

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Friday, April 20, 1979 Kiva, Room 211, College of Education

The Faculty Senate convened in special session at 4:15 p.m. on Friday, April 20, 1979, in the Kiva, Room 211 of the College of Education. Fifty-three members were present with President Schaefer presiding.

SENATE MEMBERS PRESENT: Antinoro, Arendt, Armstrong, Atwater, Bartlett, Boghosian, Boone, Butler, Campbell, Cassady, Clark, Coxon, DeArmond, Edwards, Epperson, Fleming, Garcia, Gerber, Gibbs, Hasan, Hazzard, Henderson, Hull, Hummel, Jones, Kassander, LaBan, Mautner, Meredith, Metcalfe, Munsinger, Myers, Nelson, G. Peterson, ^{R. Petersen} Pickens, Rehm, Rollins, Rosenberg, Rosenblatt, Schaefer, Skinner, Sorensen, Steelink, Svob, Thompson, Tindall, Tomizuka, Townsend, Weaver, C. Wilson, H. Wilson, Woloshin, and Zukowski. Parliamentarian Robert Sankey also was present.

SENATE MEMBERS ABSENT: Altschul, Arenz, Barefield, Barrett, Bried, Briggs, Brubaker, Caldwell, Cole, Crist, Dickinson, Dinham, Dresher, Ehrenkranz, Gaines, Gallagher, Gourley, Graham, Hartsell, Kettel, Krutzsch, Laird, Manning, Marchello, May, Mueller, Odishaw, Paulsen, ~~R. Peterson~~, Remers, Ridge, Roubicek, Shanfield, Sterrett, Sumner, Thomas, Windsor, Witte, and Younggren.

This was a special joint session with the Arizona Board of Regents. President Schaefer introduced Dr. Oliver F. Sigworth, the newly elected Faculty Chairman. President Schaefer had received a list of questions from Professor Myers, which he then presented verbally to members of the Board of Regents.

The first question stated that one year ago at a comparable meeting, inquiry was made about Regent approval of the Faculty Constitution and Bylaws which had first been submitted in 1975. The Regents were asked to comment on the progress of the Constitution.

Regent Bilby stated that to answer this question he must discuss the Conditions of Employment. The Arizona Board of Regents' legal counsel had presented to the Regents a draft of the conditions of faculty employment at the December meeting of the Board. At the January meeting, the Regents had representatives of the faculty from all three institutions express their displeasure with the document and the time frame for approval. ~~*Thus the Regents decided that the appropriate method to handle this problem was to appoint an ad hoc committee with appropriate representation from each of the three institutions, along with central staff and legal counsel representation.~~ It was obvious immediately that the Conditions of Employment document could not be approved by the end of this academic year. The ad hoc committee's target is now to present the Conditions of Employment document to the Board in November 1979 for approval at the following December or January meeting.

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In the meantime, the Faculty Constitution has been in limbo. Mr. Bilby stated that the Conditions of Employment policy is the most important issue facing the Regents now.

The second question asked for a comment on the Committee of Eleven's report on intercollegiate athletics and on the future of athletics at the University of Arizona.

Regent Chandler stated that he has maintained that there is no logical relevance between higher education and "big-time" athletics. He would, however, never favor any proposal that took away from the administration the exclusive responsibility and authority to control the athletic program.

Regent Bilby stated that generally speaking he was in sympathy with the long-range goals of the Committee of Eleven but the President of the institution must have the final authority on matters affecting intercollegiate athletics and must be able to bring to the Board his best recommendation, which he is sure would be conditioned by the input he gets from the faculty.

Regent Bilby further stated that most Regents have an interest in intercollegiate athletic programs, but not a single member thinks that this is the most important mission of the universities. All the Regents want these to be fine academic institutions and their efforts are directed along those lines. However, the Regents hope that there can be a successful athletic program within the confines of the rules and regulations of the NCAA, the University community, and the Board of Regents.

The next question asked if there were a possibility that faculty would be represented on the Board of Regents since there is now a student member.

Regent Federhar stated that there are no immediate prospects for a faculty member to be given representation on the Board of Regents. He stated that there is fear on the part of some legislators regarding faculty input, and he was sure that in the near future there would not be a faculty Regent.

Dr. LaBan asked in conjunction with this question how the concept of the student Regent had worked this year. Regent Payne replied that Mr. Federhar had served with him on the subcommittee for student health services and his input was valuable in solving what could have been a very knotty problem. His continued interest in upgrading and evaluating student health services has been outstanding. Regent Payne further stated that he has nothing but a positive response to Regent Federhar and, frankly, he had not been impressed with the idea of a student Regent at the onset.

Regent Patterson stated that he has been misquoted many times in the news and was recently misquoted in regard to a student Regent. Regent Federhar has made a great contribution to the Board of Regents and all Regents have profited by this mutual association. Regent Capin stated that she and Mr. Federhar had a running argument over who was the first student Regent. He has represented students and their interests in a remarkable way and has never lost the opportunity to represent students on all three campuses. He has done this with great articulation and respect for the rest of the Regents and has set a wonderful precedent.

Regent Bilby pointed out that this was a three-year program with one student from each of the three state universities. The agreement was that the first student Regent would be from the University of Arizona, the second one from Arizona State University, and the third from Northern Arizona University. A student by the name of Joel Stiner will be joining the Board at the May meeting. Regent Bilby then stated that he would like to bring a further response to the question regarding a faculty Regent. In his opinion, the main difficulty in appointing a faculty Regent is that it would constitute a conflict of interest. Regent Campbell stated that he would resist having a faculty Regent because of the conflict of interest issue, which could be damaging. The Regents do want faculty input. He stated that he lived in Tempe and he welcomed faculty input.

The question was then asked if the Regents had found the luncheon meeting with the Arizona Universities Faculty Council to be useful. Regent Woods replied that it had--any method of increased communication is beneficial.

Professor Steelink stated that he is Chairman of the University Planning Committee and has been given the job of developing plans for a recreational center for students to be used for intramural sports, etc. He asked if the Board had any ideas how to approach this task.

Dr. Schaefer gave the Board some background concerning this issue. He stated that there has been a considerable amount of student planning the last few years concerning the question of a recreational center. Facilities on the University of Arizona campus are not good in terms of student recreational opportunities. The concept was advanced that students, through a process of self-taxation, bond a major facility. Figures for this program varied from 5 to 15 million dollars. The question boils down to whether or not we are willing to take a program like this to the Legislature sometime in the near future, recognizing that it would be funded through a student fee assessment and a fee for faculty and staff who would use this facility.

Regent Federhar commented that there was a similar problem at other campuses, along with lack of parking facilities, but pressing priorities of upgrading existing academic facilities and providing more classroom facilities have caused the recreational complex to be given a lower priority. He further stated that the Regents have been trying to get bonding authority from the Legislature to provide such facilities. The Regents are aware of this problem.

Dean Hull stated that it is becoming increasingly difficult to reward outstanding faculty members, since most salary increases are allocated as a cost-of-living raise rather than merit. He asked if the Regents could adopt a policy giving more merit increases. Regent Bilby replied that the Regents were not particularly happy with the fact that the Legislature had preempted their prerogative. The Legislature took this important management tool from the Board and set cost-of-living increases across the board for every state agency. The Regents had won one small victory this year in gaining a 2½% merit increase for faculty. The Regents also would like to be able to give more merit increases.

Dean Rosenblatt said that education in our secondary schools affects our basic curriculum in the universities. He then asked how the Regents would characterize the relationship between the Regents and the State Board of Education, and how they would like to see that relationship develop. Regent Payne replied

that there is better communication now between these two agencies than there has been previously. The emphasis in our secondary schools seems to be returning to "basics". There had been a progressive lessening of academic demands placed on secondary school students. He hears more and more feedback from the public schools extolling the virtues of the teaching of pedagogy. He further stated that most young teachers tell us that they learn to teach on the job and colleges of education are becoming more cognizant of that fact.

The Regents were asked to comment on the Cost Analysis Study and the potential consequences and future plans.

Dr. Huff stated that the more we can know about the three institutions collectively and individually the better off we will be. His role in leading this undertaking is to try to provide the very best information possible about the resource allocation currently--discipline by discipline, instruction level by instruction level, at each institution; and if, after that, certain policy considerations are called for, they will follow logically. He further stated that when we then go to the Legislature with our budget request it behooves us to do all that we can to increase our credibility and to demonstrate that we arrived at that request not by some whimsical process that might be called political but by a very rational process entailing a great deal of study and careful thought.

Regent Campbell stated that eventually a completed cost study may become the basis for funding through the Legislature rather than the FTE method which is traditional. If we can assign the cost-per-student credit hour in each discipline, that may be useful in obtaining appropriations.

Dr. Schaefer pointed out that the initial cost study focused only on the cost of education with student credit hours as the measure of productivity. A number of Dr. Huff's efforts these first few months have been to talk about other parameters such as research and public service. This will make the formula for determining costs more representative of the "total education enterprise".

Dr. Huff further stated that it is very easy to fall into the trap of developing a funding process that is based totally on numbers of students. While he would be the first to say that there is a relationship between the number of students and the number of dollars ultimately that an institution can justify, it is not the total relationship. We all know that there are some relatively fixed costs and the Regents' problem is going to be to identify these costs and to get others to understand that these costs don't vary absolutely in proportion to the number of students that go through the institutions' doors.

Regent Bilby then asked the Senate's feelings regarding faculty morale. Is it mediocre, good, excellent? How does the faculty perceive the institution and where it is going? Dr. Campbell said he thought morale was terrible. Regent Bilby asked if it was because of salary. Professor Campbell said partly but also because of other considerations. The Conditions of Employment having been set as they were certainly added to the confusion and to the lowering of morale.

Professor Thompson stated that it is difficult to talk for the entire faculty. However, for the segment of the faculty that he related to frequently, he believed morale is actually pretty good. He finds very few faculty members moving to other institutions because it is so difficult to work here. He also

finds that when we recruit for faculty members we have a large number of distinguished individuals who are very anxious to come here. He stated that these are concrete measures of the concern that is evident at this institution. Professor Thompson further stated that we have a press for quality which has characterized the institution's leadership, particularly in this current year. The knowledge that our administration is going to our state Legislature with an argument of quality rather than an argument based on numbers of students has had a very good impact.

Ms. Boone said she thought that the faculty struggled a lot. It seemed to her that the faculty struggles for excellence and the struggle covers the areas of research, teaching and scholarship. They ask themselves how can they be effective as a teacher and still continue their scholarship. Some of the faculty feel rather unsure of the proper relationship between research, teaching, and scholarship, and which area should receive the largest proportion of time and effort. She further stated that we feel this can be an excellent institution.

Professor Fleming said that there is anxiety, especially among the junior faculty, because of the tightening of promotion and tenure requirements. The excellence of which Dr. Thompson spoke may be achieved at some cost, particularly at the lower levels of faculty.

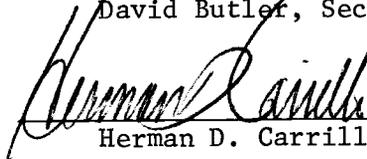
Professor Myers stated that faculty morale was good. The Conditions of Employment statement was a rather abrupt setback but he sees no unrest or apathy for that matter on the part of the faculty. The faculty generally want to be left alone. They view the institution as being strong. Cost-of-living raises hurt long-time faculty members because new faculty can "bargain" better.

Regent Patterson asked if he could comment in defense of our system of higher education in Arizona. He is on the search committee for the new president for Northern Arizona University and stated that there were 196 applicants from the United States and Canada. They have a knowledge of the quality of higher education in Arizona and appear to want to come here because it would be a favorable place to work.

The meeting adjourned at 4:50 p.m.



David Butler, Secretary pro tem



Herman D. Carrillo, Assistant Secretary
pro tem