

THE UNIVERSITY OF ARIZONA  
Proceedings of the Faculty Senate

Meeting of Monday

December 2, 1974

**SENATE MEMBERS PRESENT:** Aamodt, Bleibtreu, Boghosian, Brewer, D. Butler, H. Butler, Capponi, Carr, Chin, Christensen, Corrigan, Demer, Dinowitz, Elliott, Evans, S. Fahey, W. Fahey, Fazio, Graham, Halderman, Hull, Inman, Jensen, Johnson, Kearns, Knorr, LaBan, Livermore, Malik, Massengale, McCoy, McCullough, McMillan, McWhorter, Miller, Muramoto, D. Myers, Nelson, Noyes, Odishaw, Palsson, Paylore, Peterson, Ray, Rhodes, Roby, Roemer, Rosaldo, Rosenberg, Schaefer, Simpson, Skinner, Sorensen, Steelink, Stubblefield, Svob, Thompson, Tomizuka, Trier, Vanselow, Weaver, Wiersma, Windsor, Woods, and Yoshino. Student representatives present were Scott Nation and Jorge Reyes. Dr. Robert Sankey was present as parliamentarian.

**SENATE MEMBERS ABSENT:** Dresher, DuVal, Edwards, Gaines, Garcia, Gavlak, Jovner, Kassander, Manes, Mason, Mathews, McConnell, L. Myers, Paulsen, Reed, Shields, and Stairs. Student representative absent was Ken Sobel.

**APPROVAL OF MINUTES:** The minutes of the Senate meeting of November 4, 1974 were approved with the following corrections: In the second to last paragraph of the item headed "Recommendation from the Committee on Conciliation re Change in Present Bylaw 12, a." in discussing Professor Demer's motion to insert the words "within thirty days" in the proposed revision of Bylaw 12, Sec. a-ii., the word before in the second line of the paragraph in question should be after and later in the same line the word after should be before. In the third from the last line of that same paragraph the words "some complaints" should be "one complaint".

Referring to Dr. Schaefer's remark in the next to last paragraph of the item headed "Recommendation from the Committee of Eleven re Changing Bylaw 12, b. Concerning the Committee on Academic Privilege and Tenure" that procedures under the Code of Conduct involved two attorneys, one to represent the administration and one to represent the aggrieved party (the discussion related to the conduct of hearings held by the Committee on Academic Privilege and Tenure), Dr. Demer said he had read the Code of Conduct and found no such provision except in cases of actual trials. President Schaefer acknowledged the correctness of Dr. Demer's comment. He pointed out that the University administration does not bring an attorney to a hearing before the Committee on Academic Privilege and Tenure unless the aggrieved party does also.

**CATALOG MATERIAL:** Catalog material as presented in "Curriculum" bulletins Vol. 5, No. 10 and Vol. 5, No. 11 (issue dates of November 20, 1974 and November 29, 1974) was approved.

**ALTERING CONTENT OF "CURRICULUM" BULLETIN:** On motion by Dean Windsor with several seconds the Senate approved a recommendation from Dr. William Noyes, Coordinator of Curricular Matters, that the content of the "Curriculum" bulletin hereafter

include only new programs, deletions of programs, substantial program changes, new courses, and course deletions. Changes in course titles, course unit values, course numbers and course descriptions will no longer be published in the bulletins.

PROGRESS REPORT FROM AD HOC COMMITTEE TO STUDY PROVISIONS OF FACULTY MANUAL RE IMMEDIATE DISMISSAL OF FACULTY MEMBERS: The Secretary reported that the ad hoc committee studying provisions of the Faculty Manual with respect to those paragraphs relating to immediate dismissal of faculty members (Sections 8.21 and 8.23), under the chairmanship of Dr. Gegenheimer, has completed its report. However it was the judgment of the committee that the report, with a detailed covering letter, should reach Senate members well in advance of the meeting when the report is to be considered. This material will be furnished Senate members well in advance of the next meeting of this body.

RESOLUTION ENDORSING THE EFFORTS OF THE ARIZONA UNIVERSITIES FACULTY COUNCIL: The Senate considered the following resolution distributed in advance of the meeting by Faculty Chairman Cornelius Steelink:

"RESOLUTION

"The University of Arizona Faculty Senate endorses the efforts of the Arizona Universities Faculty Council to obtain the following changes in the State Retirement Laws:

Proposed Legislation

1. A 'Grandfather Clause' for S.B. 1102 which would provide that employees who were employed on or before June 30, 1974 would be allowed to work beyond 65 under the conditions prevailing at that time and also that contributions would be made into the retirement program and that actuarial adjustments would be applied.
2. An act to provide for another election for members of the retirement system to become members of the PLAN and also to provide for university faculty members of the PLAN who elect an optional program (as in S.B. 1243) an opportunity to return their accounts to the SYSTEM.
3. An act to make the contribution rate for SYSTEM participants 7% and also employer contribution 7%.
4. An act to allow members of the PLAN to make both the employer and employee contributions while on approved leave of absence and thereby obtain credit for that year.
5. An act to provide an increase in benefits each fiscal year beginning July 1, 1975 to retirees of the state retirement System and Plan and the Arizona teachers retirement system equal to the Consumer Price Index up to 5%. If Consumer Price Index exceeds 5% for three months, the increase shall be the maximum of 5% and 75% of the Consumer Price Index.

*Minutes made an error and did not do this first page correctly.  
See correct page 1 on top.*

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Referring to page 312 of the November 4 minutes and Dr. Schaefer's remark that procedures under the Code of Conduct involved two attorneys, one to represent the administration and one to represent the aggrieved party (the discussion related to the conduct of hearings held by the Committee on Academic Privilege and Tenure), Dr. Demer said he had read the Code of Conduct and found no such provision except in cases of actual trials. President Schaefer acknowledged the correctness of Dr. Demer's comment. He pointed out that the University administration does not bring an attorney to a hearing before the Committee on Academic Privilege and Tenure unless the aggrieved party does also.

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6. Prepare an amendment to Chapter 167, Law of 1974, that would allow anyone who was an Active Participant anytime during the fiscal year 6-30-74 have their retirement benefit calculated on the basis of 2% credit for each year of future service and using the Early Retirement Factors."

Dr. Skinner spoke against Item 1 relating to a "grandfather clause". He said he had long supported University retirement at age 65. Age 62 would be even better in his judgment. Under the new age 65 retirement law a department can request continuance of an individual beyond age 65. He felt it would be unwise for the Senate to support the proposed "grandfather clause" legislation.

Dr. Steelink pointed out that the new retirement law is mandatory for persons employed after the effective date in the new legislation. But what about people hired earlier under a policy permitting employment until 70? They should not now find that the rules of the game have been changed. If the Legislature should not change the law, Dr. Steelink said, it is highly likely that the courts would invalidate that part of the legislation applying to persons originally hired with the understanding they could work until age 70.

Dr. Myers said it was important that employees not only be eligible to continue their employment past age 65 if they were originally hired under the understanding that they could work until age 70, and if they wished so to continue; it also is important that they be eligible to continue to contribute to the retirement program and that the appropriate actuarial adjustments be applied to their situations. It is wrong for legislation to take away rights faculty members once had.

Dr. Steelink urged that the several parts of the resolution be considered separately.

Dr. Schaefer commented that he feels confident the Legislature will look closely at the retirement legislation passed last year. He pointed out that anyone over age 65 wishing to work can appeal to the University administration and ultimately to the Board of Regents. Final determination is made by the Arizona State Personnel Board but it is likely that this body will honor recommendations from the Board of Regents. The President said he could understand the frustrations of those individuals who had planned to continue to work past age 65. The administration feels it has the flexibility to permit some assistance in such cases in the nature of part-time employment. The University has an obligation of course to consider also the situation of the many new, young Ph.D. graduates, for instance, who are seeking University employment.

Dr. Skinner then moved that the first item of proposed legislation included in the resolution be considered separately from the other five. Dr. Thompson seconded the motion. Dr. LaBan said it would be better to consider every part of the resolution separately rather than by any joining. Dr. Skinner and Dr. Thompson accepted this revision of their motion and it carried.

There followed an exchange of questions and answers about the several proposed legislative changes included in the resolution. Voting on the proposal

then proceeded item by item and all six were approved.

Dr. Steelink indicated the Arizona Universities Faculty Council would do all it could to encourage that needed changes in the retirement law be made by the Legislature. Dr. Schaefer said he knew the Board of Regents would appreciate any input the Arizona Universities Faculty Council could provide the Board. He emphasized again that the Regents were interested in some modifications in the retirement law.

Dr. Steelink said that a survey of the members of the Legislature indicated over 90% of them are interested at least in providing "grandfather clause" protection for persons originally employed with the understanding that they could work until age 70.

CHANGE IN BYLAW 12, a. RELATING TO THE COMMITTEE ON CONCILIATION: The Senate considered further changes in Bylaw 12, a. as discussed at the November meeting of the Senate which would modify the number of individuals to be available to serve on the Committee on Conciliation.

Dr. McCullough, Chairman of the Committee on Conciliation, had furnished Senate members in advance of the meeting the following proposed language for Bylaw 12, a. incorporating changes desired by the committee and changes proposed by members of the Senate. The proposed wording was as follows:

Bylaw 12.

a. COMMITTEE ON CONCILIATION

- i. Membership and organization. This Committee shall consist of two members and four alternates composed of tenured Faculty other than deans, elected by the Senate by secret ballot upon nomination by the Committee on Committees, which shall furnish twice as many names as persons to be elected. In the event that additional committees are required or in the event of extended absence from campus by one of the committee members, the Chairman of the Faculty or Executive Vice President shall call upon the alternates as necessary. Not more than one member of any college faculty shall be on the Committee at the same time. The term of membership shall be two years, three persons to be elected annually, two of whom shall serve as alternates. (For the first year of this procedure, the Committee on Committees shall nominate eight persons. The four persons receiving the highest number of votes shall serve as the alternate with the two persons receiving the highest number of votes serving a two-year term and the other two serving a one-year term. Thereafter, three persons shall be elected each year with the person receiving the highest number of votes becoming the regular committee member and the other two becoming alternates.) Members may be re-elected to this Committee.
- ii. Area of responsibility. The Committee, at the discretion of the President, or at the request of the faculty of any college, or of any individual faculty member affected, shall act within 30

days on any important problem involving any faculty member in his relationship to the University. It shall be its duty after careful investigation to offer counsel to the President and/or to the person or persons concerned. If conciliation is successful, due notification shall be transmitted to the Executive Vice President. If conciliation seems unlikely, both parties shall be notified accordingly with the faculty member being advised of the available options. Unless unusual or extenuating circumstances prevail, participation by legal counsel shall not be deemed appropriate in Conciliation Committee meetings.

Dr. Demer proposed that the words "in writing" be inserted in the next to last sentence following the word "accordingly". This change was accepted by Dr. McCullough.

Dr. Trier inquired why, instead of selecting two primary members of the committee and four alternates, a panel of six could not be selected so all would have some primary responsibility for the work of the committee. Of course appropriate means of sharing the work load would have to be developed.

Dr. McCullough responded that the intent was to have reserve strength available so that a number of Conciliation Committees could function if needed, depending on the case load. There was no intent to enlarge the size of the committee from two to six members, he emphasized. Dr. McCullough said that the experience the two primary members would gain would prove helpful over a period of time in handling a variety of cases. Their counsel would also be helpful to the alternate members.

Dr. Trier then moved that the bylaw provide for six members of the Committee on Conciliation to be elected as members of a panel from which two members would be chosen for each case. This motion was seconded by Dean Nelson.

Dr. Shirley Fahey spoke against the motion. She said she thought the committee would be more effective if it had the strength of the two primary members' having built up a fund of experience over a period of service. Thus faculty members could be better served by this committee. Dr. Trier said that if all six members of the panel could have some experience, the work load could be shared without any faculty member's having inexperienced persons on the committee for his particular case.

Dr. Thompson said he always liked step-wise logic. Do we really need a six-man panel at this time, that is, do we know that we do? Why don't we wait and see what our experience is, operating under the proposal made by Dr. McCullough. Bylaws can be easily changed if in time the proposed scheme proves to be unworkable or inadequate.

The question was called for and Dr. Trier's motion failed.

The original question was then called for on Dr. McCullough's proposal, with the addition of the two words proposed by Dr. Demer, and the motion carried.

CHANGE IN BYLAW 12, b. RELATING TO THE COMMITTEE ON ACADEMIC PRIVILEGE AND TENURE:  
The Senate next considered an amendment to the proposed revision of Bylaw 12, b. concerning the Committee on Academic Privilege and Tenure as presented to the Senate at its November meeting.

Dr. Myers, Chairman of the Committee of Eleven, moved that the first sentence of the second paragraph under Membership and Organization (to wit: The Committee on Committees shall provide a slate of not less than twice the number of persons to be elected each year) be amended to read as follows:

"The slate of candidates presented to the faculty shall be selected in the following manner:

- (a) The Committee on Committees will provide a list of names containing not less than three times the number to be elected. For each person listed the Committee shall provide a brief description of relevant experience and background. This information shall also appear on the ballot submitted to the faculty.
- (b) From the list described in (a), the Chairman of the Faculty and the President shall select a slate of not less than twice the number to be elected."

Dr. Myers said that this revision had the approval of President Schaefer. Several seconds to the motion were heard.

The proposed amendment carried with no dissenting vote heard.

The Senate then continued its consideration of the total proposed revision of Bylaw 12, b. as amended. Dean Livermore said that he must object to the second sentence of the fourth paragraph under section iii. Procedures which read "Any panel may request a legally trained member of the faculty to act as legal consultant to the panel." He moved that this sentence be deleted. He explained that this provision could easily place a heavy, even an unreasonable, burden on the faculty of the College of Law. Dean Livermore said that not every member of the law faculty is competent to serve as a consultant in such cases, without doing a great amount of research. Should it be expected that most members of the law faculty should now become specialists in academic due process? Won't all panels want a free lawyer, probably to be provided by the law faculty?

Dr. Myers pointed out that it was not intended that all of this burden be carried by the law faculty. There are a number of faculty members in other disciplines who hold law degrees.

Dr. Tomizuka asked how one defined "legally trained". He received no answer.

Dr. Steelink said he thought it would be helpful to the senators if they could hear from the chairman of the Committee on Academic Privilege and Tenure concerning the committee's experience last year. Dr. Hetrick

was in the gallery. Dr. Hetrick received permission to speak and explained that a panel had been prepared including <sup>all members</sup> ~~all members~~ of the faculty <sup>who were</sup> ~~who were~~ legally trained. This had included members of the law faculty, of course, plus about seven members of the faculty from other disciplines.

Dr. Woods seconded Dean Livermore's motion at this point.

Dr. Thompson said that if the sentence the motion would drop were deleted without in some other way providing for legal counsel, the Committee on Academic Privilege and Tenure would indeed be in trouble. Did Dean Livermore and Dr. Woods have an alternative suggestion to make?

Dean Livermore said if the proposed bylaw passed, including the sentence in question, he felt he would have to relieve a faculty member of part of his teaching load so he would be available to serve as legal consultant to panels of the Committee on Academic Privilege and Tenure. He said he would feel it necessary to do this to avoid a number of different members of the law faculty having to take on this additional responsibility.

Dr. Woods said that some way should be found to retain a legal specialist to serve as such a consultant rather than to expect the law faculty to assume this responsibility. The role of legal counsel in these cases normally would be extremely time-consuming, he was certain. Such persons could be employed for this express purpose and the committee should not depend on the law faculty or on other members of the faculty, he said.

President Schaefer said he hoped soon to add a lawyer to his staff with the title of Assistant to the President to assist his office in handling legal concerns. Such a person, however, would of course be considered the advocate of the administration and thus would not be an individual the Committee on Academic Privilege and Tenure panels would want to have as counsel. If the University administration hired a specialist for the committee as suggested by Professor Woods, the result would of course be a "conflict of interest" situation. Would the faculty trust the legal advice of a man whose salary was being paid by the President?

Dr. Peterson urged that if the sentence were deleted as moved by Dean Livermore, some specific alternative be substituted in the bylaw.

Dean Livermore said he disliked delaying approval of revised Bylaw 12, b., but it was a fact that in 1973-74 an excessive amount of the time of the law faculty was required in providing counsel to the Committee on Academic Privilege and Tenure. He did not see how this situation could be made permanent.

Dr. Peterson then moved to table Dean Livermore's motion until the next Senate meeting, suggesting that in the interval Dean Livermore and Dr. Woods devise an alternate proposal. The motion had several seconds. The motion to table the motion failed by a hand vote of 31 to 26.

Dr. Woods asked if the wording "legally trained member of the faculty" could be changed to "legally trained person"?

Dr. McCoy said that she was at present serving on a panel of the Committee on Academic Privilege and Tenure and wanted to emphasize that it

is essential either to have a legally trained person on such a panel or have such an individual serving as an adviser to the panel.

The question on Dean Livermore's motion to delete the sentence in question was called for and the motion failed by a heavy negative vote.

The question on the entire proposed revision of Bylaw 12, b. as amended was then called for and carried.

FURTHER CONSIDERATION OF PROPOSED NEW FACULTY CONSTITUTION AND BYLAWS: President Schaefer recognized Dr. Inman representing the ad hoc committee which had been appointed at the November meeting to "desex" the proposed Constitution and Bylaws in every instance where masculine or feminine pronouns were used, nouns ending in -man occurred, etc. (The committee had been composed of Dean Bleibtreu, Dr. Inman, Dr. Shirley Fahey, and Dr. Capponi.)

Dr. Inman reported that the committee had carefully carried out its mission and she had with her a marked document showing each and every change throughout the Constitution and Bylaws. She said she would not refer to every individual change one by one since there were over 100 of them but she would summarize how the committee had handled its assignment. All references to Chairman of the Faculty had been changed to President of the Faculty. In all other uses of the word "chairman" the words "presiding officer" had been substituted. Throughout the document distinction is made between President of the University and President of the Faculty.

Where the word "spokesman" had occurred the language had been reworded. Such phrases as "man of learning" had been changed to "people of learning". The use of masculine or feminine pronouns had been almost totally avoided by using plural pronouns or using the article "a" or "the". In a few instances the words "he or she" were used. In others the language had been considerably revised. Such changes have been made consistently throughout the Constitution and Bylaws, Dr. Inman emphasized. There were some sexual references in the wording of the original section on the Committee on Academic Privilege and Tenure, but these had been corrected in the new version developed by the Committee of Eleven.

Several motions to approve the changes reported by Dr. Inman were made and several seconds followed.

Dr. Skinner questioned the appropriateness of calling the Chairman of the Faculty the President of the Faculty. He felt this would somewhat change the nature of the relationship between the Chairman of the Faculty and the faculty.

Dr. Steelink asked why the committee had not liked the word "chairperson" so far as referring to the chief elected officer of the faculty. Dr. Inman said the committee had not discussed the merits of "chairperson" because everyone concerned had liked the use of "President of the Faculty" as soon as it was suggested. This would be a more neutral kind of wording, she pointed out. To some persons use of the word "chairperson" indicates heavy commitment to the role of feminism. On the other hand, the word "chairman" offends some people. It was felt that the chief elective officer of the faculty is indeed the President of that faculty rather than its chairman, she said.

Vice President Johnson spoke against use of the phrase "President of the Faculty". He said he could see nothing but confusion resulting from the chief administrative officer of the University and the chief elected officer of the faculty both being called President. This could be harmful in many sensitive areas of public relations, he pointed out.

Dean Hull asked if this officer could be called the Dean of the Faculty. Dr. Schaefer said he was not sure Dr. Steelink would take kindly to being called Dean. Dr. Thompson said he felt an antipathy to the word "chairperson". He said he hoped the Constitution and Bylaws could be "desexed" without its language being mangled.

Dr. Peterson said he saw no need for most of the changes reported by Dr. Inman. Further, what was going to be done in such sections as Bylaw 12, b., iv. where there are frequent uses of "his", referring to the President of the University? Dr. Inman explained that in most of those instances the "his" would be changed to "a".

Dean Fahey said he was impressed by the manner in which the committee had so thoroughly desexed the Constitution and Bylaws by acceptable language changes. However he too felt that references to two Presidents in the document would result in great confusion. He then moved that the Senate approve all of the desexing proposals made by Dr. Inman except to substitute the title "President of the Faculty" for the officer now called "Chairman of the Faculty". He felt this matter needed further study. Several seconds to Dr. Fahey's motion were heard. The motion carried.

Dr. Schaefer suggested that the Committee of Eleven study the question of the title of the chief elective officer of the faculty and bring a proposal to the Senate.

Dr. LaBan then moved that the Senate accept the total proposed Constitution and Bylaws as amended, with the exception of the designation of the chief elected officer of the faculty. Dr. Steelink seconded the motion.

Dr. Myers then moved that paragraph III., B. in the proposed Constitution, reading "The presiding officer of the Faculty Senate shall be elected by the Senate from its membership" be changed to "The President of the University shall preside at meetings of the Faculty Senate." Dr. Steelink seconded this motion. Discussion followed about what provision should be made for a presiding officer in the absence of the President of the University. Some persons suggested that III., B. read "The President of the University or the President's designee..." Dean Rhodes pointed out there might be times when circumstances would prevent the President's designating whom he wished to preside in his absence. In reply it was pointed out that the President could pre-designate persons to take his place as presiding officer of the Senate should there ever come an emergency situation where he would not otherwise have specifically designated his representative.

Dean Rhodes and Dr. Peterson urged that the procedure provided in the present Constitution be adopted which reads, "The senior vice president attending shall preside in the absence of the President." After further discussion it was agreed to use that language. Paragraph III., B. of the Constitution would

then read: "The President of the University shall preside at meetings of the Faculty Senate. The senior Vice President attending shall preside in the absence of the President."

Dr. Inman referred to Section III., C. of the proposed new Constitution which reads, "The Secretary of the Faculty Senate shall be elected from its membership by the Senate". She thought this arrangement might prove to be unsatisfactory. There could be question about the availability of secretarial assistance. She felt that the Dean of Admissions and Records should be designated as the Secretary. Dr. Steelink said that the Dean might not always want to have this responsibility. He felt that adequate secretarial help could be provided whomever the Senate elected. Dean Brewer urged approval of Dr. Inman's suggestion. Dr. Inman then moved that Paragraph III., C. be revised to read, "The Dean of Admissions and Records shall act as Secretary of the Senate". Several seconds were heard and this motion carried.

Dr. Elliott objected to the definition of membership of the faculty in Section I., A. He explained that this proposed definition would eliminate from the general faculty many administrative and professional personnel who do not have academic appointment or academic rank. He objected to the definition because of the following reasons: (1) Many administrative and professional personnel are responsible for educational activities which occur outside the classroom. Many of them have daily contact with students on significant matters which affect the educational climate of the University. (2) Excluding them from the faculty would create greater fragmentation of the campus community. The complexities created by the size and the diversity of the University call for greater unity and cooperation to accomplish the goals of the institution. (3) Dependent children of voting faculty members are allowed to register for reduced fees while staff personnel must have five years of continuous employment to receive the same benefit. Decreasing benefits will make recruitment of competent administrative and professional personnel more difficult.

Dr. Elliott then moved that Section I., A., 1. be amended as follows: (1) In line two after the word "academic" add the words "administrative and professional". (2) Change lines 13-16 to read, "The faculty does not include personnel who are candidates for a degree at the University of Arizona."

Vice President Johnson seconded this motion.

Dr. Peterson asked for examples of the sorts of persons Dr. Elliott was referring to. Mr. Johnson said these would include all professional members of the Agricultural Experiment Station, all professional members of the Agricultural and Home Economics Extension program, including all county agents, most of the professional librarians, and a number of assistant student personnel deans, to name only some of the groups. Dr. Elliott himself would no longer be a member of the faculty, Mr. Johnson pointed out, except for the fact that Section I., A., 3. does provide a "grandfather clause". Other positions that would be disenfranchised include the Director of the News Bureau, the Director of the Student Health Service, the Director of the Student Union, to mention a few. Between 250 and 300 positions would be disenfranchised by implementing this new definition of faculty membership, Mr. Johnson said.

Dr. Thompson said he felt it was important to remember that there is a difference between the responsibility within the University of faculty personnel doing teaching and research and professional people filling other important roles. He said it was unfortunate that fringe benefits and perquisites should be given employees based on whether or not they hold faculty status. The perquisites should be equitably available and this should be accomplished by other means than to call nonfaculty personnel faculty members thereby giving them votes in faculty affairs.

Vice President Johnson pointed out that nationwide the recent trend has been to widen participation in campus legislative bodies, bringing in students and representatives of various campus groups. This action would be a movement in the opposite direction from that trend.

Several senators asked why the drafting committee had adopted a more restrictive definition of faculty membership. Vice President McMillan and Dean Windsor who both were members of the ad hoc Committee on Constitution and Bylaws explained that it had been the feeling of some persons that the legislative body concerning itself with faculty affairs should for the most part be made up only of persons engaged in teaching or research.

It was pointed out that Dr. Leon Blitzer was in the gallery. Dr. Blitzer had also served on the Constitution and Bylaws Committee. He was recognized and asked to speak to the Senate. He explained that the definition of faculty membership had indeed been a very difficult part of the committee's work and many meetings had been spent wrestling with this problem. What in fact had been a compromise was finally reached. Rather than to try to include a designation of all the different categories of members that should be included, Paragraph I., A., 2. had been provided establishing a Committee on Faculty Membership. It was felt that this committee could determine which persons in the various elements of the University organization should be given membership in the faculty.

Dr. Thompson said that there exists, he felt, on this campus a widespread confusion concerning the Faculty Senate. This confusion probably exists in the minds of some members of this body. Do we have, or should we have, a Faculty Senate or a University Senate? We really have a University Senate at present, he explained, although we call it a Faculty Senate. It is made up of faculty personnel, administrators, and representatives of a number of other nonteaching and nonresearch groups. The makeup is so prescribed that there is assurance that the teaching and research representatives always will be the dominant group. It would not violate the concept of a University Senate to have wider representation from the professional units which have much to do in conducting the total educational enterprise of the University.

Dr. Massengale said he thought it would be unfortunate to exclude a large portion of personnel who in fact traditionally have had faculty status.

Dr. Skinner said that there has been confusion in the past because there was no adequate definition of faculty members. None is provided in the present Constitution, he emphasized. Questions that should be answered are (1) What is the role of the faculty? (2) What is the role of the Faculty Senate? (3) What are the benefits of faculty status? The definition of the role of

the faculty and the role of the Faculty Senate should be so stated that they are not related to fringe benefits that should be available widely to University employes in general. In other words, eligibility requirements for these benefits should be modified but they should not be related to faculty status.

Dr. Kearns said she objected to any implication that teaching is not involved in the agricultural extension program and the home economics extension program. The teaching carried on by personnel in these programs is no less educational than that in formal on-campus classes although University credit is not awarded.

Dr. Thompson said the mandate to the Committee on Faculty Membership would certainly be easier if the final sentence of I., A., 1. was revised as proposed by Dr. Elliott. He urged the Senate at least to approve the second part of Dr. Elliott's motion.

Dr. Elliott said he felt it was still essential specifically to indicate in the first sentence of I., A., 1. that the faculty includes administrative and professional personnel in addition to academic personnel.

Dean Fahey spoke in support of Dr. Thompson's comment supporting the second part of Dr. Elliott's motion. He felt, however, that it would not be wise specifically to add "administrative and professional personnel" to the academic group referred to in the first sentence of I., A., 1. This would lead to the very difficulty Dr. Thompson was anxious to avoid, that is, establishing too specific a definition of faculty membership with which the Committee on Membership would have to wrestle.

President Schaefer said that he felt the dialogue to this point was good and the discussion very worthwhile. The issue before the Senate was a most important one. He suggested Senate members continue to study the question of an appropriate definition of faculty membership and be ready to resume consideration of the question at the next meeting. He said he would like to adjourn the meeting at this point if there was no objection. None was heard and the Senate adjourned at 4:55 o'clock.

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David L. Windsor, Secretary

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David Butler, Assistant Secretary