

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA  
Monday, February 2, 1976 Kiva, Room 211 College of Education

The Faculty Senate convened in regular session at 3 p.m. on Monday, February 2, 1976, in the Kiva, Room 211 of the College of Education. Sixty-six members were present with President Schaefer presiding.

SENATE MEMBERS PRESENT: Aamodt, Ares, Atwater, Bartlett, Boghosian, Briggs, Butler, Caldwell, Capponi, Chin, Christensen, Corrigan, Demer, Dinowitz, Dresher, Edwards, Elliott, Fahey, Freundlich, Garcia, Gegenheimer, Graham, Halderman, Ingram, Inman, Jensen, Johnson, Kearns, Livermore, Lytle, Manning, Marchello, McCoy, McCullough, McMillan, McWhorter, Munroe, Munsinger, L. Myers, Nelson, Nigh, Noyes, Odishaw, Paulsen, Peacock, Peterson, Picchioni, Ray, Rhodes, Rosaldo, Rosenberg, Rosenblatt, Rush, Schaefer, Simpson, Sorensen, Steelink, Stubblefield, Svob, Townsend, Trier, Wiersma, Windsor, Witte, Woloshin, and Woods. Student representatives present were Mike Ceballos, Rickey Cooper, Edwin Darrell, Andrew Federhar, Michael Flores, David Hameroff, Jan Sarro, and Mark Webb. Dr. Robert Sankey was present as parliamentarian.

SENATE MEMBERS ABSENT: Carr, Davis, DuVal, Gaines, Hetrick, Hull, Kass, Kassander, LaBan, Malik, Manes, McConnell, D. Myers, Roby, Roemer, Stairs, Tomizuka, Vanselow, and Weaver. Student representative absent was Marion Feffer.

APPROVAL OF MINUTES: President Schaefer asked if there were corrections to be made in the minutes of the December 1, 1975 Senate meeting as distributed. Dr. Gegenheimer referred to the report of the discussion concerning creation of an Agenda Committee and said he was sure the Senate had intended that the Agenda Committee should determine the order of items on the Senate agenda but should not exclude any item. It was understood that occasionally the list of items on the agenda would be so long that it would be impossible to handle all the matters at a given meeting. It seemed to be the consensus of the Senate that this correction should be made. With that one change the minutes were approved as published.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Faculty Chairman Steelink referred to the "Report from the Chairman of the Faculty" which had been furnished each Senate member under date of January 16, 1976. The report was as follows:

"REPORT FROM THE CHAIRMAN OF THE FACULTY

"January 16, 1976

"1. Revision of Faculty Constitution and Bylaws.

Professor Raymond Thompson and I have met with the Policy Committee of the Board of Regents (Regents Elliott Dunseath and Rudy Campbell and Board Legal Advisor Benjamin Blair) during the semester break.

- a. We have reviewed the Constitution and made some minor changes.
- b. We are presently working on the bylaws. Subsequent to our review, the Regents and Faculty Senate will have the opportunity to review it again.

"2. Committee to Study the Operation of the Faculty Senate.

I have appointed a committee of six faculty members to study the operation of the Faculty Senate and to make recommendations for its reorganization. Professor John Schwarz, Department of Political Science, is the committee chairman. In my opinion, the Senate is not an effective working body. It lacks the essential mechanism for handling legislative matters, such as automatic assignment of substantive issues to standing committees for study and recommendation. The committee will send its recommendation to the Senate. It welcomes ideas and suggestions from all faculty members. I have instructed the committee to frame recommendations that would not require constitutional changes.

"3. Arizona Universities Faculty Council.

The Council met on Friday, December 12, 1975, at Arizona State University with representatives of all three university faculty present. Those from the University of Arizona were David O. Lucas, Edward Nigh, and Cornelius Steelink. Some of the issues discussed are listed below.

- a. Proposed Common Grievance Machinery for All Three Campuses.  
Such a proposal is being drafted by the Regents' staff, but is not available at present. Northern Arizona University representatives are quite interested, since there are no grievance procedures on that campus.
- b. Legislation. The Council will support retirement legislation, now being drafted by a coalition of state employee associations. It includes early retirement with full benefits, 14% contributions by the State and disability insurance.
- c. Reservations of Northern Arizona University Delegation.  
Faculty representatives from Northern Arizona University were unwilling to join with Arizona State University and the University of Arizona in any legislative efforts until they had received approval from President Walkup and the Northern Arizona University Faculty Senate later this month. As a result, the Council will not be able to initiate legislative activities this month, as previously planned.
- d. Proposed Regents' Changes in Notice of Appointment to All Faculty.  
On the back of the notice appears a statement headed 'Standards of Professional Conduct for Faculty Members.' The Regents are proposing to revise this statement to read as follows:

'STANDARDS OF PROFESSIONAL CONDUCT FOR FACULTY MEMBERS

'The Arizona Board of Regents recognizes that faculty members in general have long adhered to a sound and honorable set of ethical standards and that these traditional standards continue to apply in today's world. It believes, that because of the size and complexity of Arizona's universities, it is appropriate to state formally these basic principles that have been informally incorporated in the academic way of life for so long. This formal statement will provide faculty members with clear-cut guidelines to follow as they carry out their heavy share of responsibility for the health and well-being of each university community. Moreover, it will help other citizens to come to a better understanding of the special burdens that they, as members of society, have placed on the faculty members of Arizona's institutions of higher learning. Faculty members discharge these special responsibilities as teachers, as scholars, and as members of their community in accordance with the following standards of professional conduct.

'Each member of every university community has a special obligation to preserve intellectual freedom, to practice intellectual honesty, to work for constructive and orderly change, to respect the rights and the dignity of others, to acknowledge the right of all to express differing opinions in a responsible manner, to promote conditions that foster the free exchange of ideas, to maintain the orderly processes which make possible freedom of inquiry and instruction and to avoid any substantial disruption of material interference with the legitimate purpose and normal activities of the university.

'As teachers, faculty members encourage the free pursuit of learning in students. They hold before students as best they can the scholarly standards of their discipline. They make every reasonable effort to foster honest academic conduct and to assure that their evaluation of students reflects the student's true merit. They maintain a generous number of office hours to see students in order to provide opportunities for students to seek guidance under conditions of privacy. They recognize that students are individuals and are entitled to an atmosphere conducive to learning and to even-handed treatment in all respects of the teacher-student relationship.

'As scholars, faculty members are guided by a deep conviction of the worth and dignity of the advancement of knowledge. They bear ultimate responsibility for the integrity of the educational process, for it is they who bring to life the course they teach. It is their mastery of the subject and their scholarly competence which entitles them to their classroom and to freedom in the presentation of their subject. Thus, their primary responsibility is to seek and state the truth as they see it in the field of their competence. To this end they devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge.

'In particular, they accept the responsibility to conduct each course they have been employed to teach in general conformity with the content, format, and official description of the course as established by the faculties and approved by the president and Board of Regents. Provided they do not consume class time in holding forth on matters utterly unrelated to the subject matter,

they are given the freedom to select and present the material in each course in the way they believe will best achieve the stated goals of the course. They are expected to meet and conduct their classes at all regularly scheduled times and places. The president or a duly appointed representative may authorize a member of the faculty to be absent from classes or to reschedule the work for reasons of health or when in the best interests of the university. Whenever emergencies such as illness or accident prevent a faculty member from meeting a scheduled class, he or she should notify the department head or chairperson as promptly as possible so that a replacement may be arranged.

'As members of the university community, faculty members accept their share of the committee assignments and will abide by the rules and procedures contained in the Faculty Constitution and Bylaws. Public censure, public condemnation, appealing to sources outside the university and the failure to follow and abide by the grievance procedures contained in the Faculty Constitution and Bylaws must be avoided.

'Faculty members recognize that their contributions to the best interests of the university involve a variety of regular duties over and beyond the scheduled teaching activities. As members of the larger community outside the university, they have the rights and obligations of any citizen. When they speak or write as a citizen, they are free from institutional censorship or discipline, but their special position in the community imposes special obligations. They measure the urgency of their obligations to the community in the light of their responsibilities to their subject, to their students, to their profession, and to their university. They remember that the public may judge their profession and their institution by the faculty member's actions and utterances. Therefore, they are at all times accurate, exercise appropriate restraint, and show respect for the opinions of others. When they speak or act as private persons they make every effort to indicate that they are not representing their institution or acting as an official spokesperson.'

"The Universities Faculty Council was concerned about this sentence in the next to last paragraph above:

'Public censure, public condemnation, appealing to sources outside the University and the failure to follow and abide by the grievance procedures contained in the Faculty Constitution and Bylaws must be avoided.'

"The Council felt that this sentence was unnecessary, unenforceable, and unconstitutional.

Cornelius Steelink"

Referring to consideration of the proposed new Faculty Constitution and Bylaws by the Board of Regents, Dr. Steelink explained it was his understanding that the Regents wished the name of the Committee on Academic Privilege and Tenure changed to the Committee on Academic Freedom and Tenure. He said further that the Regents were proposing that the presiding officer of the Senate be elected from this body's own ranks. With these changes the Regents seemed to

have no other objections to the new Constitution. As for the proposed Bylaws the Regents had considerable objection to the proposed procedure for handling grievances as provided for in new Bylaw 7 (old Bylaw 12). The Regents had asked the three respective University lawyers, together with the Board of Regents' lawyer, to study this question and it appears that Bylaw 7 may be completely rewritten. Dr. Steelink said he had asked Dr. Donald Myers and Dr. David Hetrick to review Bylaw 7 as revised by the Regents. It was his understanding that the Regents' proposed statement of procedure for handling grievances would be presented first to the University of Arizona Faculty Senate for review and later to the senates of the other two Arizona universities.

Dr. Witte asked Dr. Steelink what he thought was the motive of the Regents in revising the grievance procedure. Dr. Steelink said that he felt there was no malicious motive behind the Regents' action. He feels that the Regents do indeed want to work with the governance bodies at the universities. Dr. Witte asked if under the Regents' proposed procedure the faculty would have more or less power than at present. Dr. Steelink said that he could not answer that question but that he thought what the Regents were seeking to do was to separate the procedure for handling grievances resulting from dismissal from the procedure for handling other grievances. Further, the Board of Regents is anxious that the same grievance procedure be in effect at each of the three state universities.

Dr. Steelink was asked if the Regents had approved the faculty's operating under the revised election procedures as provided by the new Constitution and Bylaws. Dr. Steelink said the Tucson Regents had approved the University faculty's conducting their spring elections under the proposed new Bylaws. President Schaefer confirmed that this was the situation.

Referring to the paragraph in his report about appointing a committee to study operation of the Faculty Senate, Dr. Steelink said that Professor John Schwarz of the Political Science faculty had accepted the responsibility of chairman of the committee. Senate members having suggestions about improving the operation of the Senate were urged to send their comments directly to Dr. Schwarz.

Turning to a matter not mentioned in his distributed report, Dr. Steelink reminded the Senate that in June 1975 in response to a petition submitted to him by 200 faculty members he had appointed a university-wide committee to study the matter of the quarrel in the College of Medicine between the faculty of the Department of Surgery and the faculty of the rest of the college. The committee had been charged with the responsibility to find a resolution to the Medicine controversy. Chaired by Professor Edgar McCullough, the committee spent a considerable amount of time seeking to do two things: 1. Identify the origin and nature of the controversy. 2. Propose recommendations for the resolution of the conflict. The committee's findings had been inclusive in that it had been able to reach no decision as to what should be done to resolve the problem. Dr. Steelink said he therefore was discharging the committee. He said that it now seemed obvious to him that no campus committee had the skill or the authority to resolve the matter. Outside mediation conducted by professional members of the medical community probably was the only process that could resolve the situation. On the other hand, he said, he was not aware that any of the parties in the controversy were interested in availing themselves of such mediation machinery.

Referring next to the section of his report devoted to the Arizona Universities Faculty Council Dr. Steelink pointed out that the proposed revised statement to appear on the back of notices of appointment to all faculty members would include this sentence: "Public censure, public condemnation, appealing to sources outside the university and the failure to follow and abide by the grievance procedures contained in the Faculty Constitution and Bylaws must be avoided." The Arizona Universities Faculty Council felt that this sentence was unnecessary, unenforceable, and unconstitutional, Dr. Steelink emphasized. He said that the senate of Arizona State University had already voted unanimously to recommend that this statement be dropped, and the senate of Northern Arizona University had voted to recommend that it be considerably modified.

Dr. Trier then moved that the Faculty Senate of the University of Arizona go on record recommending that the sentence quoted above be deleted from the statement appearing on faculty appointment notices. The motion was seconded by Dr. Lytle. Dr. Trier said it seemed to him that this statement was a denial of free speech and restricted the rights of faculty members as citizens. The motion carried unanimously.

ANNOUNCEMENT BY DR. STEELINK RE ELECTION OF NOMINEES FOR THE UNIVERSITY TRIAL BOARD, THE UNIVERSITY REVIEW AND ADVISORY BOARD, AND THE UNIVERSITY CONDUCT BOARD:

Dr. Steelink informed the members of the Senate that it was the time of year when members of next year's University Trial Board, University Review and Advisory Board, and University Conduct Board must be elected. The Committee on Committees had provided the names of persons who were willing to be nominated for selection to serve on these boards, in each case the number of names being that prescribed by the Code of Conduct. The election will be conducted by mail ballot and the specified number of nominees will be chosen. Next year's members of the several boards will then be appointed by the President from the groups of nominees elected by the Senate.

CATALOG MATERIAL AS FURNISHED SENATE MEMBERS IN "CURRICULUM" BULLETIN: The President called for comments on the catalog material reported in the January 23, 1976 issue of the "Curriculum" bulletin Volume 6, No. 3.

Dr. Peterson explained that the new course Mathematics 9, Introductory Algebra, was being established as a credit offering because experience had proved that it was necessary for large numbers of students to take a refresher course in introductory algebra and it had been decided that it would not be appropriate to require students to take such a course and not give them university credit for it. He said it was estimated that approximately 600 students would be taking Mathematics 9 every semester.

Dr. Kearns asked that the description of the new course Agricultural Education 188, Supervised Field Experience in Extension Education, be changed slightly by inserting the word Agricultural before Cooperative Extension Service. The point was that the course will not be required of students preparing for the Home Economics Extension Service. Dr. Noyes said this change would be made. The Senate then approved all the material in the January 23 issue of the "Curriculum" bulletin.

REPORT FROM COMMITTEE OF ELEVEN RE STUDY ON REPORTING OF GRADES, GRADE CHANGES, ETC.:  
Dr. Nigh, Chairman of the Committee of Eleven, submitted the following report to the Senate:

COMMITTEE OF ELEVEN

Inquiry into Grade Changes

Interim Report to the Faculty Senate

On December 1, 1975 the Faculty Senate referred to the Committee of Eleven various questions concerning alleged abuses of the system for changing grades. The committee accepted this responsibility and has since devoted all of its meetings, four regular and two special, to an inquiry into this matter. The committee has isolated several basic issues for study, but is not yet ready to submit a final report. However, after holding six meetings and interviewing eight individuals, the Committee of Eleven finds sufficient evidence to show that student athlete, Al Fleming, was not personally responsible in any way for a grade change for Russian 100a.

Dr. Nigh explained that this report was an interim one. The committee hoped that its final report would be ready for presentation to the Senate at its next meeting.

AUTHORIZATION OF FACULTY AND STAFF IDENTIFICATION CARD: President Schaefer recognized Mr. George Evanoff, University Director of Personnel, and Mr. David Laird, University Librarian, who explained that for some years the need has frequently been expressed from many quarters that all University employees should be provided some sort of University identification card bearing the individual's picture. An ad hoc committee had been appointed to study this matter and had concluded that a plastic I.D. card carrying the bearer's picture and similar to that issued U of A students should be developed for the faculty and staff. It was pointed out it would still be necessary to issue authorized personnel room privilege cards.

Several members of the Senate stated that they felt that the University should indeed provide all personnel with the same standard identification card and it should be one bearing the carrier's picture. Mr. Laird said that the proposed I.D. card would facilitate faculty and staff borrowing procedures at the University Libraries. The I.D. card would also be helpful in cases where individuals had lost their room privilege card. Dr. Bartlett asked if faculty members would have to carry the present library card as well as the new University identification card and Mr. Laird explained that the identification card would take the place of the present library card. Dr. Lytle asked if employees would have to have a new picture taken every year. It was explained that cards would be updated once a year so far as providing current effective dates was concerned. New pictures would not be taken except every so many years. On the other hand individuals could have new pictures made any time they wished.

Dr. Gegenheimer asked what identification numbers would be carried on the

I.D. cards. Mr. Evanoff explained that this matter is still being studied, but it might be that the number would be different from the Social Security number.

Dr. Witte asked if using such an I.D. card for a library card would make it possible to look into the reading habits of faculty members. Mr. Laird explained that this could be done under any system, of course; however this would be a matter of internal policy and certainly at the University of Arizona he was confident there would never be any such investigation.

Several members of the Senate asked why room privilege cards would have to be carried if persons had the University I.D. cards. It was pointed out that authorization for room privileges change rather frequently, commonly semester to semester, sometimes month to month. It was emphasized that only certain University employees may be authorized for admission to certain types of facilities, for instance certain types of laboratories where specialized equipment is located. Safety requirements maintain that only particular people be admitted to such areas.

Dr. Edwards then moved that the use of a University-wide photo identification card be established as soon as possible on a trial basis. Several seconds were heard. Dr. Rosenberg asked if the cards could carry an individual's employee number rather than his or her Social Security number. Mr. Evanoff explained that at the U of A each individual's employee number is in fact his Social Security number.

The question was asked what the cost would be to maintain such a system. The answer was \$2000 a year approximately. In answer to questions, it was explained that the cost would be borne by the University Personnel Department and not by the individual members of the faculty and staff.

The question on the motion being called for, the motion carried with no negative vote heard.

FURTHER CONSIDERATION OF PROPOSED REVISED CHAPTER VIII OF THE FACULTY MANUAL:

President Schaefer recognized Dr. Gegenheimer, chairman of the ad hoc committee that had proposed certain revisions in Chapter VIII of the Faculty Manual which is devoted to academic personnel policies. The full title of the Chapter is "Statement of Policies and Procedures Regarding Appointment, Reappointment, Nonretention, Tenure, Promotion, Resignation, and Dismissal of Academic Personnel."

Dr. Gegenheimer pointed out to the senators that they had been provided a "cleaned up" version of Chapter VIII incorporating all changes made by the Senate thus far and indicating those changes recommended by the ad hoc committee. A copy of the updated version is attached to these minutes.

Dr. Gegenheimer referred to an addition to Section 8.05 proposed by Dr. Clifford Lytle as follows:

"A person whose faculty status has been terminated as a result of the expiration of a sixth year in a temporary faculty position may, under emergency conditions, be extended a temporary appointment in order to assist a department in overcoming an emergency situation.

Such appointment, though beyond the mandatory tenure period, must be made with the clear understanding that it shall not count toward nor have any effect upon tenure eligibility."

Dr. Gegenheimer said it was his judgment that it would not be wise to make this addition. To allow a person to remain on the job for a seventh year even under circumstances that are clearly understood as temporary and emergent could open the door to later claims of de facto tenure. He felt that the proposal had more dangers than advantages. Dr. Lytle said he saw some advantage in having the provision. It would protect departments which at times are not able permanently to fill a position. Dr. Gegenheimer said it seemed risky to him to have a type of seventh year service which would carry with it the provision that "This service really doesn't count." Dr. Ares said he agreed that legally this could be a very risky procedure, leaving the way for later argument over what was really intended at the time a person was asked to stay on the job his seventh year.

Dean Livermore asked if there existed any prohibition of University of Arizona employment in some other role for a faculty person not given tenure. Dr. Gegenheimer answered in the negative.

Dr. Lytle urged that his proposal be adopted. Dr. Jensen spoke against the proposal. He said he thought emergency conditions would have to be clearly defined. He also wondered if this provision might not conflict with procedures recommended by the American Association of University Professors. Dr. Schaefer called for a voice of opinion of the house whether or not Dr. Lytle's proposal should be added to Chapter VIII and the voice of opinion was heavily against it.

At this point Dr. Witte asked just what is the status of Chapter VIII. Dr. Gegenheimer explained that at the present time the University is operating under Chapter VIII as published in the current, that is, 13th edition of the Faculty Manual, as that chapter was slightly modified by the Senate on May 6, 1974. Changes made at that time extended the years of service in temporary status in the several ranks 5 to 6 years, 6 to 7 years, etc. Dr. Witte said she thought the University was operating under the proposed updated version of Chapter VIII. Dr. Sankey, the parliamentarian, pointed out that Chapter VIII had not been finally adopted and it was in order to continue to propose changes.

Dr. Inman referred to Section 8.00 and wondered about the legality of changing the procedures as listed in any given edition of the Faculty Manual. President Schaefer said that such policies were not set for evermore in concrete. The University's legal counsel has indicated that such procedures could be updated. Dr. Witte commented that it is important that faculty members have the judgment of their own legal counsel as well since such matters are subject to interpretation.

Dr. Gegenheimer pointed out that the ad hoc committee had indeed been "a bandaid committee", concerned only with certain sections of Chapter VIII. He said the committee hoped that another committee would look at Chapter VIII in toto. He said that nothing proposed by the committee was anything that could in any way hurt a faculty member or work against faculty welfare. All the recommendations made by the ad hoc committee indeed strengthened the original document.

Turning to Section 8.01 Dr. Inman said she felt that the word "retain" should be inserted after the word "appointed" and before the words "and promoted". Dr. Gegenheimer asked Dr. Shirley Fahey, a member of the ad hoc committee who was in the gallery, to comment on this point. Dr. Fahey said that the ad hoc committee had felt that the matter of retention should be treated separately, as in Section 8.05.

Dr. Ares said it was important to have in mind the grounds under which tenure is granted. When tenure is not granted no reason need be given. Section 8.05 includes all the necessary reasons for not retaining a faculty member. He thought reference to retention, therefore, should probably not be included in Section 8.01. Dr. Inman then said she thought her concern probably could better be taken care of by revising the wording of Section 8.05. However Dr. Garcia moved that the word "retained" be inserted after the word "appointed" in the first line of Section 8.01. Several seconds were heard. Dr. Ares said he could see no need for the change and felt that to make this change would be inappropriate. Section 8.05 adequately covers the matter of retention, he felt.

Dr. McCullough said he felt that if Section 8.01 was amended as recommended, it would then be in conflict with Section 8.05. Dr. Gegenheimer said he thought Dr. McCullough's point was well taken. Dr. Inman said she would propose certain changes in the language of Section 8.05 when that section was considered. Dr. Jensen urged that Section 8.01 be left as it was.

The question on Dr. Garcia's motion was called for and the motion failed.

Turning to Section 8.03, Dr. Trier said he felt that the third word in the final sentence should be, "Department heads must ...", rather than "Department head should ...". Dr. Gegenheimer said he thought the word "shall" might be a better word than "must". Dr. Trier said that shall was acceptable and he then moved that shall replace should in that sentence. Several seconds were heard.

Professor Ares pointed out that all that this section is attempting to do is give advice to administrators. It would be totally inappropriate in this section of the Chapter to direct administrators as to what they must or shall do. Should is an admonition and that is all that should be expected. The language should not be tight and unreasonable. Dr. Witte said that tight rules are needed.

The question was called for on Dr. Trier's motion and the motion lost.

Section 8.04 was approved without change.

The Senate next considered Section 8.05. Dr. Inman moved that the first sentence of the third paragraph be revised to read, "A decision not to retain a faculty member with temporary status will ordinarily be based on professional competence, teaching ability, scholarly attainment and University and public service and may also be based on institutional needs such as staffing requirements or program development and does not necessarily reflect an adverse judgment concerning the faculty member's qualifications." The motion was seconded. (Note: See second and third paragraphs following.)

Dr. Witte asked what was meant by "institutional needs". She asked if AAUP did not in some document define "institutional needs". Dr. Gegenheimer said that the language used in Section 8.05 was very similar to language used in certain national AAUP documents. He said he felt that elaboration providing details of such matters as what are institutional needs might well be included in a separate section of the Manual but certainly should not be included in this particular paragraph. Dr. Boghosian pointed out that in certain AAUP documents there is reference to "bona fide needs". Dr. Gegenheimer referred to a lengthy statement issued by the national AAUP in December 1974 which includes information relevant to this matter.

Mr. Townsend said it seemed to him that there was a contradiction in referring to a decision not to retain a faculty member with temporary status being based on such positive matters as professional competence and teaching ability and he thought a better wording would be "based on failure to meet standards of professional competence," etc. Dr. Inman said she agreed with Mr. Townsend's point if not the suggested language. It was remarked that the sense of Dr. Inman's proposal was understood and it was agreed that she and the Senate Secretary would refine the specific wording later. The question on Dr. Inman's motion was called for and the motion carried.

(The wording later agreed upon by Dr. Inman and the Secretary was as follows: "A decision not to retain a faculty member with temporary status will ordinarily be based on considerations concerning professional competence, teaching ability, scholarly attainment, and University and public service. Such a decision may also be based on institutional needs ...".)

Dr. Witte referred to the final sentence of Section 8.05 which reads, "In order to protect temporary faculty members from improper interpretation of decisions not to retain, no reason for such a decision shall be stated in the notice furnished to the faculty member." She said she felt the reasons indeed should be listed. She referred to procedures in this regard at Indiana University and said that procedures at that institution do call for a listing of reasons when someone is not being retained. She said she felt that this was the most important sentence in all of Chapter VIII. The point had been made earlier, she said, that it was in the individual's best interest not to have written lists of reasons on file. She said she thought this reason was spurious. Dr. Jensen said it indeed was not spurious. It is best not to have available a specific list of reasons in writing, so far as future employment of the individual is concerned, he said.

Dr. Witte then moved that approval of the final statement, that is, the last paragraph of Section 8.05 be tabled pending further study. What is needed is a statement that will bring honor to the University of Arizona, not shame, she said. Several seconds to the motion were heard and it carried.

Turning to the second paragraph of Section 8.06, Dr. Garcia said he disliked the final phrase, "or because of inability to continue to serve effectively." Dr. Gegenheimer said this particular language had been on the books for a long time and no one had objected to it previously.

Dr. Demer then moved that in the first sentence of the last paragraph of the section after the words "termination of a program", the following insertion

be made: "or because the program has been redirected away from that member's area of expertise, following due study and evaluation in which the faculty members of that department have directly participated," and that in the eleventh line of that section following the word "discontinuance" the words "or redirection" be inserted. Dr. Dinowitz seconded the motion. Dr. Gegenheimer commented that he thought perhaps a separate section was needed about redirection of programs. The vote on Dr. Demer's motion was called for and was declared to have failed by a voice vote. Dr. Witte called for a division and on a show of hands the motion failed by a vote of 26 to 13.

At this point Dr. Gegenheimer proposed, the hour growing late, that further consideration of Chapter VIII be delayed until the next meeting of the Senate where the discussion could resume with paragraph 8.08. He made a motion to that effect, several seconds were heard, and the motion carried.

RECOMMENDATION TO LEGISLATURE REGARDING STUDENT PARTICIPATION ON THE BOARD OF REGENTS: Student Senator Federhar presented the following proposal:

"Currently there is a proposal before the state legislature calling for student representation on the Board of Regents of this state. The rationale behind this proposal is basic: There is a need for student input into the decision-making process. That need can be met if the state legislature would adopt the proposal currently before them. While it is not the prerogative of the Faculty Senate to pass legislation, it is its responsibility to act in a manner most beneficial to the interests of the University community.

"I believe such an action would be a recommendation from the Faculty Senate to the state legislature. The recommendation would ask the legislature to give all due consideration to student needs and responsibilities. The purpose would be to, in effect, lobby for the passage of a bill creating student representation on the Board of Regents.

"I therefore move that the following note be sent to the Arizona state legislature:

The University of Arizona Faculty Senate urges the state legislature to give all due consideration to the proposal before it concerning the establishment of student representation on the Board of Regents. The Faculty Senate hopes that the state legislature will establish student participation in this area of vital concern."

Dr. Schaefer pointed out that under the present Constitution student senators do not have the right to make motions or vote. This situation of course will be different when the new Faculty Constitution becomes operative. Dr. Schaefer asked if some regular member of the Senate would care to make the motion proposed by Mr. Federhar. Dr. Woloshin made the motion and Dr. Lytle seconded it.

It was pointed out that at the present time bills are being made ready for submission to the two houses of the Arizona Legislature concerning this

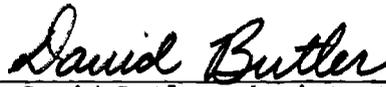
matter. A Senate bill calls for one student regent to be appointed by the Governor. The student would be a voting member of the Board. His term would be for one year and the representation would be rotated year by year among the three universities. A House bill proposes that three nonvoting student members be authorized to sit on the Board of Regents, one from each of the three universities.

It was pointed out that the motion before the Faculty Senate simply supported the idea of establishing student representation on the Board of Regents. The question was called for and the motion carried with one negative vote heard.

The meeting adjourned at 4:50 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary