

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, April 2, 1973 Room 331 Education Building

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, April 2, 1973, in Room 331 of the Education Building. Fifty members were present with Executive Vice President Weaver presiding.

SENATE MEMBERS PRESENT: Bannister, Bateman, Battan, Blecha, Blitzer, Boyer, Bretall, Brewer, Bull, D. Butler, H. Butler, Carr, Cole, Davis, Dixon, Dresher, Evans, Gegenheimer, R. Grant, Harris, Hull, Johnson, Kassander, Keating, Krueger, Lane, Mason, Massengale, Mathews, McConnell, McCoy, Mees, Muramoto, Myers, Olson, Paulson, Paylore, Rhodes, Rosaldo, Rosenberg, Skinner, Sorensen, Steelink, Stubblefield, Svob, Tomizuka, Trafton, Vignery, Weaver, and Windsor. Dr. Robert Sankey was present as parliamentarian.

SENATE MEMBERS ABSENT: Ares, Bleibtreu, Christopherson, DuVal, Edwards, S. Fahey, W. Fahey, Freeman, Gaines, A. Grant, Green, Grossman, Joyner, Manes, Mautner, McMillan, Odishaw, Roby, Schaefer, Shields, Thompson, Varney, Ware, Yoshino, Younggren, and Zwolinski. Student representatives absent were Paula VanNess, John McKinney, and Gene Simko.

APPROVAL OF MINUTES: The minutes of the meeting of March 5, 1973 were approved as distributed to members, with the following corrections: On page 209 in the second line of the last paragraph on the page the reference to Section III, D of the Constitution should read III, C. In the third paragraph on page 211 in the second line the reference to "Dr. Shields' motion" should be corrected to read "Dr. Gegenheimer's motion".

WELCOME TO RETURNING SENATORS PAYLORE AND TOMIZUKA: Dr. Weaver welcomed to the Senate Miss Patricia Paylore and Dr. Carl Tomizuka. Since in the member-at-large election recently completed these two persons had received the greatest number of votes of those elected who were not presently members of the Senate, they had been declared members for the balance of the 1972-73 academic year and authorized to take seats beginning at this meeting in conformance with special action of the Senate taken on March 5. This action had been taken to maintain the appropriate balance between ex-officio members and elected members of the Senate. The Senate had taken this action inasmuch as on March 1 the former Registrar had been named Dean of Admissions and Records and a new Registrar had been appointed with the result that the Senate now had an additional ex-officio member.

CATALOG MATERIAL: The catalog material as previously distributed to members of the Senate by means of the "Curriculum" bulletin was approved.

CHANGE IN DATES OF SPRING RECESS IN 1973-74 AND 1974-75: The Secretary explained that at the University of Arizona the spring recess traditionally has moved about the semester with Easter. Various faculty members and groups had urged that the time of the spring recess be stabilized. The Advisory Council had therefore recently voted to recommend to the Senate that the one week spring vacation, beginning in 1973-74, be held during the ninth full week of classes. Dean Windsor moved that

beginning with the 1973-74 academic year the spring recess be scheduled for the ninth full week of classes of the second semester, and an academic holiday be held on Good Friday preceding Easter. Several seconds were heard.

Dean Rhodes said it was his recollection that the Advisory Council action had specified that the spring vacation fall in or about the ninth full week of classes and he felt that the Senate action should provide similar flexibility. Mr. Butler, who had served as Secretary of the Advisory Council meeting when that body had acted on this matter, confirmed Dean Rhodes' understanding of the Council action. Dean Rhodes moved to amend the motion on the floor to indicate the recess be on or about the ninth full week of classes. Several seconds were heard to Dean Rhodes' motion. Dr. Stubblefield then moved to amend Dean Rhodes' amendment to provide that the spring recess fall during the ninth full week of classes except when Easter falls in the eighth or tenth week, in which case the vacation would be taken during Easter week. Several seconds were heard to Dr. Stubblefield's motion. Dean Rhodes said that the point had been made in the Advisory Council meeting that it would be desirable to provide flexibility for reasons in addition to relating the recess to the date of Easter. Voting on Dr. Stubblefield's amendment to Dean Rhodes' amendment was called for and Dr. Stubblefield's motion failed. The motion on Dean Rhodes' amendment was called for. The amendment carried. The question on the original motion was then called for and it carried.

Dr. Davis said he assumed that the College of Law like the College of Medicine would continue to have the privilege of adjusting its calendar as deemed appropriate by the faculty of that college. The Secretary said he assumed that the Law College would continue to have such flexibility.

DISCUSSION OF REVISED STATEMENT OF FACULTY AND STAFF MANUAL SECTION 2.31,

"SUPPLEMENTAL WORK FOR THE UNIVERSITY": Dr. Weaver called on Dr. Kassander who explained that early in the year President Schaefer had asked Vice President Weaver and Vice President Kassander to study the present statement in the Faculty and Staff Manual titled "Supplemental Work for the University", Section 2.31. Much input had been received from deans and directors, Dr. Kassander said. All concerned had agreed it would be desirable to revise the present statement not only because a periodic re-examination of any policy is desirable but because the manner in which the present statement of Section 2.31 is worded, referring to a limitation of supplemental work within the University to a specified number of hours, had caused some persons to feel they automatically therefore were expected to spend only a certain minimum number of hours on their regular University duties. The limitation on supplemental work for the University as carried in the present Manual statement has been as follows (2.31 (a)): "The limitation of such extra work as mentioned above is, in brief, 712 hours per fiscal year for academic year appointees (this includes an allowance of ten weeks full time during June, July and August), and 384 hours for 12-month appointees."

Dr. Kassander called attention to a comparative statement he had prepared and which had been distributed to members of the Senate carrying the present Manual statement and a revised statement developed by him and Dr. Weaver. He explained that the revised statement had been officially adopted by the Advisory Council on February 28, 1973.

Dr. Kassander emphasized that this matter referred only to supplemental work for the University of Arizona. Outside work is provided for in other policy statements.

Dr. Kassander commented that he felt the strength of the proposed statement was that the responsibility would now reside where observation of what an individual faculty member is doing can best be carried on, that is, with the director or dean concerned. He explained that the Advisory Council had approved the new statement after it had been earlier considered and approved by the Committee of Eleven. He said that while Faculty Senate approval was not necessary he had thought it would be appropriate to bring the statement to the Senate for comment.

Dr. Battan asked if it were not true that there has been a tradition on this campus that faculty members could consult up to eight hours a week. This would account for the development of the statement earlier referred to in terms of specific hours limiting supplemental work. He asked if this proposal would change this tradition. Dr. Kassander said that while it is true that if 712 hours per fiscal year were divided by the number of work weeks concerned the result would be a figure of eight hours a week, there was no other document he had been able to find which referred to the privilege of eight hours a week of outside consulting or of supplemental work. He emphasized again that the statement under discussion referred to supplemental work for the University. He said that a dean or department head could still approve a person's working a considerable amount of time in supplemental activity if it was in the institution's best interest. That determination should be made by the dean or director. However, the re-statement of policy would remove any implication that faculty members are expected to spend only 32 hours a week on their regular University duties (40 hours minus 8). He referred to the statement "..... it is expected that the teaching, research and service activities of the University's faculty and staff should have the benefit of their full attention."

Dean Hull referred to the reference in the second paragraph of the statement to "outside consulting". Dr. Kassander said that the word "outside" here referred to outside one's own normal sphere of activity within the institution, but still within the University. He gave as an example a professor of engineering who was asked to do consulting in the College of Medicine. Professor Mees and Dr. Gegenheimer emphasized that this entire statement falls under the rubric of supplemental work for the University. It was then suggested by several persons that the phrase "supplemental consulting" replace the phrase "outside consulting" in the first sentence of the second paragraph of the new statement. Dr. Bannister pointed out that some supplemental activities might involve two or more departments in interdisciplinary effort. What should be done if the dean in which one discipline falls had a policy permitting such supplemental activity and the dean of the other discipline had a policy prohibiting such activity? The case then would have to be referred to a higher authority, Dr. Kassander said. He added that it was true that at least two colleges on the campus have policies prohibiting faculty members of those colleges from participating in supplemental activity, and he felt that it was appropriate that deans have the prerogative to establish college policy. He said he would not suggest that there be a provision whereby a dean who had such policy could be overruled. If an impasse developed because of two differing policies in two different colleges, the result would have to be that a particular project could not go forward. Dr. Bannister commented that he thought it was unlikely that such impasses would develop often.

Dr. Battan asked if the wording of the old statement setting a limitation of a specific number of hours, had been established to provide an inducement to attract faculty members to the University of Arizona. Dr. Kassander said yes, that the policy had been established at the urging of a former dean of one

of the colleges as a recruiting aid. Salaries were much lower then and it was felt that such an arrangement should be specified in order to show prospective faculty members that there might be opportunities to supplement one's income. Salaries are much better now, he said, and it is felt that such a statement is no longer appropriate or necessary.

Dr. Battan said that the old statement did have the advantage of indicating a specific number of hours that a faculty member might be permitted to engage in supplemental work within the institution. Might the new policy be interpreted as taking away that long-standing right? Dr. Kassander said he saw the matter in a different light. The old system stated a specific limitation. Now no limitation would be stated and a faculty member could engage in as much supplemental work as he wished so long as his dean or director thought it could and should appropriately be done. This would be a more liberal policy, he said. Such matters should be controlled by professional ethics, not arbitrarily specified hour limits.

Professor Mees commented that sometimes such supplemental work carried with it the benefit of enriching the background of the faculty member concerned with the end that he became a better teacher.

Dr. Gegenheimer commented that the Committee of Eleven had felt that the new statement was a more liberal and a superior statement to the old one. He moved that the Senate endorse the revised statement as approved by the Advisory Council. Dr. Tomizuka and Dr. Vignery said that they were confused by the use of the word "outside" in several points in this statement. Dr. Kassander said that the words "outside consulting" in the first paragraph were necessary and appropriate. He agreed that "outside consulting" could better be stated as "supplemental consulting" in the second paragraph. In the third paragraph in the reference to "outside sources", he felt the reference was simply to sources of funding but the activity concerned was still activity within the institution.

Dr. Skinner then moved that Dr. Gegenheimer's motion be tabled. He said he felt that Dr. Kassander had received considerable comment from the Senate which should be helpful to him in determining just how the policy on supplemental work for the University should now be stated in the Faculty and Staff Manual. Several seconds to this motion were heard and it carried.

PROPOSED FACULTY CONSTITUTION AND BYLAWS, FURTHER CONSIDERATION OF: Dr. Weaver explained that Dr. Shields, Chairman of the Ad Hoc Faculty Constitution and Bylaws Committee, could not be present at this Senate meeting. He therefore asked Dr. Gegenheimer to serve as consultant on the proposed Constitution and Bylaws as the Senate continued its consideration of the proposed new document. Dr. Gegenheimer explained that he had not been a member of the committee that had drafted the Constitution and Bylaws, but as Chairman of the Faculty, at Dr. Shields' invitation he had sat with the committee at all of its meetings.

It was pointed out that at the close of the March meeting the Senate had had before it a motion to receive the report of the Committee on Constitution and Bylaws. The body had then been considering each item of the document ad seriatim and had just come to the bylaws themselves. The chairman then referred to Bylaws 1, 2, 3, and 4. There were no objections to these four bylaws.

Vice President Johnson said he would like to speak against Bylaw 5 which is devoted to faculty elections. He said the point had been made earlier that the nomination procedure requiring the circulation of nomination petitions would result with the election of more representative members of the faculty. He questioned this. He said he had heard some present members of the Senate say they would not circulate nominating petitions to have themselves placed on the faculty elections ballot. He said it seemed to him that the period between January 1 and May 1 each year could involve a considerable amount of election activity on the part of faculty members with the result that much time would be taken from other enterprises. It would take much time, he said, to circulate petitions to obtain signatures either on one's own behalf or on behalf of a colleague. Eligible voter lists would have to be prepared, he said, not only for each college, but for the non-college group, and petition signers' names would have to be checked against these. He said he doubted that the result of the proposed procedure would provide either a better quality of representation in the Senate or better attendance on the part of those senators who are elected. If it is felt that the opportunity to circulate nominating petitions might bring about more representative participation of the faculty in faculty government, he said, the present system could be modified to permit the circulation of nominating petitions in addition to the present nominating procedure.

Mr. Johnson then moved that Bylaw 5 be deleted from the proposed bylaws with the understanding that the present system of conducting faculty nominations and elections would be retained. Mr. Johnson's motion was seconded by Dr. Evans.

Dr. Gegenheimer said that the Constitution and Bylaws Committee had been made aware of the fact, after consulting a number of people including persons who had served as members of the Faculty Elections Committee, that the present election procedure results in an "unholy mess". Very strange things happen under the present system, he said. Persons who have been dead for some years have been nominated. Wives of faculty or staff persons have been nominated. He said the preparation of eligible voter lists and checking the names of persons signing petitions against such lists would not be a formidable task. He said that the numbers of signatures required in the proposal are not excessive and it should not be difficult to obtain the numbers specified. In other words, the numbers of names called for should not be a deterrent to the process.

Dr. Gegenheimer said he was aware that some persons feel that the new procedure might politicize the elections more than has been so in the past. He feels this claim is unfounded. He said that it should not be overlooked that lists of recommended nominees are prepared now. For example, each year a list of recommended names is prepared by the University of Arizona Chapter of the American Association of University Professors. Similarly representatives of the College of Agriculture prepare and circulate lists of recommended nominees. These have some effect though one can't be sure of just how much. The criticism might be voiced that for a faculty member to be running around circulating nomination petitions would lessen the dignity of the academic toga. He said he did not feel this was a valid criticism. He thought the procedure would operate in a quite simple fashion. Presumably a faculty member usually would be asked by some colleagues, "May we run you for such and such office?", and the answer would be yes or no.

Dr. Gegenheimer said one benefit of the new procedure would be the discontinuance of electing persons to office who then never truly serve in such office--for example, senators who never attend a Senate meeting or rarely do so. The use of nominating petitions operates well in almost all areas of electoral procedure in this country, he said, and he didn't see why it wouldn't work effectively in faculty elections at the University of Arizona.

Mr. Johnson asked what was the real goal of the proposal. Why change the procedure? Dr. Gegenheimer said that the effort would be to make the present machinery less cumbersome, for one thing. The new procedure would make the work of the Elections Committee much easier. Further no candidate would have special advantage. He explained that under the present system faculty members are provided a list of members who are eligible for re-election to the Committee of Eleven or the Faculty Senate, along with a nominating ballot. Probably half the members of the faculty then simply copy from the list of eligible members the names of those who are eligible for re-election. It is human nature to take the easiest way. However this procedure has been felt to be considerably less democratic than a procedure using nominating petitions, he said. The present system tilts the scales in favor of the incumbent, he emphasized.

Dr. Tomizuka commented that he felt there were ways of correcting the present procedure by tidying up bookkeeping. It shouldn't be difficult, he explained, to program procedures whereby faculty members were simply informed as to which individuals were ineligible for re-election without reference to who was eligible. Similarly the system could be controlled so that all ineligible persons were simply discarded from consideration (persons ineligible for re-election, deceased persons, wives, etc.).

Dr. Gegenheimer explained that under the present system it isn't possible for anyone to take himself out of an election race. A man usually finds out he has been nominated when he finds his name on the ballot. Sometimes a person is elected without wishing to be so and he then declines to serve effectively by not participating. A different method of nomination must be found, he said.

Dr. Keating said that when he was on the Committee on Elections he found the election of senators-at-large particularly chaotic. This was because the procedure permitted everyone on the faculty to nominate up to twenty persons. The huge number of nominees that results is the problem, he said, not the final election itself. Perhaps the number of nominees any one person could make should be limited to five, he said. Dr. Gegenheimer pointed out that providing for such a limited number of nominations could encourage block voting on the nominations ballot.

Dr. Bannister said he saw that the electoral procedure as presently provided for is so cumbersome it must be changed but he wondered what the effect of the proposed procedure would be. He wondered if the character of the Senate would not be changed considerably if it came to be made up of persons many of whom had pushed for their own election to the body. He said he was supporting Mr. Johnson's motion.

Dr. Mathews said he felt that there would be fewer problems under the proposed procedure. Further he felt better persons would end up serving

the faculty in that they would be more interested in serving and therefore probably more dedicated. He said he was speaking in support of the proposed procedure. Dr. Skinner said he understood that Dr. Shields and the drafting committee had studied a number of nominating procedures and had come to the conclusion that what they were proposing was the most desirable. That procedure has withstood the test of time in a number of instances, he said. Dr. Boyer said that under the new procedure only persons who really want to serve would be nominated. It certainly is wrong, he emphasized, to elect a person to an office who hasn't even been asked if he would be willing to serve.

Professor Mees said to him the concept of faculty members having to go around and get people to sign nominating petitions was rather repugnant. He said he could see this activity taking up a great amount of time. He wondered if the results of a better quality of senator and senators who would have better attendance records would actually develop. He personally doubted it. He said he was supporting Mr. Johnson's motion.

Dean Rhodes said that all the discussion up to this point had had to do with Sections d., e., and f. of Bylaw 5 relating to nomination of candidates, conduct of elections, and election of candidates. Did this have anything to do with Sections a., b., and c. in which eligibility, committee on elections, and terms of office were discussed? Mr. Johnson pointed out that the proposed terms of offices would be different from what they are now. Dr. Gegenheimer explained that the Faculty Chairman would serve a two-year term rather than a one-year term as at present. Further, members of the Committee of Eleven would serve staggered terms so that only five members would go off that committee each year. Dean Rhodes then moved to separate consideration of Mr. Johnson's motion with the understanding that consideration would be given Sections a., b., and c. separately from d., e., and f. Several seconds were heard to this motion. In answer to a question from Professor Mees, Dr. Gegenheimer said that the changes in the terms of office would be compatible with the provisions of the present Constitution concerning the election procedure.

Dr. Battan said he thought that if the motion to separate consideration of Mr. Johnson's motion carried, Sections d., e., and f. should be considered before Sections a., b., and c.

Parliamentarian Sankey said that Mr. Johnson should have the right to decline or accept the motion to separate. Mr. Johnson agreed to the separation. The vote on Dean Rhodes' motion to separate Mr. Johnson's motion into two parts carried. Dr. Cole then moved that consideration be given to Sections d., e., and f. first. Several seconds were heard to this motion and it carried.

The Senate therefore had before it consideration of the proposal by Mr. Johnson to delete Sections d., e., and f. from proposed Bylaw 5 which relate respectively to nomination of candidates, conduct of elections, and election of candidates. The vote on the proposal to delete these three sections from proposed Bylaw 5 and retain the present system of conducting faculty nominations and elections carried by a vote of 21 to 16. The Senate was next asked to vote on whether to delete Sections a., b., and c. of Bylaw 5 which relate to eligibility, committee on elections, and terms of office. The Senate voted down the proposal to delete these three sections from Bylaw 5.

At this point Dr. Steelink said he would like to move that the Chairman of the Faculty be asked to appoint a committee to revise proposed Bylaw 5 taking into account the discussion and action at this Senate meeting. He said he felt that perhaps the provision of Bylaw 5, b., ii, that the Elections Committee consist of three faculty members, should be revised. Perhaps three members would not be enough. Dr. Gegenheimer commented that a committee of three could always call in additional assistance if necessary. No second to Dr. Steelink's motion was heard.

Several persons asked if a special committee should be asked to propose a new statement of proposed Bylaw 5 taking into account the fact that Sections d., e., and f. had been deleted and the present system of conducting faculty nominations and elections was to be retained. The answer was that it was not necessary to appoint a special committee since the proposal had come from the Constitution and Bylaws Committee which still exists. The parliamentarian was asked if the question could be referred back to the Constitution and Bylaws Committee. The parliamentarian said yes.

Dr. Mathews then asked if the substance of the voted-down statements, Bylaw 5, d., e., and f. could be referred back to the Constitution Committee. Dr. Sankey explained that under correct parliamentary procedure the Senate could now not refer back to a committee something it had already voted down. Dean Rhodes asked if the committee couldn't be asked to bring in revised versions of d., e., and f. Dr. Skinner said he would like to differ with Dr. Sankey's answer to Dr. Mathew's question. He felt that the Senate could refer the matter back. Professor Mees commented that perhaps the Senate should move ahead in its consideration of the balance of the bylaws to see if there were other matters it might decide it wished to refer back to the Constitution Committee. Dr. Battan asked if the Senate could not suspend the rules and then ask the Constitution and Bylaws Committee to do anything the Senate felt was appropriate. Dr. Sankey said this of course could always be done. Dr. Battan then moved that the rules be suspended. Several seconds to this motion were heard and the motion carried.

Dr. Battan then moved that the Constitution and Bylaws Committee be asked to study the present election procedures to determine if they should be modified, and if so how, in light of the discussion of this meeting. Many seconds were heard to this motion and it carried.

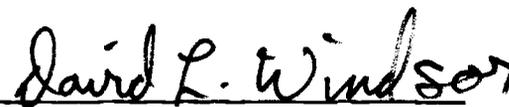
Dr. Weaver referred to Bylaws 6 and 7. There was no objection to either of these. He then turned to Bylaw 8 which discusses departmental government. Professor Mees asked if there was a committee studying this matter. It was explained that following discussion of this bylaw by the Senate earlier in the year, in response to a suggestion from Dr. Blitzer, President Schaefer had appointed a committee to study the general question of departmental government. Members of the committee are Dr. Walter J. Fahey, Dean of the College of Engineering, Chairman; Mr. Robert E. McConnell, Dean of the College of Architecture; Dr. Gary Munsinger, Assistant Executive Vice President; Dr. Leon Blitzer, Professor of Physics; Dr. Albert Gegenheimer, Professor of English; and Dr. Raymond Thompson, Head of the Department of Anthropology.

The question, Dr. Gegenheimer said, is whether or not this matter appropriately belongs in the bylaws. There seemed to be agreement, he said, that a policy concerning this matter should be stated somewhere, probably in the Faculty and Staff Manual. He said many people wondered however whether it appropriately belonged in the bylaws. Professor Mees then moved that Bylaw 8

be deleted from the bylaws and several seconds were heard. Dr. Skinner said he felt that it was appropriate for the bylaws to carry such a statement. Dr. Steelink asked if the committee now studying this matter was a Senate committee. The answer was that it was a committee appointed by the President. Presumably when its report is submitted the report will be shared with the Senate. Professor Mees said he wondered if the question of departmental government really was a matter which fell in the purview of the Senate. Aren't the matters discussed in proposed Bylaw 8 really administrative concerns? They seemed so to him. Dean Myers said he felt bylaws could always be amended or expanded. He said he felt that the report of the Constitution and Bylaws Committee could be received without the inclusion of this bylaw. Dr. Bretall said it seemed to him that the committee studying departmental government was not one which had any responsibility to the Senate but rather only to the President.

Dr. Battan said that while he found the sense of Bylaw 8 satisfactory he wondered why it discussed only department heads. The performance of faculty members is reviewed on a regular basis, he said, and yet there is no bylaw that discusses this matter. The question on Professor Mees' motion was then called for and the motion to delete Bylaw 8 from the bylaws carried.

On motion by Dr. Gegenheimer the meeting adjourned at 4:50 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary