

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, February 5, 1979 Kiva, Room 211 College of Education

The Faculty Senate convened in regular session at 3 p.m. on Monday, February 5, 1979, in the Kiva, Room 211 of the College of Education. Seventy-eight members were present with President Schaefer presiding.

SENATE MEMBERS PRESENT: Altschul, Antinoro, Arendt, Arenz, Armstrong, Atwater, Barrett, Bartlett, Boghosian, Boone, Bried, Briggs, Brubaker, Butler, Caldwell, Campbell, Cassady, Clark, Cole, Coxon, Crist, DeArmond, Dickinson, Dinham, Dresher, DuVal, Edwards, Epperson, Fleming, Gaines, Gallagher, Garcia, Gerber, Gibbs, Gourley, Graham, Hartsell, Hasan, Hazzard, Henderson, Hummel, Jones, Kassander, Kettel, LaBan, Laird, Mautner, May, Meredith, Metcalfe, Munsinger, Myers, Odishaw, Paulsen, G. Peterson, R. Peterson, Pickens, Rehm, Remers, Rollins, Rosenberg, Rosenblatt, Roubicek, Schaefer, Shanfield, Skinner, Sorensen, Steelink, Sumner, Svob, Thomas, Tindall, Tomizuka, Weaver, Windsor, Witte, Woloshin, and Zukoski. Dr. Robert Sankey was present as Parliamentarian.

SENATE MEMBERS ABSENT: Barefield, Ehrenkranz, Hull, Krutzsch, Manning, Marchello, Mueller, Nelson, Ridge, Sterrett, Thompson, Townsend, C. Wilson, H. Wilson, and Younggren.

APPROVAL OF MINUTES: The minutes of the meeting of January 15, 1979, were approved as distributed.

REPORT FROM THE PRESIDENT: President Schaefer said he felt the Arizona legislative session was off to a reasonably good start. Some difficult weeks lie ahead, of course, but he felt the committees in both houses of the Legislature most concerned with the welfare of the University of Arizona are quite sympathetic to the institution's needs. Faculty senators no doubt had noted recent comments about proposed legislation which would substantially increase out-of-state tuition fees at the Arizona universities. This subject will be of continuing concern throughout the session with extensive debate about the question.

The President said that many members of the Senate no doubt had read comments attributed to Regent Esther Capin in the Arizona Daily Wildcat about the proposed fee increase. He said he had been informed by Mrs. Capin that a Wildcat reporter had telephoned her home in Nogales and ended up speaking with a relative, also named Esther, who proceeded to answer the reporter's questions about the possible tuition increase. Mrs. Capin wished it understood that the comments published in the Wildcat were not those of Regent Esther Capin.

Dr. Schaefer said most members of the Senate were probably aware of the announcement earlier in the day that Vice President DuVal shortly would be leaving the University of Arizona to become president of the National Center for Health Education in San Francisco. Dr. DuVal, founding dean of the College of Medicine, for fifteen years a member of the University faculty, and for the past six years Vice President for Health Sciences would indeed be greatly missed at the U of A, President Schaefer said. He wished publicly to express to Dr. DuVal his appreciation for his splendid service to the institution and to wish him well in his future endeavors.

REPORT FROM THE ASSOCIATED STUDENTS: Mr. Arenz announced that the Associated Students of the University of Arizona would shortly be signing a contract for the expansion of the University Bookstore. He said it was hoped that construction could begin within four to six months.

He said that the Associated Students are planning a vigorous fight against the proposed nonresident tuition increase. Their efforts will include both the collection of data relative to the issue and testifying at hearings.

Mr. Arenz said that a modest amount of money is still available in the ASUA loan fund to assist students having difficulty paying their tuition charges resulting from last year's tuition increase.

Mr. Arenz reported that in cooperation with U of A officials the Associated Students are doing whatever they can to improve the image of the U of A among Arizona high schools.

Mr. Arenz announced that the Associated Students were assisting in the presentation of two upcoming lectures on the campus. Mr. Ray Bradbury will appear in the University Auditorium at 8 o'clock on Wednesday evening, February 14. Former President Gerald Ford will appear in McKale Center at 3 o'clock on the afternoon of Thursday, February 15.

Mr. Arenz concluded his remarks by pointing out that ASUA elections would soon be in progress. Nominating petitions will be available February 12. The student body primary election will be held on March 7, with the general election being held on March 14 and 15.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Dr. Myers reminded the senators that the faculty election process had begun and that nominating petitions were now available. Questions about the election procedure should be directed to the chairman of the Elections Committee, Mr. Jim Rusk, at extension 6-4824. The faculty this spring will be electing twenty senators-at-large, each to two-year terms, five Committee of Eleven members to two-year terms, and a new Chairman of the Faculty for a two-year term. He reported that the Committee on Committees is still at work compiling lists of nominees for the University Trial Board, the University Review and Advisory Board, and the University Conduct Board, as well as the Committee on Conciliation and the Committee on Academic Privilege and Tenure. Selection of members of these committees will proceed in accordance with the Code of Conduct or the Faculty Bylaws later in the spring.

Dr. Myers informed the Senate that bills before the Arizona Legislature he felt particularly should be monitored by University personnel were one establishing a moratorium on the hiring of new state employes and one which would improve the "past service" provision of the Arizona Public Employes Retirement System. Also of interest is a bill which would eliminate tenure for public school teachers, substituting instead three-year contracts subject to renewal every three years. While tenure in the public schools is considerably different from tenure in the Arizona universities, a move to abolish the principle of tenure could have implications for University faculty, he said.

REPORTS FROM STANDING COMMITTEES: Dr. Dinham, Chairman of the Academic Procedures Committee, reported on two projects of that group. The committee is surveying department heads seeking advice on how best to proceed in developing a procedure

for the evaluation of academic deans. About one-third of the department heads have responded so far and it is hoped that the balance will be heard from shortly.

The committee is proceeding with its collection of faculty opinion concerning the proposed Regents' policy statement on "Conditions of Faculty and Academic Professional Service". One public hearing has been held on the document already, Dr. Dinham pointed out, and three more are scheduled, on February 6, February 12, and February 15. The hearings are being widely advertised. The committee also is receiving written opinions.

So far comments have included the following: (1) There are contradictions between these guidelines and existing procedures, existing documents, existing opinions. (2) There are conflicts between principles of academic conduct as generally understood by faculty members and principles of personnel management, as they might be called, as detailed in this document. (3) From the point of view of laymen, some provisions seem legally inappropriate. (4) There have been particular questions raised about the role of the academic professional on this campus and the relationship between Chapter X of the Faculty Manual and this document. (5) The committee has heard from a number of people giving advice as to how best to proceed to get information from the faculty to the Regents concerning the document.

The committee intends to compile all the responses collected, both from written communications and from the four discussion sessions, Dr. Dinham said, and convey a summarization of faculty views to the Regents in whatever way seems best. Dr. Robert Huff, Executive Coordinator of the Board of Regents, had indicated to Dr. Dinham that the Board's staff as well as the Regents themselves would be receptive to reasoned faculty response to the proposed statement.

Dr. Dinham said members of the Academic Procedures Committee hoped to have the opportunity to appear before the Regents at a meeting later in the spring to discuss the proposed statement.

President Schaefer said he felt that the Academic Procedures Committee should serve as the campus clearing house for all reactions to the proposed "Conditions of Faculty and Academic Professional Service". He said he hoped that one or more members of the Academic Procedures Committee could testify before the Regents about this document.

FURTHER CONSIDERATION OF REPORT ON ATHLETICS FROM COMMITTEE OF ELEVEN: President Schaefer said the next item on the agenda was the continuation of discussion of the Committee of Eleven Report on Intercollegiate Athletics. In this connection he called attention to the financial statement of operation for the Department of Intercollegiate Athletics for the year ending June 30, 1978, which had been prepared by Director David Strack and distributed to all members of the Faculty Senate under date of January 25, 1979.

Dr. Zukoski said he had studied Mr. Strack's report. He felt it was unsatisfactory in that it did not provide adequate information about the total expenses of individual sports as desired by the Senate. Dr. Kassander said he felt that the report did provide the information requested but Dr. Zukoski said that the salary items on page 3 of the report were not included under the expenses category on page 1 of the report. Dr. Zukoski said he believed that if the coaches' salaries were included in the expense total for football, for example, it would be shown that

that sport lost money rather than made a profit. In any event, he said, the Senate had asked that an annual report be forthcoming to this body from the Director of Athletics and he hoped this would be furnished each year.

Dr. Zukoski referred to his recent communication to the Senate, proposing a new motion #3 on the restructuring of the Committee on Intercollegiate Athletics. A motion on this subject submitted by the Committee of Eleven had been defeated by the Senate at the December meeting. President Schaefer said he felt that consideration of this proposal should wait until the Senate had completed action on the rest of the motions submitted by the Committee of Eleven in December, about half of which had already been voted on. Dr. Zukoski said that he felt that the new motion #3 should be considered at this point. Parliamentarian Sankey pointed out that the Senate should proceed to consider the recommendations in normal order unless the body voted to revise procedure and take up the new motion #3 out of order at this time. Dr. Witte then moved that the Senate consider the new motion #3 at this point, out of sequence. Several seconds to the motion were heard. Voting by ballot proceeded and the motion failed, with 42 No votes and 34 Yes votes.

The Senate then turned to the next motion submitted by the Committee of Eleven as follows:

It is moved that the Faculty Senate require that to be eligible to compete in intercollegiate athletics a student athlete must be in good academic standing as defined in the minimum grade point average table published in the Academic Guidelines section of the University of Arizona Record.

Dr. Zukoski said that the intent of this motion was to see to it that student athletes maintain a minimum grade average in their studies and proceed toward graduation on schedule in four years.

Dr. Schaefer asked Professor Lou Myers, the faculty representative to the Pacific 10 Conference, to speak to this motion. Professor Myers said he did not wish to repeat what he had said in his remarks to the Senate in December. He said he would simply like to emphasize again that University of Arizona student athletes are expected to meet the same academic requirements as all other students. The regulations of the Arizona Board of Regents state that athletes are to meet the same academic requirements as other students and this is the policy and practice at this university. There is one exception. Student athletes are held to one requirement that is higher than that to which students in general are held. Student athletes are required to complete a minimum of 24 semester-hour credits each calendar year. He said it seemed to him to be totally unfair to impose a standard on student athletes that is not imposed on others.

Professor Clark asked if the Pac-10 Conference imposed a minimum grade average requirement for eligibility to participate. Professor Myers said no. He continued that it seemed to him it would be highly discriminatory to impose a requirement on athletes that students participating in other extracurricular activities were not expected to meet. Professor Woloshin asked if the conference imposed an academic requirement for an athlete to be eligible for financial aid. Professor Myers answered in the negative but pointed out that the motion before the house referred to eligibility to participate and said nothing about financial aid.

Professor Campbell asked what Professor Myers saw as the result of adoption of this motion. Professor Myers said it would probably not have an extensive effect because most student athletes maintain academic records at a level above the minimum stated in the Academic Guidelines, but he objected to a regulation that would impose an unfair requirement on even a small number of students.

Dean Rosenblatt spoke in opposition to the motion, saying that he strenuously objected to any procedure which would take one class of students and subject them to separate treatment. Students' academic performance is carefully monitored in the offices of the college deans. Contracts are made between academic advisors and students. The relationship between the student and his or her academic advisor is a sensitive thing. To impose an arbitrary requirement of the nature proposed, he felt, would be very discriminatory and could damage the relationship now existing between the affected students and their academic advisors.

Professor Peterson said he was well acquainted with the level of performance required by the Academic Guidelines since he was serving on the Undergraduate Council at the time they were revised a few years ago. It was the conclusion at that time that what should happen to students in academic difficulty should not be spelled out in arbitrary terms in the catalog. This should be left to the individual academic deans. Therefore there is no automatic penalty for deficient scholarship and now to impose one arbitrarily on one group of students, namely athletes, would be discriminatory and for that reason he would vote against the motion. Dr. Peterson said he does think that the Undergraduate Council should be asked to study again the matter of academic performance and what sanctions, if any, should be placed against students falling below designated grade averages.

Donald Myers said he thought that student athletes should be considered a different sort of student because of the amount of time they must devote to sports practice and the amount of time they must be away from the campus on athletic trips. Further, many of them receive financial aid in the form of activity scholarships. Therefore he did not feel that putting a special requirement on them should be considered discriminatory. He said he felt the Senate did have a right to set special requirements for special categories of students, if this body saw fit. He said it was his understanding that the 24 units referred to by Professor Myers could be completed partly through correspondence study or summer school, as well as in the two regular semesters.

Professor LaBan pointed out that there are certain groups of scholarships for students in the College of Fine Arts that are based purely on proficiency in music, or drama, or debate, for example, that are no way tied to academic performance. He urged that nothing be done which would put in jeopardy a student's eligibility for participation in such activities.

Dr. Zukoski then moved that a substitute motion be considered, as follows:

In order to protect the academic standards of the University, it is moved that any student who receives a grant-in-aid or other financial support from the University of Arizona for participating in a University sponsored extracurricular activity

must be in good academic standing as defined by the minimum grade point averages as specified in the University of Arizona record and listed below:

Total units completed	Minimum GPA required
Less than 25	1.7500
25-55	1.9000
More than 56	2.0000

Several seconds to Dr. Zukoski's motion were heard.

Dean Windsor said that the Senate should not forget that at this University by the end of the sophomore year a student must have attained as high a cumulative grade average as is ultimately required to graduate. Otherwise, he or she goes under warning. That's all probation is, he said. Probation is essentially a warning to the student that he or she must show improvement. To warn these students is good. The warning spurs them on to improvement. We see it happen all the time. But it would be unreasonable, he said, to say to one group of students that the moment they drop below certain grade levels they are automatically ineligible to participate in a particular activity. He thought this would be grossly unfair. He said he felt the Senate should leave this matter alone and permit present policy to stand. As provided in the University catalog, students on academic probation are subject to such restrictions with respect to courses and extracurricular activities as may be imposed by the dean of the college concerned. He said that the substitute motion, if adopted, could jeopardize a number of programs at the University of Arizona of which the institution is proud, including various programs in music, drama, forensics, not to mention intercollegiate athletics.

Dr. Tomizuka spoke against the motion, saying that it was entirely too general and could threaten some fundamental programs of the institution.

Dean Henderson said he thought the original motion was bad enough but that the substitute motion would indeed be unacceptable. What is meant by extracurricular activities? There are some programs for minority students in the College of Law which carry with them financial assistance. If a student's grade average in this program fell below the grade levels in the academic guidelines, would this student immediately have to forfeit his or her financial aid? He said he felt both the original motion and the proposed substitute one invaded the academic prerogatives of the individual college faculties and deans.

Dr. Skinner said he hoped that the Senate was not losing perspective. Many people at the University have worked very hard to win support for the various extracurricular activities. He wondered if the substitute motion would not be out of order anyway since the Committee of Eleven report was confined to athletics and did not concern other extracurricular activities.

The Senate then proceeded to vote on Dr. Zukoski's motion to consider the substitute motion. The motion failed, with 62 No votes and 14 Yes votes.

The Senate then continued its discussion of the original motion. Dean Windsor said he did not see why what was proposed was felt to be necessary or even desirable. The proportion of athletes falling below the specified grade levels is considerably smaller than the proportion of the student body at large that falls below those levels at any given time, he said, and if one compares the male athletes with the total male student body the athletes look even better. The first semester of 1978-79, 17 1/2% of the undergraduate student body had cumulative averages below the levels listed in the academic guidelines. Of the male undergraduates, 22% fell below those levels. Of the total male varsity athletes only 12 1/2% were below the specified grade levels.

Voting on the motion then proceeded and the motion failed 57 to 19.

The next motion considered was as follows:

It is moved that the University Planning Committee, with the assistance of faculty members and students reflecting the interest of students and faculty in physical education, recreation, intramurals and intercollegiate athletics, evaluate and make recommendations to the President of the University concerning all future proposals for constructing or extensively remodeling athletic and recreational facilities.

Dr. Zukoski read to the Senate the following statement, taken from the original Committee of Eleven report:

"The Committee of Eleven finds that the University of Arizona's athletic facilities for educational and recreational uses are inadequate to the needs of the student body. In part this inadequacy is due to the increase in the size of the student body, but in substantial part it also stems from a failure to plan new facilities in such a way as to provide for both intercollegiate and educational recreational use. The development of McKale Center, the baseball stadium and the football practice field appear to have been planned without adequately taking educational and recreational uses into account. The Committee finds it difficult to justify the relative lack of recreational facilities for students in light of the substantial sums they contribute to the athletic program through their semester fees."

Balloting on this motion proceeded and the motion carried 50 to 25.

The next motion considered was as follows:

It is moved that the University Planning Committee, with the assistance of the Associated Students of the University of Arizona, undertake to study and report to the Faculty Senate by the end of the academic year 1978-79 concerning the feasibility of separating the intramural and recreational programs from intercollegiate athletics and placing the former along with club sports, under the administrative authority of

the dean of students. This study should include an examination of the ways in which these programs can be assured of adequate annual funding.

Dr. Edwards said that he had long supported the concept incorporated in this motion. Two and a half years ago he had appointed a committee of faculty, staff, and students to study the feasibility of reorganizing the overall sports program so that intramural activities and recreational programs would be separated from intercollegiate athletics. The committee had completed its report some time ago and it is still on his desk, Dr. Edwards said, because he has been looking ever since for an appropriate way to finance the necessary construction to provide facilities for separated programs. It is not really possible to separate them now because all of them must be interscheduled among one another since they are using identical facilities.

Dean Svob said he had been asked what the Dean of Student's attitude toward the motion was. He said he was indeed supportive. He thought the intramural program of the University of Arizona was extremely important and worthwhile, but funding would be needed to provide the facilities necessary to make it possible for the separation that is proposed.

Voting on this motion proceeded and the motion carried 42 to 33.

The Senate turned next to the following motion:

The Committee of Eleven moves that the Faculty Senate appoint an ad hoc faculty committee with the responsibility of initiating discussions with the presidents of the Arizona universities and the Arizona Board of Regents concerning the justifications for large-scale intercollegiate athletic programs and the proper emphasis to be placed on such programs in the three state universities.

Without discussion the Senate proceeded immediately to vote on this motion which lost with 28 Yes votes and 44 No votes.

At this point President Schaefer commented that he hoped Dr. Steelink, as Chairman of the University Planning Committee, would move as expeditiously as possible to select the individuals to work with that committee in implementing the motion concerning proposals for constructing or remodeling athletic and recreational facilities, and the motion concerning separating intramural and recreational programs from intercollegiate athletics.

The Senate then turned to a new motion submitted by the Committee of Eleven as follows:

In order to encourage greater faculty voice in discussions regarding athletic policies and budgets that affect the entire university community, the Committee on Intercollegiate Athletics shall have in its membership three faculty members elected by the Faculty Senate upon nomination by the Committee on Committees.

Professor Clark asked for clarification of what was meant by faculty members. Dr. Zukoski said it was the intent that these individuals be faculty members with no administrative responsibility. By consent it was then agreed that "nonadministrative" should be inserted in the motion preceding the words "faculty members".

Gerald Peterson said he would like to speak in favor of the motion. He said he had recently been in California and read with interest a series of articles carried in California newspapers on "big-time athletics equal big-time money equal big-time pressure". He said he in no way wanted to imply that anything bad was going on at the University of Arizona. He considered Director Strack to be an individual of total integrity. But situations can change, he said, and now that the University of Arizona is developing as a "big-time" athletic power, situations could lead to trouble. He felt this motion might help forestall difficulties. We do not say that there is no need for a bank's books to be audited because we know all the bank's employes are honest, he said. We are now in a "big-time" conference, the PAC-10. It seemed to him it would be desirable to put in some kind of check simply to see that balance is maintained. He said he himself is an alumnus of the University of California, a splendid institution, yet it has been having some trouble with its athletic programs. We cannot assume that nothing will ever go wrong, he said. He said he thought it would be appropriate to place on the Committee on Intercollegiate Athletics three individuals who have no particular allegiance to the athletic program. He said we are all aware that our President is an enthusiastic athletics booster. He thought it would be desirable to see that the committee included members who were perhaps more objective. For that reason he would vote for the motion.

President Schaefer said he of course did not appoint to a committee responsible for a certain activity people who were hostile to that activity. He pointed out that the athletic programs at the University of Minnesota, Michigan State University, the University of Illinois, and Berkeley are all run by faculty committees. All of them are presently in some sort of trouble. "Your program is only as sound as the integrity of your Director of Athletics and your coaches. When problems arise, the committee probably is the last to know anyway," he said.

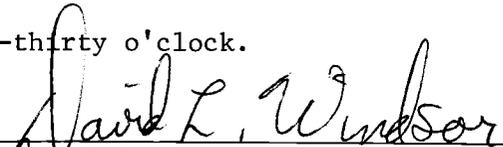
The question was called for and the motion carried 41 to 33.

Dr. Garcia asked if action was needed to dispose of motion #6 concerning calculating of eligibility grade point averages for student athletes, which was tabled in December, in view of the fact that the Committee of Eleven now wished that motion withdrawn. The President pointed out that inasmuch as the motion was on the table and the Committee of Eleven wanted it withdrawn anyway, no further action was necessary. The motion would simply die because of no further action.

Dr. Steelink referred to the remark in the intercollegiate athletic financial report discussed earlier which said in reference to tuition waivers, "The Regents do not attach a dollar value to the waivers; therefore, no dollar value is shown". He wondered if the Regents would express the same opinion about the dollar value of tuition waivers granted the dependents of faculty and staff members. He said he hoped they would.

Professor Clark said he thought the Committee of Eleven deserved a vote of thanks from the Senate for its hard work over a long period of time studying the total athletic program at the University of Arizona and preparing its extensive report to the Senate. His remarks received a round of applause from the Senate.

The meeting adjourned at four-thirty o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF FEBRUARY 5, 1979:

1. Approval of minutes of meeting of January 15, 1979.
2. Approval of motion that University Planning Committee, with the assistance of faculty members and students reflecting the interest of students and faculty in physical education, recreation, intramurals and intercollegiate athletics, evaluate and make recommendations to the President of the University concerning all future proposals for constructing or extensively remodeling athletic and recreational facilities.
3. Approval of motion that the University Planning Committee, with the assistance of the Associated Students of the University of Arizona, undertake to study and report to the Faculty Senate by the end of the academic year 1978-79 concerning the feasibility of separating the intramural and recreational programs from intercollegiate athletics and placing the former along with club sports, under the administrative authority of the dean of students. This study should include an examination of the ways in which these programs can be assured of adequate annual funding.
4. Approval of motion that the Committee on Intercollegiate Athletics shall have in its membership three nonadministrative faculty members elected by the Faculty Senate upon nomination by the Committee on Committees.

ACTION ITEMS PENDING:

1. Study of question of developing means of review of institution's administrators at the college and university level.
2. Development of Faculty Manual statement concerning the status of tenured personnel being released because of the lack of financial support, because of the curtailment or termination of program, or because of a redirection of the goals of department.