

MINUTES OF THE MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, September 14, 1992 Room 146, College of Law

1. The Faculty Senate convened in regular session at 3:00 p.m. on Monday, September 14, 1992, in Room 146 of the College of Law. Forty-three members were present. Presiding Officer of the Faculty Senate Vivian L. Cox presided.

SENATE MEMBERS PRESENT: Atwater, Badger, Coons, Cox, Cusanovich, Dickinson, Elliott, Enos, Ewbank, Garcia, Hildebrand, Hill, Horak, Inman, Joens, Jones, Kaczynski, Konur, Larson, Law, Lewis, MacDonell, Mautner, McElroy, Mitchell, J. O'Brien, S. O'Brien, Pitt, Reiter, Reynolds, Roemer, Siciliano, Silverman, Songer, Spera, Sullivan, Troy, Warburton, Williams, Witte, Wright, Young, and Zwolinski. Dr. Robert Sankey served as Parliamentarian.

SENATE MEMBERS ABSENT: Anderson, Barrett, Dvorak, Fajardo, Hammond (Sabbatical Leave), Impey, Pacheco, Tomizuka, Valenzuela, and Vezino.

2. ADDRESS BY REGENT HURWITZ: Dr. Cox welcomed Regent Andrew Hurwitz, President of the Arizona Board of Regents. Regent Hurwitz thanked the Senate for this opportunity to address several issues, and to recognize faculty for their service. "We do not say often enough that we appreciate what you do. It may not seem that the Regents care about faculty, but we do." He noted that for the first time ever, appropriations for the current year for the three universities total less than for the previous year. Prisons and health care continue to take a large portion of the state budget. "Somehow, higher education has been viewed as of lesser importance, and that problem cannot be solved in the short run." As tuition costs have increased, state-allocated General Funds have decreased. He said that the Regents voted not to increase tuition last year because the universities would not receive the increase. This year the Regents will try to offer the Legislature alternative options concerning university funding. The top priority is salary increases for faculty and staff, but there appears to be little hope that the state will fund salary equity.

Regent Hurwitz said that a second priority of the Regents concerns enrollment growth predictions: 55,000 additional students are expected in Arizona by the year 2010, but there is no money. Capital-intensive solutions are being sought, including more evening and weekend courses and increased use of telecommunications interfaces with main campuses, so that current facilities can accommodate between 20,000 and 25,000 more students. The tentative plan calls for three additional 10,000-student campuses, mostly for undergraduates: one in eastern Maricopa County, one in Pima County, and ASU West. The Regents have not a clue as to how the new facilities are to be funded. A new Enrollment Growth Commission, with a broad constituency, will meet for the first time tomorrow, he said.

Regent Hurwitz reported that, concerning faculty participation at Regents meetings, the Regents agreed to seat the President of Arizona Faculties Council (AFC) at the meeting table, with full discussion privileges albeit without a vote, when matters relating to faculty are discussed. He said this arrangement seems to be working well. He also reported that the Regents received, at their last meeting, a paper from AFC on the topic of faculty workload, and the Board found little with which a reasonable person could disagree. Regent Hurwitz noted that faculty workloads had become a national topic. The need to crack down on

faculty was espoused at a Congressional hearing today, and the Regents need to be on top of the issue in order to be able to demonstrate to the public that faculty workload includes more than hours in the classroom. He said he has not met faculty who do not work hard. "We need to be able to demonstrate we are working together."

Senator Witte asked for Regent Hurwitz's views concerning other forms of compensation besides salaries--perhaps recognition of various kinds. Regent Hurwitz responded that Senator Witte would have a better sense for this than he does, but, in general, he has heard "You never call, you never write. I am teaching this great course--come by and listen to it." He said he believes that when members of the administration sit in on classes, or show interest in the progress of a particular project or graduate student, that action becomes part of the reward system. He cited one Dean's frustration with having a performance review process in place, but no funds to reward meritorious service.

Senator Silverman: "I'm glad you mentioned faculty participation. I want to commend you and the Board for making a place at the table for an AFC member. It is a good statement for the Board to have made, and a good statement for the administrators on campus. Concerning our relationship with the Legislature, because of the Faculty Governance Bill, I would suggest that it is time faculty get involved in putting forward what we do and how valuable we are to the State. When Regents meet with Legislators, it is important that faculty be present and involved in the dialogue with Legislators. I hope faculty, administrators, and others will be part of the strategy. Regent Hurwitz: "I think there is much to do with the Legislature. Even as Regents, we have small understanding of what you do. Occasionally we see grants, but in sitting down with faculty for half a day, as we did at ASU last week, we see what they really do in research, how they teach, or engage in creative writing. It will help me to respond to the question, 'what do faculty do?' Ten phone calls will drive a Legislator crazy and fifteen letters is a landslide." Senator Silverman inquired as to the status of Senator Dougherty's Truth in Budgeting bill and the question of the Legislature monitoring grants and awards. Regent Hurwitz: "We worked with him last year to remove objectionable points. Joel Valdez is chairing a task force to produce one comprehensive budget that reflects all sources of funds."

Senator Hildebrand: "Another dispiriting development is the dramatic change in health benefits. It was treacherous and, for many people, constitutes a substantial cut in pay, as J. D. Garcia has pointed out in print. Is anything being done to communicate to the Department of Administration the particular needs of faculty relating to travel, access to medical specialists, and the like? Regent Hurwitz: "Neither the faculty nor ABOR is involved in this at all. The goal was to force people out of the indemnity system, and faculty have been particular fans of the indemnity system. I am not optimistic that the Governor's administration is hearing the problems. The Governor has said, and apparently thinks, that he has put out a program similar to previous plans."

Senator Ewbank: "With respect to the Faculty Governance Bill, are there directions to take on actions that you and the Board see as important for faculty to avoid this year to give substance to this legislation?" Regent Hurwitz: "We are beginning to look at mission structure and admission standards. It occurred to us that faculty have to be involved. I want to handle this on a fast track. The faculty and the Provost have to get together on this before the end of the year. ASU pointed out that there will be programmatic cuts at all three universities. We need real faculty input to know which units could be cut because they are not tops in quality or cost effectiveness. Senator Witte: "Should there

be a process that looks for cuts even when there are no possibilities of items to pare? Will the money that does come be used in ways that faculty and students see as valuable?" Regent Hurwitz noted the involvement of faculty in the budgeting process on this campus last year.

3. OPEN SESSION: Dr. Martha Gilliland, Interim Vice President for Research, reported the United Way Campaign would officially be underway tomorrow, and she requested Senate endorsement and participation. She said she has been on campus two years, and when Dr. Fernandez asked her to serve as Vice Chair and Chair-Elect last year, it seemed a good way to meet people. In spite of a mismanagement scandal with the national office of United Way, United Way locally is still a very good cause, she said. Less than 1/4 of 1 percent of local funds reach the national level. The campus goal is to reach 99.44 percent participation, rather than an absolute dollar amount, and to increase faculty participation, which has been low compared with classified staff and other employee groups. She asked Senate members to provide the leadership to faculty in this year's campaign.

4. REPORTS

- 4A. REPORT FROM THE PRESIDENT: On behalf of President Pacheco, who was away from the campus, Dr. Michael Cusanovich, Interim Provost, welcomed everyone to the start of a new academic year, and encouraged those present to attend the President's General Faculty Meeting and State of the University address on Wednesday, September 23.

Placed on Senators' desks today were copies of the President's Vision Statement for the Year 2002, intended to frame the planning process and the Special Planning Edition of Lo Que Pasa, dated September 9, 1992. Dr. Cusanovich said the planning process is ongoing.

Dr. Cusanovich said President Pacheco asked him to discuss the outcome of last year's budget process, and how the participation of the various committees influenced the process. With 72 budgetary areas involved, there was agreement between the advisory committees and the final budget in 43 cases; in 27 cases, the ultimate budget was that recommended by line managers; in 2 cases, the President's decision differed from both recommendations. Given the time constraints, and noting that in Academic Affairs the net difference was only \$187K out of \$217M total, Dr. Cusanovich reported that, in his view, the entire process worked very well.

- 4B. REPORT FROM THE PROVOST: Dr. Cusanovich said he had 23 major issues on his work list, and he would report on only a few. On a positive note, he expressed his thanks for cooperation of faculty, staff, students and others. He said the last four months have not been easy, and everyone has pitched in in a positive and constructive way. The opening of classes was one of the best in several years in terms of smoothness and lack of upsets, and it was a pleasure to work with everyone involved in the process. Dr. Cusanovich reported that the quarter of a billion dollars brought to the University through external funding last year was impressive in view of the national economy and attested to the faculty's ability to compete nationally in that respect. In addition to dealing with finalizing this year's budget, with its inherent problems, Dr. Cusanovich reported many individuals had to work on the 1993-94 request budget during the summer. Items of highest priority for the latter include faculty/staff salaries, funds to restore the most critical program cuts, and undergraduate education. He noted that the Task Force on Undergraduate Education had submitted over sixty

recommendations in its report, and an implementation committee has been appointed. However, all faculty will have to be involved. He believes that issue, and faculty work loads, will be major issues this year.

Dr. Cusanovich said he is sharing the list of issues with Provost-designate Sypherd. He said he believed a number of draft proposals would be submitted to the Senate this fall for consideration and discussion, with the hope some proposals concerning workload could be in place by the first of the year.

Dr. Cusanovich said that for the past four months he has met with faculty and staff in various ways. They have never been politically empowered, and, in line with Regent Hurwitz' comments, he believes it is important to get individuals involved in sharing with the Legislature what we at the University do.

- 4C. CHAIR OF THE FACULTY REPORT: Senator Garcia, also, welcomed Senators back, and noted that he thought it would be an interesting year. He then reported that President Pacheco had transmitted the Constitution and Bylaws to the Board of Regents. The Board's attorneys found some differences that he thought were minor. A special subcommittee will be appointed to deal with the remaining matters. The Committee on Elections will meet this week to elect its 1992-93 Chair and to initiate special Senate elections in three colleges: Agriculture, Engineering and Science. One additional College Representative is needed, each, in Agriculture and Engineering, and three in Science. He reported the University Committee on Ethics and Commitment will choose its 1992-93 Chair this week, as will the Committee on Committees.

Senator Garcia commended Intel for assistance extended to the University in the form of a loaned executive, Eamon Malone, who was helping to facilitate Continuous Organizational Renewal and Total Quality Management on our campus, utilizing a data-driven management planning approach. Units are participating on a voluntary basis.

Senator Garcia reported on the passage late last spring of Senate Bill 1106, the Faculty Governance Bill. He said faculty governance has initiated dialogues to discuss structural changes and formulate proposals.

He noted that the Board of Regents has implemented a revised meeting schedule for 1992-93, alternating between regular meetings, which take the form of extended campus visits, and monthly committee meetings. "If you or other members of the General Faculty have items which you wish brought to the attention of the Regents, please feel free to call me, Vivian Cox, or Hank Ewbank."

Senator Garcia reported on the formation of a committee which will be of some importance to each member of the General Faculty. Chaired by Vice-Provost Holly Smith, it is charged with codification of sanctions to be applied in the event of misconduct or unacceptable behavior on the part of administrators, faculty, or professionals. He said the committee is working on a draft, which will be transmitted to the Academic Personnel Policy Committee and thence to the Senate. Nothing will be implemented until the Senate has had a chance to act on it. Both he and Senator Ewbank are members of that committee.

Speaking as a member of the 1991-92 Provost Search Committee, Senator Garcia thanked the faculty, staff and students who attended the special forums for Provost candidates, especially in view of the fact that these candidates had to be scheduled for campus visits after classes had ended last spring.

- 4D. PRESIDING OFFICER OF THE SENATE REPORT: Dr. Cox asked Senators to communicate with members of their departments and constituencies, and with members of the Senate Executive Committee, to ensure that their views can be known and represented. Dr. Cox thanked Secretary Roemer for the time and effort she expended over the summer to produce a revised Senate Handbook, mailed to Senators with today's agenda materials.

Dr. Cox reported that it would be necessary to meet again in special session on September 21 and in late October to receive and discuss various reports related to the planning process.

Dr. Cox noted that a regular Senate meeting is scheduled on December 7, but because final exams will be held in Law 146 on that date, another room will be required for the Senate meeting. She requested that if any Senators know of a suitable room they believe would accommodate the Senate, bearing in mind the need for placement of 60 nameplates, to please let her or the Faculty Center know.

Dr. Cox called Senators' attention to a roster, included with their agenda materials, which lists members of the Senate's 1992-93 standing committees.

- 4E. REPORT FROM THE SECRETARY OF THE FACULTY: Secretary Roemer requested that Senators sit at their marked places, even if they come late, to facilitate her checks of attendance and quorum counts. "If you send a substitute, please ask them to check in so that we can provide a special nameplate."

Regarding the Senate Handbook, mentioned by Presiding Officer Cox, "I owe special thanks to our Parliamentarian Bob Sankey, for his major contributions and assistance."

"Now for the thunderbolt. Funding for faculty governance does not any longer permit distribution of the full twelve pages of Senate minutes to each member of the General Faculty. In the plan that has been developed, full minutes would be sent to a list of 150 addresses, including vice presidents, deans, department heads, and directors, with requests that those unit leaders provide access to members of the General Faculty in their units. The minutes will also continue to be available on CoSy and will continue to go to members of the Senate." She added that arrangements have been made with FastCopy to make copies available by subscription for a modest sum in the vicinity of \$10-\$15 a year. Secretary Roemer said it may be possible to distribute copies of major committee reports through FastCopy, as well. In addition, she is investigating the feasibility of a brief, four-sided newsletter, which would include highlights of Senate meetings and reports from the Chair of the Faculty, the Presiding Officer of the Senate, and standing committee chairs, and which would be distributed every four to six weeks. She said she hopes to get more information out on a timely basis so that faculty could have a real participatory role in governance. She said she would welcome assistance in this organizational phase of the proposed newsletter. Information concerning these changes will be reported to faculty in the September 21 issue of Lo Que Pasa.

- 4F. REPORT FROM THE PRESIDENT OF ASUA: Senator Siciliano expressed his appreciation, on behalf of ASUA, for student membership in the Faculty Senate. He said faculty and students need to be partners, and he hoped that would be the theme for 1992-93. Among the main issues for ASUA this year will be: quality of education; accountability; partnerships among faculty, students, staff, administrators, and community members; rewards for effective teaching; and continued discussion on tuition and computer fees. Senator Siciliano said ASUA, with its 20 percent

budget cut, is revamping and reevaluating everything it does: clubs have been fully funded; legal services for students have been restored for the spring, with Senator Silverman's assistance; a new work environment has been created, with enhanced computer resources and a club work area. Three thousand students have been registered to vote, with a goal of 6,000 by October 5 and the aim of making faculty, staff, and students together an effective lobbying team. Senator Siciliano invited Senators to see the remodeled ASUA offices, and asked for Senate help in ASUA's partnership efforts.

5. QUESTION AND ANSWER PERIOD: Senator Witte asked Senator Garcia if the committee being charged with codification of sanctions for misconduct could consider the policy drafted by the Research Policy Committee and approved by the Senate in 1988, "Misconduct in Research, Scholarship or Creative Endeavor." She then asked Secretary Roemer if she had explored publication of the Senate Minutes in Lo Que Pasa. Secretary Roemer responded that she had, but the cost was prohibitive.

Senator Williams asked Senator Garcia how the members of the Sanctions Committee were selected, and how many faculty and Senators are members. Senator Garcia responded that faculty governance had no role in the selection of committee members; he and Senator Ewbank are included in the membership, as well as four other faculty, two lawyers, and three administrators. He added that one committee that needed faculty governance input was the task force on implementation of the Report on Undergraduate Education, and he has not even been apprised of that membership. Senator Williams asked Senator Cusanovich to comment on the revamping of the budgetary process. Senator Cusanovich said a committee is meeting on that issue now, but he does not know what it will recommend. Senator Garcia said it was his understanding that the results would come before the Senate.

Senator Hildebrand asked Senator Roemer about access to the minutes on CoSy. She replied that the address, "Senate.Minutes," is included in the Lo Que Pasa article.

Senator Enos, referencing the Senate Handbook, page 1, last sentence, noted that Minutes are to be distributed to all members of the General Faculty to allow them to challenge Senate actions relating to changes in university policy. Senator Roemer agreed that the General Faculty must be informed, somehow, of the Senate's significant actions, and she believes the key question is whether the plan she outlined will succeed in achieving that goal.

Senator Silverman, speaking of the Faculty Governance Bill, said he believed it would be appropriate for the Senate to initiate discussion in order to define implementation for this campus. Senator Silverman also noted that the administration creates many ad hoc committees, and faculty governance standing committees "get the crumbs of what is left over." He said he has concern over the appointment of these ad hoc committees, because sometimes faculty governance is consulted, and sometimes not. He said it would appear some administrators still haven't gotten the word. Dr. Cox noted that a letter has been written to the President concerning SB 1106.

6. PLANNING PROCESS: Dr. Beigel distributed copies of Draft #3, Planning Matrix, and the draft Mission Themes and Principles Statement.

Dr. Beigel said he wanted to share some thoughts concerning the complex process of long-range planning and making it into a University priority. He noted that

President Pacheco indicated his concerns on this topic last spring, and intends to make the Planning Matrix a major theme in his State of the University address next week. Dr. Beigel met with the Senate Executive Committee on August 24 concerning this draft, and direct Senate input will be sought. Chair Dudley Woodard of the Task Force on Mission will invite comments from the Senate on the draft Mission Themes and Principles statement next Monday. Broad participation of the faculty will be pursued because the President wishes to see the development of a shared vision among the members of the campus community.

7. APPROVAL OF MINUTES: There being no objection, the Minutes of May 4, 1992, were approved as distributed.
8. APPROVAL OF CURRICULUM BULLETIN: Senator Young questioned the revision in composition of Arts and Sciences Grade Appeals Committees, and it was moved (motion 1992/93-7), seconded, and unanimously approved on a voice vote to remove Item D from consideration of Section I. Approval of Curriculum Bulletin, Volume 14, No. 9, Section I, as amended, was then moved (motion 1992/93-8), seconded and approved on a voice vote. Approval of Section III was then moved (motion 1992/93-9), seconded and approved on a voice vote.
9. APPROVAL OF 1996-97 ACADEMIC YEAR CALENDAR: Approval of the 1996-97 Academic Year Calendar was moved (motion 1992/93-10), seconded, and approved unanimously on a voice vote.
10. RATIFICATION OF REPLACEMENT AT-LARGE SENATOR: It was moved (motion 1992/93-11), seconded, and unanimously approved on a voice vote, to ratify the election of Timothy Troy, Center for Creative Photography, as a Senator-At-Large, replacing Dr. David Hetrick, who retired in January 1992.
11. CALL FOR NOMINEES FOR FACULTY BUDGET AND STRATEGIC PLANNING COMMITTEE: Dr. Cox requested nominations from Senators for two Senate-elected seats on the 1992-93 Faculty Budget and Strategic Planning Committee for an election to be held at the October 5 Senate meeting. All nominations are to be telephoned or mailed to the Faculty Center.
12. ACCEPTANCE OF THE GENERAL EDUCATION REPORT: It was moved (motion 1992/93-12), and seconded to accept the General Education Report, filed by the Instruction and Curriculum Policy Committee (I&CPC), and based on reports submitted by the Colleges of Agriculture, Architecture, Arts and Sciences, Business and Public Administration, Engineering and Mines, and Nursing; the University Composition Board; and the Department of Mathematics. Questions clarified the fact that the report presented by the committee was a synthesis of reports by administrators and that acceptance, rather than approval, was the appropriate motion. Senator Garcia then suggested that it would be appropriate for the Senate to instruct the I&CPC what it would like to see in future annual reports on General Education. A voice vote on the motion indicated unanimous approval.
13. APPROVAL OF CHANGE CONCERNING UA REPRESENTATION ON THE ARIZONA FACULTIES COUNCIL: The Faculty Senate Executive Committee submitted, in the form of seconded motion 1992/93-13, the following addition to current policy concerning UA representation on the Arizona Faculties Council: The Secretary of the Faculty will serve as an alternate in the event that one of the three members cannot attend an Arizona Faculties Council meeting. A voice vote indicated unanimous approval.
14. REPORTS FROM STANDING COMMITTEES

- 14A. REPORT FROM THE ACADEMIC PERSONNEL POLICY COMMITTEE: Dr. Chakravarti reported the committee has set its meeting schedule for the semester, and has reviewed the progress of two subcommittees and some business remaining from last year, as well as items that will be coming to the committee this year, as reported by the Chair of the Faculty.
- 14B. REPORT FROM THE BUDGET AND STRATEGIC PLANNING POLICY COMMITTEE: The committee's 1991-92 Annual Report was placed on Senators' desks at this meeting.
- 14C. REPORT FROM THE INSTRUCTION AND CURRICULUM POLICY COMMITTEE: Senator Young reported the committee has already met twice this semester, and has set its meeting schedule for the semester.
- 14D. REPORT FROM THE RESEARCH POLICY COMMITTEE: Dr. Ganapol reported the committee has set its agenda for the semester, and at its first meeting each committee member shared information on their research and teaching, as well as activities outside the University. He said the breadth of interest represented by the six members present was remarkable, and the overwhelming consensus was that membership on a Faculty Senate committee is "a wonderful way to break down the artificial departmental and college barriers we tend to erect, and work together for the good of the institution." The committee's agenda for the fall semester consists of the following: completion of the Intellectual Property Policy, now being typed in its final form; monitoring the progress of the Committee on Research Infrastructure convened last year; development of a fair Conflict of Interest and Commitment Policy; exploration of issues dealing with ownership of intellectual property (such as class notes and video tapes); and increase faculty awareness concerning their work environment. The next meeting date was set for September 18.
15. ADJOURNMENT: There being no further business, the meeting adjourned at 4:55 p.m.

Elizabeth Roemer
Secretary of the Faculty Senate

16. MOTIONS: MEETING OF SEPTEMBER 14, 1992:

- 1992/93-7 Approval to remove Item D from Curriculum Bulletin, Volume 14, No. 9, Section I.
- 1992/93-8 Approval of Curriculum Bulletin, Volume 14, No. 9, Section I, with Item D omitted.
- 1992/93-9 Approval of Curriculum Bulletin, Volume 14, No. 9, Section III.
- 1992/93-10 Approval of 1996-97 Academic Year Calendar.
- 1992/93-11 Ratification of new At-Large Senator Timothy Troy.
- 1992/93-12 Acceptance of General Education Report.
- 1992/93-13 Approval of change concerning UA representation on the Arizona Faculties Council.