system adopted for this year's increases.

6. APPROVAL OF THE MINUTES

Dr. Zwolinski reported that one section had been inadvertently left out of the minutes of March 20, and the minutes would have to be amended by insertion of the following:

5. **ACTION ON THE MERGER OF THE FACULTY IN THE EXERCISE SCIENCE PROGRAM INTO THE DEPARTMENT OF PHYSIOLOGY, COLLEGE OF MEDICINE**

Dr. Chakravarti, Chair of the Senate Select Committee on Reorganization, reported that there had been two components in the proposal to reorganize Exercise and Sports Science: (1) the termination of the Physical Education Program, and (2) the merger of faculty in the Exercise Science Program into the Department of Physiology. The Senate committee appointed to review this reorganization, chaired by Senator Parsons, was continuing to discuss (1), but had completed its review of the second component, and recommended Senate approval of the merger. He said the Senate Select Committee concurred with that recommendation, and was submitting it as a seconded motion:

Motion 1994/95-35: To approve the merger of the faculty in the Exercise Science Program into the Department of Physiology.

After some discussion, the motion was approved on a voice vote, with one dissent heard.

The minutes of March 6, 1995 and March 20 (as amended) were then approved.

7. **REPORT ON THE DRAFT STRATEGIC PLAN FOR THE UNIVERSITY OF ARIZONA**

Senator Stan Reynolds, Chair, Faculty Budget and Strategic Planning Committee (FBSPC), and Dr. Joaquin Ruiz, Chair, Strategic Planning and Budget Advisory Committee (SPBAC), commented on the draft strategic plan. Dr. Ruiz noted that comments submitted by FBSPC had been incorporated into SPBAC's document, as evidenced by updated copy distributed to Senators a few days earlier.

Senator Zukoski asked when the document would be ready for final approval. Dr. Ruiz responded that it would be ready by the end of this academic year. Senator Silverman asked if it was anticipated that the Senate would vote on the document. Dr. Ruiz said SPBAC would not require Senate approval, but it was possible they could have the document completed in time for distribution to the Senate at its final meeting. Senator Garcia commented on the probable positive effect of Senate approval when the document was transmitted to the Board of Regents.

8. **DISCUSSION AND ACTION ON PERFORMANCE-BASED COMPENSATION PLAN**

Senator Buras, Chair, Academic Personnel Policy Committee, reviewed the revised document and indicated that the word "elected" should be inserted before the word "peers" on page two.

Senator Spece moved (motion 1994/95-36) that the University not use approval of this document as a reason to go to the Legislature and ask for money without asking for across-the-board raises for faculty and staff that would be given to other State employees. The motion was seconded and defeated by voice vote.

Chair Garcia made the following motion, seconded by Senator Atwater, and approved on a voice vote, with one abstention recorded:

Motion 1994/95-37: To approve implementation of the Proposed Performance-Based Compensation System for Faculty.

9. **DISCUSSION AND ACTION ON REVISED GRADE APPEAL POLICY**

Senator Reiter, Chair of the Student Affairs Policy Committee (SAPC), and Alexis Hernandez, Associate

Dean of Students, presented for Senate approval some minor revisions to the Grade Appeal Policy. Dr. Hernandez noted that the suggested changes were not substantive but were being introduced for purposes of clarity and organization. After some discussion, Senator Reiter introduced a seconded motion from SAPC:

Motion 1994/95-38: To approve revisions to the Grade Appeal Policy.

The motion was approved unanimously by voice vote.

10. **Recess:** The meeting recessed at 5:00.

Andrew Silverman
Secretary of the Faculty Senate

Appendix*

1. Final Report of the Education, Development and Training CORE Team
2. Draft Strategic Plan for the University of Arizona
3. Performance-Based Compensation System for Faculty
4. Grade Appeal Policy

**MINUTES
FACULTY SENATE
UNIVERSITY OF ARIZONA
April 3, 1995
Executive Session**

1. **CALL TO ORDER:** The Executive Session was called to order by Presiding Officer Malcolm Zwolinski at 5:00 p.m. in Room 146 of the College of Law.

2. **DISCUSSION AND ACTION ON HONORARY DEGREE NOMINATIONS**

Dr. Alison Hughes, Rural Health Program, Department of Family and Community Medicine, submitted the name of Dr. Annie Dodge Wauneka for the Honorary Doctor of Law degree. The nomination was unanimously approved by the College of Medicine faculty March 21, 1995. Dr. Hughes commented on Dr. Wauneka's service to the Navajo nation and to her community, and on prestigious awards she has received. Senator Abrams moved for approval, and Senator Zukoski seconded. The motion was approved unanimously by voice vote.

Dean Eugene Sander, College of Agriculture, submitted the name of Dr. Clifton R. Wharton, Jr. for the Honorary Doctor of Humane Letters degree. Dean Sander commented on Dr. Wharton's distinguished career and the numerous awards and honors he has received. Senator Hallick moved for approval, and Senator Larson seconded. A voice vote indicated approval, with no naves heard.

Assistant Dean Dennis Evans, Faculty of Humanities, submitted the name of Dr. Elie Wiesel for the Honorary Doctor of Humane Letters. The nomination was approved overwhelmingly by the Faculty of Humanities. Dean Evans commented on Dr. Wiesel's distinguished and productive career; he was the 1986 recipient of the Nobel Peace Prize. Senator Reiter moved approval, and Senator Reynolds seconded. One Senator commented that the process whereby honorary degree candidates are designated for submission to the Senate is unsatisfactory. Chair Garcia suggested the Honorary Degree Policy be modified so that a committee, perhaps the Committee of Eleven, would advise the Senate on such matters. A voice vote indicated unanimous approval of Honorary Degree nomination.

Dr. George Gutsche, Interim Head of Russian and Slavic Languages, submitted the name of Vaclav Havel for the Honorary Doctorate of Humane Letters. Mr. Havel's nomination was approved unanimously by the Faculty of Humanities. Dr. Gutsche commented on Mr. Havel's distinguished career. Approval was moved by Senator Smith and seconded by Senator Brichler. A voice vote indicated unanimous approval.

Dr. Douglas G. Stuart, Regents Professor, Physiology, submitted the name of Dr. Victor Gurfinkel for the Honorary Doctorate of Science. Dr. Gurfinkel's nomination was approved unanimously by College of Medicine faculty on March 21, 1995. Dr. Stuart commented on Dr. Gurfinkel's extraordinary career. Senator Abrams moved for approval; Senator Feltham seconded. A voice vote indicated unanimous approval.

3. **ADJOURNMENT:** The Executive Session was adjourned at 5:35 p.m.

Andrew Silverman
Secretary of the Faculty Senate