

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, December 6, 1976 Kiva, Room 211 College of Education

The Faculty Senate convened in regular session at 3 p.m. on Monday, December 6, 1976, in the Kiva, Room 211 of the College of Education. Seventy-three members were present with President Schaefer presiding.

SENATE MEMBERS PRESENT: Atwater, Bartlett, Blackwell, Boghosian, Briggs, Butler, Caldwell, Carr, Ceballos, Chin, Clark, Coxon, DeWalt, DuVal, Fahey, Gegenheimer, Gerhard, Graham, Hetrick, Hull, Ingram, R. Johnson, Kneebone, LaBan, Laird, Lebowitz, Livermore, Lytle, Manes, McCullough, McMillan, Mitchell, Munroe, Munsinger, Murphy, Myers, Nelson, Nigh, Odishaw, Paplanus, Paulsen, Peacock, Peterson, Picchioni, Prosser, Rehm, Rhodes, Rosenberg, Roubicek, Rush, Rusk, Schaefer, Seibert, Selke, Sigworth, Sivo, Smith, Sorensen, Steelink, Sumner, Svob, Thompson, Tomizuka, Townsend, Vanselow, Weaver, Webb, Wenders, Wiersma, Windsor, Witte, Woloshin, and Wrenn. Dr. Robert Sankey was present as parliamentarian.

SENATE MEMBERS ABSENT: Davis, Drescher, Edwards, Federhar, Flores, Gaines, Garcia, Hawkins, Heusinkveld, Hyland, Inman, M. Johnson, Kassander, Manning, Marchello, Matlock, McConnell, Meredith, Ridge, Rosenblatt, and Stairs.

APPROVAL OF MINUTES: The minutes of the meeting of November 1, 1976 were approved as distributed, with the following modification. Dr. Marlys Witte asked that in the November 1 minutes, in reporting a statement by Regent Elliott Dunseath which President Schaefer had been asked to read to the Senate concerning due process for faculty members, it be noted that Dr. Dunseath was expressing his personal opinion. The President indicated this modification would be made.

LETTER TO REGENT DUNSEATH FROM PRESIDENT OF THE U OF A CHAPTER OF AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS: At this point Dr. Sigworth asked for the privilege as president of the U of A chapter of the American Association of University Professors of reading to the Senate, for inclusion in the minutes of this meeting, a letter he had recently sent Regent Dunseath. Dr. Sigworth then read the following to the Senate body:

"November 29, 1976

"Mr. James Elliott Dunseath
Arizona Board of Regents

"Dear Mr. Dunseath:

"In reference to your statement read to the University of Arizona Faculty Senate at its meeting of November 1, 1976, I wish as president of the University of Arizona Chapter of the American Association of University Professors and as a member of the Senate respectfully to make the following comments:

- "1. It has never been nor is it now the position of the A.A.U.P. that a nontenured faculty member has any right to expect continued employment.

- "2. In reviewing the A.A.U.P. Policy Documents and Reports (1973 ed.) I do not find any basis for your statement that: 'A.A.U.P. holds that a nontenured member of the faculty has the same right as a tenured faculty member to a due process hearing.' It is the view of the A.A.U.P. and of this Chapter that any nontenured faculty member who has reason to believe that his or her nonretention is based on a violation of first amendment rights or upon invidious discrimination should have recourse to regularly constituted machinery within the institution in the hope of resolving the issue before seeking relief in the courts. This view seems perfectly in accord with your statement that: 'All members of the faculty, tenured and nontenured, who have a grievance based upon a legal right, are entitled to appear before the Committee on Academic Privilege and Tenure and receive all of the elements of due process.'
- "3. The national A.A.U.P. recommends that a nontenured faculty member who is not retained should upon request be given in writing reasons for nonretention. The local Chapter has not taken a stand on this issue because we are aware of divided opinion among the University of Arizona faculty on the matter. Whatever may be the convenience of the institution, a written statement of reasons for nonretention may, and possibly usually will, work to the ultimate disadvantage of the faculty member not retained.

Very respectfully yours,

Oliver F. Sigworth
Professor of English
President, University of Arizona Chapter
A.A.U.P."

RECOGNITION OF NEW SENATORS: President Schaefer introduced to the Senate two new senators, Dr. Moran Coxon, newly elected senator representing the College of Engineering, and Dr. John S. Sumner, newly elected senator representing the College of Earth Sciences.

REMARKS BY THE PRESIDENT: President Schaefer informed the Senate he was appointing a special committee to develop appropriate new procedures to assure full compliance by all components of the University with the provisions of the recent federal legislation known as the Buckley Amendment, more formally identified as the Family Educational Rights and Privacy Act of 1974.

He announced also that he was appointing a special committee, to be chaired by Vice President Johnson, which would concern itself with problems of rape and assault in the area of the University campus. The committee will include representatives from both the city and the University, the President said. He said he has received assurance of cooperation from the Mayor of Tucson.

Referring to safety on the campus, Dr. Steelink asked if motorcycles are supposed to be banned from campus driveways during the hours the drives are closed to vehicular traffic. Dr. Schaefer referred the question to Dean Svob

who said that while the banning of vehicular traffic was intended to include motorcycles, the fact remains that it is not possible for motorcycles to have access to some of the parking areas designated for motorcycles without their having to be driven on some campus drives.

Dr. Schaefer suggested this matter be referred to the Traffic and Parking Committee.

REPORTS FROM THE CHAIRMAN OF THE FACULTY AND THE SECRETARY OF THE SENATE:
Faculty Chairman Steelink made the following report to the Senate:

"1. Pay-Benefit Increases for University Employees

This year the Chairman of the Faculty and Professor Donald Myers will be lobbying at the state legislature on behalf of the faculty. We have already met with some key legislators on proposed retirement benefit legislation. The legislature will consider proposals for cost-of-living increases, state funding of health, life and disability insurance premiums equivalent to a 9% increase in compensation. Dr. Myers and I are eager to get your response to these proposals. We are especially interested to find out whether you favor a major part of your salary increase in the form of insurance premiums or in salary alone.

"2. Retirement

Senate Bill 1374 will be reintroduced this session in a modified form. This bill provides for early retirement if your years of service and age add up to 85. Changes in the House leadership may favor passage this time.

"3. Legislator-Faculty Conference

The Arizona Universities Faculty Council is planning to hold a one-day conference in Phoenix during the last week in January 1977. Approximately 20 legislators and 15-20 faculty from the three universities will participate. The tentative title is 'Utilization of the Resources of Higher Education in Arizona.' A grant from the Education Commission of the States to me will underwrite the conference, which will be co-sponsored by the AAUP.

I would like to solicit the help of any faculty members who have some expertise in organizing conferences.

"4. Senate Committee to Evaluate Higher Administrators

Professor Ray Davis, Chairman of the Senate Committee to Evaluate Higher Administration, solicits any suggestions, information or documentation on the evaluation of higher administrators. Please contact him at the College of Law, Ext. 1720.

"5. Date of January Meeting of Faculty Senate

The next meeting of the Faculty Senate, that is, the January meeting, will be held on Monday afternoon, January 17, 1977, at 3 o'clock. The meeting date has been set by the recently formed Senate Executive Committee."

The Secretary next reported that the Executive Committee had developed a new procedure for the making of formal motions before the Senate. Persons making formal motions, as distinct from routine ones such as "I move approval of the report," will be asked to write their motion on cards available at each senator's place to assure the wording is correct in all respects and to facilitate accurate inclusion of the specific motion in the minutes. Parliamentarian Sankey will go to the maker of a motion to pick up the motion card and assist where appropriate in revising, refining, etc. He will transmit the motion card to the Secretary. Dr. Gegenheimer asked if formal approval of this new procedure was necessary and the President said since no objection was being expressed the record could show that the body agreed to the proposed practice by consent.

APPROVAL OF CATALOG MATERIAL AS REPORTED IN "CURRICULUM" BULLETIN: The Senate approved catalog material as furnished Senate members in "Curriculum" bulletin Vol. 6, No. 7 (issue date of November 24, 1976), including material pending from an earlier issue relating to the program in Landscape Architecture, but excluding material devoted to proposed revisions in the grading system. The grading system was to come up later at this meeting as a separate matter of business.

PROPOSED REVISIONS IN GRADING SYSTEM: The Senate next turned its attention to a proposal from the Undergraduate Council concerning certain revisions in the University's grading system. President Schaefer said he realized this matter was of considerable import with far-reaching implications and he had received indications of concern on the part of a number of University persons. For that reason he felt the proposal should receive thorough discussion at today's meeting but that formal action should be delayed until the next meeting of the Senate. He then recognized Dr. Peterson, Chairman of the Undergraduate Council's Subcommittee on the Grading System.

Dr. Peterson explained that there had been general concern among many members of the faculty for some time about abuse of the grade N (for nonofficial withdrawal). Originally this grade had been authorized for use in cases where a student was enrolled for a course in error, Dr. Peterson said. It had been thought a student should be allowed to drop his enrollment in the course without official processing but also without penalty. However the grade of N came to be used for many other situations as well and since the grade carried no penalty considerable misuse had resulted. Use of the N had escalated markedly in recent years. In the fall semester of 1972, 3,000 N grades were given by faculty members. In the fall of 1975, 7,000 N grades were given. There have been earlier attempts to cope with some of the situations that have led to misuse of the grade of N, Dr. Peterson explained. For instance, in April 1972 the Senate received a proposal that the period of time during which a student could automatically receive a passing withdrawal mark of 8 be extended to the end of the semester. The Senate had turned down this proposal however.

In the fall of 1976 the assistant deans of the several colleges had requested that the matter of the grade of N be looked into and it was referred to the Undergraduate Council in October. Undergraduate Council members then obtained opinions from faculty colleagues in all the colleges. The Council met with David Butler, the University Registrar. The Undergraduate Council named a subcommittee on grading to consider not only the grade of N but a

number of other concerns which the discussion had brought to the surface, including problems with the grades of I and W. The subcommittee had included Dr. Timothy Light of the Department of Oriental Studies, Dr. Gerald Swanson of the Department of Economics, Jane Hill, student, and Dr. Peterson, Chairman. Mary Ellen Hazzard of the College of Nursing, Chairperson of the Undergraduate Council, and Bill Noyes, Coordinator of Curricular Matters, served as ex-officio members of the subcommittee. The committee held a number of meetings including one with Herman Carrillo, Associate Registrar. Further discussions were held with faculty colleagues and with Registrar Butler, and a proposal was developed. This then was submitted to all of the college deans for their reaction. What he was saying, Dr. Peterson said, was that what was being presented today to the Senate was not something that "came out of the blue" but something that had been developed carefully over a considerable period of time, receiving much study and much campus-wide input.

Dr. Peterson explained that briefly summarized, the proposal included the following: The meanings of grades B, C, and D would be changed from "above average", "average", and "below average" respectively to "good", "fair", and "poor". The grade of N would be eliminated. The grade of I (Incomplete) if not removed within one year would automatically become an E both in the grade point average and on the student's permanent record (paragraph on Page 3 of the summary on use of I). The grade of W would be awarded to a student officially withdrawing, with the instructor's permission, who is doing passing work only after the fourth week of classes. When the withdrawal has taken place before the end of four weeks the course would not be entered on the student's record at all. For undergraduate students the last day for withdrawal with a W would be the last day of classes, for graduate students the last day of the tenth week of classes. The awarding of a W would be entirely a matter of the instructor's discretion. However only during the first four weeks would a student automatically be eligible to drop a course with guaranteed passing level, compared with the present six weeks. The grades of X (Course Cancelled by the University), Y (No Grade Reported), and - (Dash) (Registration Cancelled) would be eliminated.

(For a detailed description of the proposed grading policies compared with the present ones, as well as proposed grade descriptions compared with the present ones, together with proposed revisions in catalog statements relating to grades and concerning registration adjustments, absences, and certain statements in the Faculty Manual, see the attachment to these minutes.)

Dr. Peterson then discussed in more detail the several proposals. He said that in the judgment of the committee the grade of I (Incomplete) should be awarded only at the end of the semester, when course work has been satisfactory except for a minor portion remaining to be completed. A full description of the use of the grade of I would be as follows:

- I Incomplete Awarded only at the end of a semester, when course work has been satisfactory except for a minor portion remaining to be completed. The grade of I is not to be awarded when the student is expected to repeat the course. In such case, a grade of E must be awarded. Incomplete grades do not enter into the calculation of the grade point average for one year from date of award. If the incomplete is not removed by the instructor within one year, an I grade will automatically be counted as

an E in the grade point average and so indicated on the student's permanent record, or, in the case of a P/F course, as an F, which is not counted in the grade point average. For courses not carrying graduate credit, the one year limit may be extended by petition for cause approved by the instructor with the concurrence of the dean of the college in which the course is taught. For courses carrying graduate credit, such approval may be granted only by the Graduate Council. In the case of Thesis or Dissertation, the time limit for removing an incomplete grade is six years for full credit.

Turning to the grade of W, Dr. Peterson said the committee had found that all shades of opinion existed about when this grade should be used. Some members of the faculty feel that after a certain date early in the semester under only very extraordinary circumstances should a grade of W be awarded. Other faculty members feel that the grade of W should be available rather routinely right up to the time of final examinations. After extensive study the judgment of the committee had been that the awarding of a W grade should be entirely a matter of the instructor's discretion. The proposed full description of the W (Withdrawal) grade would be as follows:

W Withdrawal Awarded only to a student who officially withdraws with the instructor's permission, and who is doing passing work, after the end of the 4th week of classes. For undergraduate students the last day for withdrawal with a W is the last day of classes (not including the Final Examination Period). For graduate students the last day for withdrawal with a W is the last day of the tenth week of classes except for cause approved by the Graduate Council. For students in the Colleges of Law and Medicine, withdrawals are governed by the rules and regulations of those colleges. Subject to the above limitations, the awarding of a W grade is entirely a matter of the instructor's discretion, with the concurrence of the college dean. For withdrawals prior to the end of the 4th week of classes, see the section on Registration Adjustments.

Dr. Peterson said the comment had been heard that leaving the policy up to individual instructors could result in inequitable and unfair treatment, different instructors having different attitudes. That is simply the way the world is, Dr. Peterson said. One man's A is another man's C. He said Undergraduate Council members had agreed that it was every instructor's responsibility to make it crystal clear to all of his or her students at the beginning of a term what his or her procedure was going to be in that class so far as the policy governing the grade of W was concerned. In answer to the charge that without a specific limit faculty members would allow withdrawal up to the very end of the semester and that this would be academically a bad procedure, Dr. Peterson said that the committee felt that this was not very likely to be a widespread problem. Among the faculty of the College of Engineering, he said, only 8% felt that the W should be available right up to the end of the term. It has been said that to ask each instructor to adopt his own policy of how long into the semester to award W's would put too much of a burden on the faculty. That is, if Professor X has a conservative attitude toward this policy, students may say, "Why won't you give me a W at this point in the semester" Professor Y will." However faculty members must have the courage of their own convictions, he said.

Dr. Peterson said that the symbol Y was being eliminated as a grade available for faculty members to submit. The symbol means "no grade reported", and this is a device necessary for the Registrar's Office to be able to process grades when a faculty member has failed to turn in grades. Some faculty members, however, knowing about the grade have turned in this mark when they did not wish to assign a student a specific grade. The Registrar's Office will continue to use the Y as a reference symbol on the student's record.

Dr. Peterson referred to the proposal that a student dropping a course within the first four weeks of a semester not have the course entered on his or her permanent record at all. He said this was because many employers as well as many representatives of university academic departments reviewing graduate applicants for admission consider a W on a record to be a liability. In other words grades of W prejudice a student's opportunity for employment or graduate admission. Therefore it had been decided that a student dropping a course during the first four weeks should not have the course indicated at all as part of his or her semester's record.

Dr. Peterson called the Senate members' attention to the proposed changes in the catalog statements about absences and about registration adjustments as well as the proposed changes in certain statements in the Faculty Manual relating to withdrawal from courses.

Dr. Peterson said the question might be asked, "What about mistakes in registration if the grade of N is no longer to be available?" Mistakes will be handled in a different way in the future, he said. Each student is sent a card printout as early as possible every semester indicating what his or her official registration for the semester is. The card hereafter would also carry the message that if a student does not attend any course for which he is officially enrolled he will receive the failing grade of E. However if the student reports a mistake in registration to the Registrar's Office the erroneous registration will be corrected on the spot at no charge, if the Registrar is convinced that the error is bona fide as reported by the student. If the Registrar's Office does not accept the student's explanation of the situation, the student will take the matter to the instructor and the instructor in turn will confer with the Registrar to get the matter properly resolved. What if the student doesn't receive the enrollment report at the proper time so that the error can be reported and the record can be properly corrected? If the student then automatically gets an E at the end of the semester and it is subsequently found that he or she was erroneously registered in the course, the record will retroactively be corrected, the E will be deleted, and whatever else is necessary to be done will be done, if the Registrar approves. If the Registrar does not approve the record changes the student can then petition the University Petition Committee for satisfaction.

This would not be a perfect system, Dr. Peterson emphasized, but it is felt it is as good as can be developed. It is very possible that the first semester or two the new system was in effect the Petition Committee would be inundated with petitions, he said, but after a semester or two it is felt the procedures would settle down and the new system would operate well. If it did not, it could be changed later. "The grade of N was developed to be a help and it turned out to be a monster," Dr. Peterson said. The committee now submits to the Senate a revision of the grading system that on the whole is

felt to be fair and reasonable and one that will work. Of course if it does not, changes can be made later, he said.

Dr. Schaefer then asked Senate members to comment about the recommendations. Dr. Hetrick asked why the six-week period during which a student is now assured of passing withdrawal would be reduced to four weeks? Dr. Peterson responded that it was felt that a month was a long enough period for a student to determine whether or not he or she was simply "in the wrong course". Students should not be able for very long to drop a course without risk of penalty simply because "it is too hard for me".

Ms. Peggy Wild who was substituting for Dr. Manning said she thought there is some ambiguity between the P grade in courses where grades of S and P are used in lieu of grades of A or B and the grade of P used in Pass/Fail. In one case the P has the meaning of B, in the other it has the meaning of anything above E. She also questioned the one-year limitation for removing a grade of I in graduate courses. It was pointed out that for courses carrying graduate credit the one-year limit may be extended by petition for cause approved by the Graduate Council. In the case of thesis or dissertation the time limit for removing an I grade is six years for full credit.

Dr. Murphy said he was upset about the inequity of the proposed policy concerning withdrawal grades. He said it seemed to him that when you give faculty members that much discretion about the awarding of a grade what you really do is maximize the potential for arbitrary and capricious treatment which will not only be unjust but will appear to be unjust. He said he did not believe the reasons he had heard for not being concerned about inequity were persuasive. It has been commented, "Well, it's an unjust world." Because the world is unjust does not mean we have to make it any more unjust, Dr. Murphy said. Another argument had been that there is subjectivity in assigning grades anyway. Dr. Murphy said the proposal would just add to the subjectivity and to the arbitrariness of grading. If there is a certain subjectivity in a system that does not mean that we have to begin crusading to make the situation still worse. It seemed to him that the proposal concerning withdrawal was mainly designed to make matters easy for the faculty and it seemed to him that this showed "almost a kind of contempt toward students as though students are a pain in the neck and what we want here is a policy that is as easy on ourselves as possible." The proposal would create enormous possibility for abuse and arbitrary treatment, he said.

Dr. Peterson said his comment about an unjust world should be disregarded since he had said it in humor. However he could not agree with Dr. Murphy's other comments, he said. He said Dr. Murphy had said that just because you tell students you are going to be unfair in advance didn't make the procedure any better. Dr. Peterson said the point he had been trying to get across was that in the wide diversity of opinions among faculty members about withdrawal procedure is the opinion of the instructor who tells students that they may not withdraw from his course after the fourth week with a passing grade and who does not feel he is being unfair to his students. He will defend his attitude very strongly and with cogent reasons which one may not agree with but which the instructor holds to very strongly. In fact, Dr. Peterson said, his experience has been that those instructors who feel that the withdrawal time should be severely limited are older individuals with the greatest strength of conviction. Whether you agree with such convictions

or not, they must be respected. Otherwise the only thing left that might be agreed on is some kind of compromise which winds up forcing on everyone something that nobody is happy with. There is just tremendous diversity of opinion among faculty members. In any event, Dr. Peterson said, if a student knows ahead of time that he has four weeks during which he can get out of a course without any penalty or record of his enrollment, he thought that was being fair.

Dr. Hetrick asked why instead of using the grade of I in legitimately incomplete graduate enrollments the grade of K (Course in Progress) could not be used. Mr. Butler explained that this would completely change the definition of the grade of K. The grade of K is reserved for courses officially ending at some time other than the usual close date of a particular term. In cases where a graduate student has not completed a particular graduate project the grade of I heretofore has been considered appropriate. Dr. Hetrick said that he thought some symbol other than I should be used for most graduate enrollments. Surely in most of these cases it is not correct to describe the grade as one that is awarded "... when course work has been satisfactory except for a minor portion remaining to be completed."

President Schaefer suggested that the committee consider Dr. Hetrick's suggestion that for certain types of graduate enrollment some symbol other than I be used to indicate that the project is still incomplete.

Dr. Myers said he had noted that the grades of B, C, and D had been redefined. He said he wondered if the Senate should not explicitly redefine E (failure) to mean not failure in a course but failure to adhere to regulations. For example, if a student one way or another registers in a course which he then does not attend and the student fails to process a withdrawal during the first four weeks, then there is a chance that the student will get an E in the course. Or if a student happens to be in a course where the instructor imposes a hard line so far as withdrawals after the first four weeks are concerned, he might get a failure in the course should he drop. Dr. Myers said he knew from experience that it is hard enough for students within a reasonable time to be notified of their progress as the result of D Week grades, or to be notified within a reasonable time that they are registered in a course but not attending it. There are legitimate cases of erroneous enrollment but awarding a W is not the way to correct these, he said.

Commenting on justice versus injustice, Dr. Myers said that the remark had been made that an A and a C do not necessarily mean the same things in different people's courses. Well, when it comes to computing grade averages all A's are the same and all C's are the same, he said. We must make up our minds. Either they are different or they are the same. Can we record a Jones' A or a Myers' A which doesn't count the same as somebody else's A? If we are going to ask students to adhere to a uniform standard, should not the faculty ask themselves to adhere to it? Dr. Myers referred also to the problem of large lecture classes where people register for a course and never show up and it takes awhile to find out just who these people are. The W is not an appropriate mark with which to tidy up the rolls, he said. Also use of the W requires the student to process the withdrawal, not the instructor. The grade of N has been an appropriate way to clear up registration irregularities, he said, even though he realized the N may have been badly abused.

Dr. Peterson said he did not agree with much of what Dr. Myers said. The fact remains that some faculty members impose different standards from what others do. As far as the failing grade of E is concerned, failure is failure whether it's failing to perform at a minimum level or failing to do all the work that was assigned or whatever. That, however, is a different argument, he said, and not relative to the question now under discussion. Maybe a W is not a good mark to use to get students out of classes, he said, but the committee could not find anything as good. He said again that he thought any initial trouble would be stabilized when the new system had been used for a year or two.

Dr. Gegenheimer asked if he was correct in assuming that the new procedure on I's would not be retroactive. Dr. Peterson said Dr. Gegenheimer was correct. Dr. Gegenheimer said he did not see how the proposal would solve a basic problem. At present faculty members frequently award an N on the last day of the semester. Now will they not just award a W on the last day? Dr. Peterson said that the faculty now feel that if the student has not been attending they must give the grade of N. Under the proposal they will have the option between giving a W or a failing grade, so this is a tightening, he said.

Dr. LaBan said that he had heard many arguments for and against proposals today. He said in many discussions in recent months in the Senate the faculty had been seeking ways to clearly state important principles in a consistent manner, for instance, the policy concerning tenure. But here the Senate would be deliberately creating a procedure whereby 1500 different faculty members could follow 1500 different procedures, it seemed to him, as far as the awarding of grades of W was concerned. "We need one clearly stated University policy which everyone can follow. What we have here opens the situation up to almost anything," he said.

Mr. Mitchell said that from the point of view of a student he saw the only protection students have against the faculty would be if there existed one basic, written policy on withdrawal. The faculty should develop this, he said. Dr. Peterson said perhaps Mr. Mitchell was right, but could agreement ever be reached on one single policy? He said he thought every faculty member certainly could be expected to make available in his dean's office his or her grading standards indicating what was required of students for each of the several grades. He said this is required of every faculty member in the College of Engineering (it has been since one professor was involved in a lawsuit) and he didn't see why this couldn't be the practice campus-wide.

Dean Hull asked how reactions to the committee's proposals should be submitted. Would it be possible to propose amendments at the next meeting of the Senate? President Schaefer said he thought reactions to the proposals should be forwarded in writing to Dr. Peterson as chairman of the subcommittee on grading.

Dean Hull said he would give the committee a grade of A on all of its report except the recommendation on the grade of W. He thought they flunked in that instance. The committee had come up with what he felt was a "cop out", he said. It was his belief that University instructors should teach the whole student. We should treat students as adults, which they are, he said. Give them a few weeks to tidy up their records and thereafter hold them to uniform

standards. Don't permit wide latitude on when a grade of W can be awarded, he urged. He said he would offer an appropriate amendment to this effect at the next meeting, providing an absolute cutoff date for receiving a grade of W.

Dr. Tomizuka said he thought the first four weeks was too short a period for dropping a course without risk of penalty and that six weeks would be a more reasonable time. Dr. Peterson said that one would never find agreement among the faculty as to the appropriate time limit for dropping courses. "You have to trust the faculty," he said. "Give them responsibility and then respect their judgment."

Dr. Tomizuka asked if an instructor who had awarded a student a legitimate grade of I could later change it to a W. Dr. Peterson said that the committee had not considered this option. Of course if this procedure were widely followed, it would soon become as much of an abuse as has the inappropriate use of the grade of N.

Dr. Murphy said he thought too much was being made out of the issue of how hard it would be for the faculty to agree on policy. It depends on what is meant by "agree", he said. "What you mean is it would be very hard for all of us to get our first preference about how this or that ought to be done. That would be true. But what if by 'agree' was meant that we found a policy that the vast majority of the faculty would be willing in conscience to live with even though it wasn't their first choice and didn't have their first priority? I am not at all convinced that as faculty members we couldn't agree on such a basis." Dr. Murphy said it was important that the faculty try to reach agreement because he thought the point Professor LaBan had made was well taken. "As faculty members we wish to protect our own interests," he said. "We are absolutely meticulous in wanting rules explicitly drawn, publicly stated, and enforced with a minimum amount of arbitrary discretion. And it seems to me that when we then address the students we ought to have the same kind of standards in mind. An old bicentennial slogan is that you ought 'to have governments of laws and not of men'. This seems to me to apply here," Dr. Murphy concluded.

Mr. Webb pointed out that faculty members have widely divergent policies on class attendance, absences, etc. Also, he said, many faculty members have widely varying attitudes toward how important class participation is. If an instructor's policies about grading standards, withdrawal, class attendance, etc., are to be announced at the start of the semester, he or she is going to have to continue to announce these repeatedly for a time because of the arrival of late registrants, he said.

The question was asked what the difference is between an F and an E. The answer was that the E is a failure that is calculated in the grade average. The grade of F is a failure received under the Pass/Fail plan and it is not included in the grade average.

At this point reference was made to an experience Dean Rhodes once had in Africa where he discovered that an institution had the grade of E meaning "failure" and the grade of F which meant "absolutely worthless".

Don Myers asked what would be done after the new procedure was implemented if in cases where, for instance, one week after a student was reported with an E on the midsemester delinquent scholarship report (D list) the student dropped the course and received a grade of W. The consensus was that this phenomenon would happen but no one had a solution for it.

Dr. Bartlett said that he thought more commonly than not F is the grade that is the failure mark that is computed in the grade average and that E is the one in the pass/fail system that is not. Why not switch the two, he asked? Dr. Bartlett's question was not answered but Dr. Schaefer said that the question made him wonder about how much interest there now is in pass/fail courses or pass/fail enrollment. Mr. Butler said that between fall of 1972 and the fall of 1975 enrollments under the pass/fail option appeared to be decreasing. Since it seemed that the pass/fail option was decreasing in popularity Dr. Schaefer said he wondered if consideration should be given to dropping this program.

Dr. Murphy referred to the proposed revision in the statement on absences in the catalog which would read:

"When an instructor recommends dropping a student because of absences, the dean of the college, after investigating the circumstances, shall request the Registrar to close the records of the student with a grade of E unless the dean has learned of extenuating circumstances which, when communicated to the instructor, will lead the instructor to withdraw the recommendation."

Just what are extenuating circumstances? Legally can we require documentation? If not do we just recognize plausible liars by accommodating the student we believe? Dr. Peterson answered that here again we simply should leave such matters to the discretion of the instructor.

Dr. Schaefer said he would like again to ask if the Undergraduate Council would like to review the pass/fail option. Dr. Steelink said he thought the pass/fail matter was a big issue in itself and should not be intermixed with consideration of the proposed revisions of the grading system. A catalog deadline is coming, he said. President Schaefer said he thought that developing good sound procedures including a revised grading system but including also a review of the pass/fail system was more important than meeting a catalog deadline.

Dr. Gegenheimer asked that members of the Senate be furnished statistics about the enrollment in pass/fail registration in recent years and the President asked the Secretary to see that this was done.

Dean Rhodes said that a member of the faculty who is not a member of the Senate (that is, Dr. Noyes) had just asked to request that suggestions of any changes in the proposed grading system be sent in writing to Dr. Peterson. Dr. Noyes is the University Coordinator of Curricular Matters and Executive Secretary of the Undergraduate Council. Dr. Peterson said he would welcome any comments. He said the discussion today had been a good one. However every point raised had already been considered by the committee. In submitting suggestions, he said, he had only one caution: "Be sure when you propose

a change concerning one part of the grading system that you do not focus on it alone. Rather, think of it in relationship to other parts. Consider what your change would do to the rest of the total grading system."

CHANGE IN FACULTY MANUAL STATEMENT REGARDING "USE OF THE UNIVERSITY'S NAME":

It was pointed out that at the last meeting of the Senate the body had before it at the time of adjournment a motion by Dr. Steelink concerning Section 2.23 of the Faculty Manual which included a statement about use of the University's name. (See minutes of meeting of 11/1/76.) He said he would like to remove his motion from the floor and this was done by consent.

President Schaefer called the Senate members' attention to the fact that they had been furnished copies of proposals concerning this matter by David Hetrick, R. K. Johnson, and Gerald Peterson.

Dr. Steelink then moved that the proposal by Dr. Hetrick be approved. Dr. Hetrick's proposal was that Section 2.23 of the Faculty Manual be replaced by:

"2.23 USE OF THE UNIVERSITY'S NAME

When they speak or act as private persons, faculty members should make every effort to indicate that they are not representing their institution or speaking in an official capacity."

Dean Hull seconded the motion.

Dr. Schaefer referred to a recent issue of the journal Scientific American. This had included an advertisement on medical instrumentation which featured certain U of A faculty personnel who were identified by name and department as well as the name of the University of Arizona. Obviously the University of Arizona identity lent support to the commercial product the advertisement was trying to sell. Dr. Hetrick's proposal would not take care of this sort of situation, the President pointed out.

Dr. Peterson said that his own proposal had not only included a statement similar to Dr. Hetrick's but also included the following provision:

"If a member of the faculty or staff lends his or her name to endorsements of commercial products, processes or services, candidates for political office, etc., in any manner that will indicate that person's connection with the University of Arizona, such endorsement must include a specific disclaimer statement indicating that the person has made the endorsement as a private citizen, in no way representing the University of Arizona."

Even if the Faculty Manual statement were changed to the language proposed by Dr. Hetrick, he said, it would not prevent such incidences as that of certain faculty members recently lending their name, title, and University identification to particular legislative proposals on the ballot in the recent election. He said he felt some sort of disclaimer paragraph is needed.

Dr. Steelink referred to a recent newspaper advertisement showing

a member of the faculty of the University of Arizona School of Music moving an organ. The ad was one promoting the sale of that brand of organ.

Dr. Schaefer said he believed that what was wanted was that University faculty members behave in conformance with the ethics of the profession.

Dr. Hetrick said, "We have to be reasonable. Granted the advertisement for medical instrumentation related to the sale of a commercial product. We cannot avoid identifying faculty people with their institution. Otherwise a faculty member is never going to indicate his identification with his college or university in anything in print, even a book review." President Schaefer said it should be acknowledged that many advertisements carrying identification of faculty members with their institutions are indeed very good publicity for the college or university concerned.

Dr. Lebowitz said that what is needed are guidelines. If the administration would simply issue a general statement of guidelines of what is acceptable procedure, he thought that would be adequate. Faculty members then would be aware of what was acceptable procedure.

Dean Hull said that you cannot cover every contingency. He said that he felt that the Faculty Manual simply should carry the statement that is on the Notice of Appointment signed by all faculty members. This is what adoption of Dr. Hetrick's motion would provide. "You cannot legislate loyalty any more than you can legislate love," he said. Dr. Schaefer asked about a professor who feels that on political issues, for instance propositions on the ballot, he has a duty to take a stand. Dean Hull said that it should be assumed that faculty members are simply speaking for themselves when they take public stands on such matters.

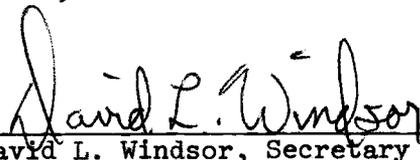
Dr. Myers said that he thought the public was more sophisticated than they were given credit for. They really are not all that impressed one way or the other by whether or not a professor is identified as being with the University of Arizona, be it in the promotion of a particular issue on the ballot or in an advertisement, or anything else.

At this point Dr. Gegenheimer moved the previous question. Several seconds to Dr. Gegenheimer's motion were heard and the motion carried with a few dissenting votes heard. The vote on Dr. Steelink's motion was then called for and the motion carried with a few dissenting votes.

Dr. Peterson said his closing comment was, ^{*} "You cannot legislate everything. Maybe the matter we have just been discussing is indeed one that cannot be legislated."

*Corrected
at 1/17/77
Senate mtg.*

The meeting adjourned at 4:45 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary

* "It has been said today that you cannot legislate everything in relation to use of the University's name. It should be pointed out that you cannot legislate everything in the matter of a grading system either."

MOTIONS PASSED AT MEETING OF DECEMBER 6, 1976:

1. Approval of Minutes of November 1, 1976.
2. Approval of "Curriculum" bulletin Vol. 6, No. 7, including pending material relating to Landscape Architecture but excluding section on proposed revisions in grading system.
3. Approval of change in Faculty Manual statement regarding "Use of the University's Name".

ACTION ITEMS PENDING:

1. Review of University policy which restricts higher administrative officers and certain faculty members from working for advanced degrees at this University (referred back to committee).
2. Review of University procedures concerning dishonest scholastic work.
3. Study of question of developing means of review of institution's administrators at the college and university level.
4. Development of Faculty Manual statement concerning the status of tenured personnel being released because of the lack of financial support, because of the curtailment or termination of a program, or because of a redirection of the goals of department.
5. Proposed revisions in grading system.