

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA  
Monday, May 7, 1979 Kiva, Room 211 College of Education

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, May 7, 1979, in the Kiva, Room 211 of the College of Education. Sixty-seven members were present with President Schaefer presiding.

SENATE MEMBERS PRESENT: Altschul, Antinoro, Armstrong, Atwater, Barrett, Bartlett, Boghosian, Boone, Bried, Briggs, Butler, Caldwell, Campbell, Cassady, Coxon, Crist, Dickinson, Dinham, Edwards, Epperson, Fleming, Gallagher, Garcia, Gerber, Gibbs, Gourley, Graham, Hartsell, Henderson, Hull, Hummel, Kassander, Kettel, Kruttsch, LaBan, Mautner, Meredith, Metcalfe, Myers, Nelson, Paulsen, G. Peterson, R. Peterson, Rehm, Remers, Ridge, Rollins, Rosenberg, Rosenblatt, Schaefer, Shanfield, Skinner, Sorensen, Steelink, Sterrett, Sumner, Svob, Thomas, Thompson, Tomizuka, Townsend, Weaver, C. Wilson, H. Wilson, Windsor, Woloshin, and Zukoski. Dr. Robert Sankey was present as Parliamentarian.

SENATE MEMBERS ABSENT: Arendt, Arenz, Barefield, Brubaker, Clark, Cole, DeArmond, Dresher, Ehrenkranz, Gaines, Hasan, Hazzard, Jones, Laird, Manning, Marchello, May, Mueller, Munsinger, Odishaw, Pickens, Roubicek, Tindall, Witte, and Younggren.

APPROVAL OF MINUTES: The minutes of the meeting of April 2, 1979 were approved as distributed.

Dr. Myers said he wanted to call attention to what he felt was a serious omission from the minutes of the April 20 special meeting. He said that Regent Ralph Bilby had indicated that the ad hoc committee created to work with the central Regents' staff in developing a statement on conditions of employment was to include the Faculty Chairman from each of the three universities, plus another faculty representative from each school chosen by each Faculty Chairman. He said he recalled that following Mr. Bilby's remarks Dr. Steelink had asked Mr. Bilby why the U of A primary representative had not been the U of A Faculty Chairman. Regent Bilby had responded that he thought that Dr. Dinham was the U of A Faculty Chairman. He said he had appointed the Faculty Chairmen from NAU and ASU and he had thought he was appointing the U of A Faculty Chairman. In any event, Mr. Bilby had said, he was confident that the U of A had two good representatives from its faculty and he was certain they would be able to express and reflect the views of the U of A faculty. He said since the committee had already begun its work he would be reluctant to make any change in the makeup of the group.

Dr. Myers said he thought it was important that the record report these remarks by Mr. Bilby in place of the wording used by the secretary, Mr. Butler, ".....the Regents decided that the appropriate method to handle this problem was to appoint an ad hoc committee with appropriate representation from each of the three institutions.....".

It was understood that Dr. Steelink's question and Mr. Bilby's response

would be added to the April 20 minutes.

The attendance roster for April 20 was corrected to show Robert Peterson as present rather than absent.

With the above changes the minutes of the April 20 meeting were approved.

REMARKS BY THE UNIVERSITY PRESIDENT: President Schaefer referred to the recently distributed report to the Faculty Senate by the U of A Air Traffic Committee appointed in November 1978 following Senate action requesting creation of such a committee. He said he thought the committee, which had been chaired by Dr. Walter Fahey, had done an excellent piece of work and prepared a very good report. He noted that Dr. Fahey was present at this meeting.

Dr. Myers moved that the Senate concur in the findings and recommendations of the report and that the report be forwarded to members of the Tucson City Council, the Pima County Board of Supervisors, the members of the Arizona Congressional delegation, and the Inter-Agency Working Group which was formed in late 1978 composed of representatives of Davis-Monthan Air Force Base, the Federal Aviation Administration, the Tucson Airport Authority, the Arizona Air National Guard, the Professional Air Controllers Organization, and other air space users. Several seconds to Dr. Myers' motion were heard.

Dr. Fahey commented that the Inter-Agency Working Group had informally been made acquainted with the report. Dr. Steelink proposed that the motion read, "concur in and endorse". Dr. Myers and his seconds accepted this modification. The motion then carried unanimously.

A copy of the Air Traffic Committee report is attached to the Secretary's file copy of these minutes.

REPORT FROM THE SECRETARY: The Secretary announced that in the recent balloting by the Senate membership to select three new faculty members of the Committee on Intercollegiate Athletics in conformance with Senate action of February 5, 1979, the following faculty members had been elected: Dr. William G. Matlock to a three-year term; Dr. Edward C. Percy to a two-year term; and Dr. Vivian Elaine Lewis Cox to a one-year term.

President Schaefer said that the new members would begin their service July 1, 1979.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Dr. Myers referred to the fact that in the faculty elections held earlier in the spring only 18 senators-at-large had been elected for 1979-81 to fill 20 positions. This was because only 18 individuals had sought election. He said he was therefore recommending that the Senate authorize distribution to the faculty of an announcement of a special election and an invitation to individuals wishing to serve as a senator-at-large to submit nominating petitions.

The Senate membership then would ballot between 27 August and 5 September. The newly elected two Senators could then be seated at the first Senate meeting in September. He moved approval of his recommendations, several seconds were heard, and the motion carried.

Dr. Myers next referred to his solicitation in January, after obtaining Senate approval, for funds for support of the Arizona Universities Faculty Council. He said he was glad to report that \$852 had been contributed by members of the University of Arizona faculty for this purpose.

Referring to the meeting in Tucson he had called of the faculty chairmen of the member institutions of the Pacific-10 Conference, he said it had been necessary to reschedule the meeting for June 16, 1979.

Noting that it was his last Senate meeting as Chairman of the Faculty, Dr. Myers said he would like to share with this body certain particular concerns. He referred to the trend in higher education in this country toward an increasing number of part-time appointments to college and university faculties. At the University of Arizona a person joining the faculty initially as a part-time employe is really not a full employe in that he or she is not eligible for a number of benefits. He or she is not on the tenure track, for example. Attention should be given to the status of part-time faculty members, he emphasized, in such areas as voting privileges, fringe benefits, and eligibility for promotion and tenure. He said he hoped the Senate would keep this concern in mind.

He said he also felt a troubled concern about the poor retirement benefits for certain U of A employes, particularly those who joined the University before 1953. The retirement benefits for "prior service" (prior to 1953) are pitifully meager; further, benefits for employment years between 1953 and 1967 are not very great. With the recent legislation raising the mandatory retirement level to age 70 and with the press for younger faculty members to join the University, Dr. Myers said it seemed to him a way should be sought to permit early retirement for those who want to, but under the present system cannot afford to do so.

Dr. Myers said he continues to receive objections from colleagues about the soon to be implemented five-day delay of the University payday. He said he had not publicly opposed the new procedure but he felt some better way of taking care of matters should be found. A number of employes in the lower pay scales are doubtless going to experience difficulty because of being deprived of income they in fact have earned but cannot receive until their eventual termination from the institution.

Dr. Myers said he had discussed with Regent Bilby the fact that the faculty of the University of Arizona was not represented by its Faculty Chairman on the ad hoc committee created by the Regents to study the Conditions of Employment statement. Mr. Bilby had acknowledged that his error had been simply due to his own ignorance (see Approval of Minutes earlier in these minutes). The fact remains, he said, that the U of A was left without a particular kind of representation on that committee. He said he had sent Mr. Bilby a description of the position of Faculty Chairman at this institution. The Faculty Chairman is sensitive about and close to virtually all faculty concerns and complaints and is in a position on a day-to-day basis probably to be the most knowledgeable representative of the faculty. He said he didn't know what, if anything, Mr. Bilby would do about the matter.

President Schaefer said he was certain that Mr. Bilby had made an honest mistake. Since the Academic Procedures Committee had coordinated the faculty

review on this campus of the Conditions of Employment statement, Dr. Dinham, as chair of that committee, had been the logical person to make presentations to the Regents of the position of the U of A faculty on this matter. When it became obvious to the Regents that the document must be completely revised, Regent Bilby had realized that Dr. Dinham would be a good representative of the U of A faculty. He had erroneously assumed she was Faculty Chairman at this university.

REPORTS FROM STANDING COMMITTEES: Dr. Steelink, as Chairman of the University Planning Committee, referred to the committee's annual report which had been furnished each Senate member at the start of the meeting. The report was as follows:

"A summary of the University Planning Committee's activities for the academic year 1978-79 is presented below. Detailed reports will be forthcoming in the fall of 1979.

"1. Completion of DELPHI questionnaire.

Faculty Senate attitudes were summarized. One recommendation based on the results of the survey will be presented as a motion today, namely, that the name of the Faculty Senate be changed to University Senate.

"2. Separation of Intercollegiate Athletic Program from Intramural and Recreational Program.

The Faculty Senate instructed the Planning Committee (February 5, 1979) to develop plans and a rationale for the separation of these two programs. A number of students, staff, faculty and administrators were interviewed. As a result of these meetings, the Committee has developed general objectives, and will provide detailed policy statements and recommendations this fall. At this time, the Committee would like to announce its general objectives:

(1) The intramural and recreation program should be separated (administratively and financially) from the intercollegiate athletic program.

(2) Current recreational facilities should be maximized in Bear Down Gym by relocating the gymnastics facilities to McKale Center. Necessary funds for this relocation should be made available.

"3. University Recreational Sports Complex.

The Committee strongly endorses the concept of a URSC for students, staff and faculty.

"4. Program Discontinuance.

The Planning Committee has been gathering material from various colleges and universities on policies for program discontinuance, including those discontinued for financial exigency. We will have some comments on the proposal

submitted by the Faculty Senate ad hoc committee (dated April 6, 1979) on this subject.

Members of the Committee: Murray DeArmond  
Earl Sterrett  
John Sumner  
Marshall Townsend  
David Woloshin  
Roger Caldwell  
Cornelius Steelink, Chairman"

Dr. Steelink then moved that the name of the Faculty Senate of the University of Arizona be changed to University Senate, effective July 1, 1979, following ratification of the Bylaws by the proper process. Dr. Steelink said that the rationale behind the motion was that the Senate in fact is made up of faculty members, administrators, professional staff members, and students. The results of the Delphi questionnaire recently circulated indicated that the majority of the Senate felt that the present title was not descriptive. Several seconds were made to the motion.

Dr. Tomizuka spoke against the motion. "We are a community of scholars," he said. "Use of the word Faculty has significance. We operate under a Faculty Constitution, not a University Constitution. For seventeen years a careful balance has been maintained within the Senate membership of two faculty representatives for every administrative one. If the Senate becomes a University Senate rather than a Faculty Senate, might not it be expected that voting proportions might be adjusted, for example, to one-third student, one-third administrator, one-third faculty?"

The question was called for and the motion failed on a vote of Yes 26, No 33.

President Schaefer commented briefly on the report of the University Planning Committee. He said he hoped that there was not an implication in the report that the Senate should move into decision-making about various University administrative procedures and arrangements. He referred to the recommendation that the intercollegiate athletic program be separated from the intramural and recreational program. Is this a proper Senate concern? If so, would it similarly be appropriate for the Senate to determine where organizationally the University Press should be placed? There are a number of other bodies that are concerned with procedures relating to University activities, for instance, the Advisory Council, the Undergraduate Council, the Graduate Council, etc. Dr. Schaefer said he hoped that the Senate was not going to move into areas that are in fact the responsibility of other bodies. He noted that another recommendation had to do with relocating the gymnastics facilities. He did not know if this was a valid concept or not. In any event, where was the funding for such a major move to come from? Similarly, he said he did not know where the funding might come from for the University Recreational Sports Complex. He has consistently endorsed the concept of such a facility. However, it has been determined that to build this would require \$8,000,000. Legislative approval would be necessary. An increase in student fees would have to be authorized. It would be necessary to establish a special assessment for faculty members. All of these are concerns

that must be reckoned with. He said he hoped as the committee continued its discussion of the matters referred to in its annual report there would be some sense of the propriety of the Senate's concerning itself with particular matters.

Next the Senate heard a report from Dr. Dinham as Chairman of the Committee on Academic Procedures. Dr. Dinham said that this Committee had given its attention this year primarily to three matters, the first of which was the review of the performance of deans. The Senate in May 1978 had asked this committee to develop a proper procedure for the review of deans. In studying the problem many department heads had been interviewed. The committee had prepared a report on this matter for today's Senate meeting and it was on the agenda for later consideration.

It had also been proposed that the committee study the draft of Chapter X of the Faculty Manual which concerns Academic Professionals. This matter in fact had not really been dealt with, however. Because of the development of the Conditions of Employment statement and the subsequent negotiations it had been deemed appropriate to table Chapter X for now. It has been pointed out by Vice President Weaver, however, Dr. Dinham said, that certain matters do need attention from time to time. What procedures are available, for example, for handling grievances for academic professionals? Should those stated in the draft of Chapter X be used, or should those set up earlier in Chapter VIII be followed? The committee has recommended that at least for now the grievance procedures for academic professionals be those described in Chapter VIII of the Manual.

The third major concern this year for the Committee on Academic Procedures has been the Conditions of Employment statement. Dr. Dinham reviewed briefly her involvement in this matter. As Chair of the Committee on Academic Procedures she had the responsibility of being the U of A's faculty reactor when the Regents asked for such reaction from a representative from each of the Arizona university campuses. The Conditions of Employment document, by the decision of the Senate, had been made a major matter of responsibility of the Committee on Academic Procedures. Following the appearance before the Regents of the faculty representatives Dr. Dinham was appointed by Mr. Bilby to the state-wide ad hoc committee set up to study the document. She had been asked to select the other U of A representative and she had chosen Dr. Thompson.

At that time the feeling had been that the new document might well be formulated this spring and summer. However matters have not moved that rapidly, Dr. Dinham said. Meanwhile, she has been granted a sabbatical leave for the year 1979-80, and it appears that the development of the revised document may well be a drawn out affair. It therefore became necessary for her to be replaced on the ad hoc committee. Someone is needed with sensitivity to the issues on the academic professional. Continuity of attendance at meetings has been an important consideration. She said that there had been one particular U of A representative always present, along with herself and Dr. Thompson, in all discussions with Dr. Huff.

After taking all these factors into account, Dr. Dinham said that the conclusion had been that the best representative to take her place on the ad hoc committee would be Dr. Rehm. He had attended every meeting dealing with this

important document, she repeated. At the most recent meeting of the ad hoc committee, Dr. Rehm and Dr. Thompson had been the U of A representatives. She said she, therefore, would like at this time to ask the balance of today's report be given by Dr. Rehm. Dr. Rehm said that he and Dr. Thompson had the previous week attended the meeting of the Conditions of Employment ad hoc committee, together with Dr. Robert Huff, the Executive Coordinator of the Board of Regents and the Regents' new legal counsel, Charles Adams. Progress so far had been good, he said. There was agreement that the document is to be made up of three parts. The preamble will give the goals of the Board of Regents and the three universities to provide high-quality programs of higher education to the state of Arizona. Next will be a listing of the policies needed to govern employer-employee relationships between the Board of Regents and the faculties of the three universities. It is felt that these policies should be stated in very broad terms. The third part of the statement will provide how these broad policies are to be implemented on each of the three university campuses of the state. It is realized that each institution is unique. A deadline will be set as to when the separate institutional statements of procedure are to be submitted. Early notice will be given as to when the final document is to take effect.

That, then, is the tone of the ad hoc committee's approach, Dr. Rehm said. Already the committee has gone through about 20% of the earlier document which was submitted to the institutions and which was found to be unsatisfactory in many respects. The committee has been looking at the draft to see where each item falls in the three sections described above, Dr. Rehm said. Attention is being given such matters as methodology as to how teaching assignments are assigned, how faculty appointments are processed, and how rules can and cannot be changed mid-contract. The general attitude of the ad hoc group is very positive, Dr. Rehm said. He said he had the distinct feeling that the group is working well together. The Regents' staff is reasonable and willing to work with the University representatives.

Dr. Zukoski asked who would implement the local procedures developed in part three. Further, he wondered if the three campuses are really all that different. Dr. Rehm said that indeed they are different. The University of Arizona is a land-grant institution, for instance, with personnel of a type and circumstance not found on the other campuses. Input from the people concerned on each of the campuses will be needed in the development of the procedures for each of the separate universities.

Dr. Garcia asked why, if the Board of Regents' original intent had been to have the Chairman of the Faculty of each institution sit on the ad hoc committee and if Dr. Dinham because of her sabbatical leave was having to leave the group, the Chairman of the U of A Faculty had not been named as Dr. Dinham's replacement? Dr. Rehm said he felt he should defer to Dr. Dinham in answering this question. Dr. Dinham said there were two reasons. The arrangements as to who would succeed her on the committee had been agreed to before the Regents' visit to the Senate on April 20, when Regent Bilby's error had been realized. Further, it had been felt that continuity was extremely important here and Dr. Rehm, having attended all meetings of the group, would provide such continuity.

APPROVAL OF CATALOG MATERIAL AS REPORTED IN "CURRICULUM" BULLETIN: The Senate approved catalog material as furnished Senate members in "Curriculum" bulletin Vol. 8, No. 2, issue date of May 7, 1979.

APPROVAL OF CANDIDATES FOR DEGREES TO BE CONFERRED MAY 19, 1979: Each Senate member had received a tentative listing of recipients of degrees to be conferred at Commencement, May 19, 1979. By unanimous vote the Senate approved the conferring of the degrees reported. A list of the tentative recipients with each respective degree indicated is attached to the Secretary's official file copy of these minutes.

POSTPONEMENT OF VISIT BY DR. HUFF: Dr. Schaefer said that an emergency meeting of the Board of Regents had been called for that afternoon in Phoenix, making it necessary for Dr. Robert A. Huff, new Executive Coordinator of the Arizona Board of Regents, again to postpone his visit to the U of A Faculty Senate. It is now hoped that Dr. Huff will be able to attend a Senate meeting early in the fall, 1979.

RECOMMENDATIONS FROM COMMITTEE ON ACADEMIC PROCEDURES RE DEVELOPING MEANS OF REVIEW OF DEANS: Dr. Rehm reviewed with the Senate the proposed guidelines for the review of deans which had been developed during the past year by the Senate Committee on Academic Procedures. He emphasized that the committee had seen its responsibility in this matter to be to develop a procedure which would provide adequate input from the faculty for making appropriate evaluations, while at the same time developing a procedure whereby the deans were not constantly being subject to review.

The committee's report was as follows:

"GUIDELINES FOR THE REVIEW OF DEANS

"Background

In the University structure Deans serve at the pleasure of the President, and as such they are continually 'reviewed' by higher administrators. Thus the purpose of the Dean's review guidelines presented here is to afford those who occupy levels below the dean an opportunity to also have input to the review or reevaluation of their dean's performance.

"Establishment of Review

A review of a particular dean can be put in motion under any of the following:

- a) Periodic review which is to take place not more often than every five years but at least every seven years. Thus all Deans should be reviewed no later than seven years after the approval of these guidelines (i.e. 1986).
- b) Special review which is to take place upon petition of two-thirds of the department heads and directors in a particular college. In this instance faculty members of a college can call for a review by convincing the requisite number of department heads or directors that such a review is necessary. A special review of a particular dean cannot occur more often than every three years, and for a new dean not until he has had at least three years in the University of Arizona deanship position.
- c) Administrative review is a review by which the President can use these guidelines to obtain more detailed information on the performance of a particular dean.

Once the need for a review is established it is to be coordinated through the appropriate vice-president's office.

### "Review Committee

Because of the varied nature of the colleges on campus (from 1 to 20 plus departments per college; professional to liberal arts to artistic fields) each college can best establish its own method of selecting the members of the Dean's review committee. However each college's committee is to consist of the following members;

- a) At least two department heads or directors from the to-be-reviewed dean's college.
- b) At least two faculty members from the to-be-reviewed dean's college.
- c) At least one member who is not a member of the to-be-reviewed dean's college but who holds a similar level position in a related field either in academe, business, industry or the arts.

When a review committee has been formed, it will formulate its procedures prior to beginning the review, and will send a description of the procedures to the dean being reviewed, the Faculty Senate Standing Committee on Academic Procedures, and every faculty member of the pertinent college.

### "Review Content

The end result of a dean's review is to determine the relative success that a dean is having in carrying out his duties. Thus some of the items the review committee should investigate, among others, are: leadership; management effectiveness; ability to work with department heads, higher administrators, faculty members and staff; communication; public relations; fund raising and budgetary skills; support of teaching and research; and desire for establishment and maintenance of a quality program.

Each review committee is expected to establish its own method of obtaining information on the above or other items. Possible methods might be: direct interview with the dean, department heads, and faculty members; anonymous or signed written surveys; outside agency evaluations; rating scales; faculty polls; discussions with employers of the college's graduates, etc.

### "Reporting Procedures

The findings of a particular dean's review committee are advisory only. Thus all information gained and recommendations made are to be submitted to the appropriate vice-president for the implementation of any action deemed necessary. Since the purpose of the review is constructive, it is also imperative that the review committee's recommendations be communicated to the reviewed dean. Faculty feedback as to the committee's recommendations would be through the members of the review committee who could summarize results for the faculty of the reviewed dean's college.

Thomas R. Rehm  
George Ridge  
Charles Rosenberg  
Robert Mautner  
Frank LaBan  
Susan Thomas  
Sarah Dinham, Chair"

Professor Boghosian pointed out that in the College of Architecture there is a dean and an assistant dean with no department heads. In the case of that college, how could the review committee include two department heads or directors? Dr. Rehm said that probably individuals who were directors of programs with responsibilities similar to those of a department head could be identified. If a problem in this regard developed, however, the Committee on Academic Procedures could be asked to assist in finding a proper way to select committee members.

Dr. Bartlett asked what was meant, in paragraph "c" under the section headed Review Committee, in the reference to, "At least one member .....who holds a similar level position in a related field.....". "Similar to what?", he asked. Dr. Rehm responded that what was meant was "similar to the position of the dean being reviewed."

Dr. Coxon said he thought certain references to "college" in the statement could better be to "college faculty". For example, the first sentence under Review Committee might better read, ".....each college faculty can best establish its own method.....". What is meant here is that the reviewing group should be made up of the faculty of the college rather than the administration, since the dean would not be reviewing himself or herself.

Dr. Rehm said that one criterion in setting up and executing any review procedure would certainly be the element of fairness. He noted that the guidelines provide that a review committee in all instances is to send its procedures to the Committee on Academic Procedures. Similarly every faculty member of the college will be informed of the procedures. If procedures were felt not to be acceptable, there would be opportunity for the objectors to file their complaints.

Professor Ridge said that if the Senate wishes to encourage the review of deans, care must be taken "not to compare apples with oranges". The guidelines should be very broad. A college like Architecture is constituted and functions very differently from one like Liberal Arts. Procedures must depend on trust. It is impossible to spell out specific detailed guidelines in a document like this, he said. Each college should be permitted to chart its own course. If this document is bogged down with too much specificity, the result will be that it cannot serve anyone.

Dr. Schaefer said he thought it would be helpful if each college would develop its own review procedures and submit them to the Committee on Academic Procedures for review. He said he would be glad to sit down with any group to review proposed procedures, if asked.

Dr. Campbell asked if in connection with the review of deans, academic professionals were to be considered the same as faculty members. Dr. Schaefer said he assumed that representation on a review group would come from every type of unit reporting to the dean under review. For example, the dean of the College of Agriculture certainly would be subject to the review of such academic professionals as members of the Agricultural Extension Service and members of the Agricultural Experiment Station.

Dr. Myers reminded the Senate that several years ago this body took action to provide for the appropriate review of department heads. Later this concept expanded to include other administrators. The understanding was that deans were to be reviewed by faculty members. The review should be, he felt, limited to the review of deans of colleges. These guidelines under discussion here would not refer to a review of the Dean of Students or the Dean of Admissions and Records. He wondered why specific reference was made to including department heads in the review group. In fact he wondered why the committee needed to have as many members as were called for. What was the purpose of the fifth person provided for in paragraph "c"? He felt that the procedures as described in the statement were too vague. Also he thought that the document did not make it clear that the dean's performance should be reviewed in connection with his functioning in the area of public service as well as in research and instruction. He then moved that the document be returned to the Committee on Academic Procedures for further review and modification in light of today's discussion. Several seconds were heard.

Dr. Dinham said that she thought it would be well if the faculty got an early start on the review procedure, using the document now before the Senate after this body made the few changes that had been suggested today.

Dr. Thompson said he thought it was important to have department heads well represented on the committee. We are talking about deans. Deans want and need a wide interchange of faculty thinking. As a matter of fact, however, most of this interchange and communication is conducted through department heads. Thus, it seemed to him, the best exchange comes through department heads; and this procedure, he was convinced, provided the best means for the dean to be aware of faculty thinking anyway.

Dr. Bartlett said that he had once been a department chairman for sixteen years and he felt that the majority of members of the review committee should be from rank-and-file faculty. He said he thinks the conscientious faculty member has a better perspective on many faculty concerns than the typical department head.

Dr. Tomizuka said he agreed with Dr. Thompson's opinion of the knowledge of department heads. Therefore he wondered why it was even suggested that deans be reviewed every seven years while department heads were to be reviewed only every five!

A vote on Dr. Myers' motion was called for. Before voting it was asked if a definite time should be indicated for the Academic Procedures Committee to report back to the Senate. Dr. Rehm said he thought the November meeting would be a feasible time by which the committee could report back to the Senate. Voting on the question then proceeded and the motion carried.

AD HOC COMMITTEE REPORT RE 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 A DEPARTMENT: Dr. LaBan referred to the report of the Senate ad hoc committee appointed to consider 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 a department. The report was as follows:

"TO: Faculty Senate  
FROM: Faculty Senate Ad Hoc Committee  
DATE: April 6, 1979  
RE: Recommended Procedures Concerning the Release of Tenured Faculty Members Because of a Lack of Financial Support, Curtailment or Termination of a Program, or Because of a Redirection of the Goals of an Academic Unit.

"Financial Exigency

If a case of financial exigency arises at the University of Arizona, the department head of each affected department shall be notified of such a possibility by the Executive Vice-President through the dean of the department's college. The department head, in consultation with the department's personnel committee (if such committee or its counterpart exists in the department) or the faculty as a whole, shall make a recommendation to the dean (or appropriate supervisor). The dean shall then conduct an investigation notifying the department head of the decision reached. The dean's decision is then passed on to the Executive Vice-President for his action.

1. In any case of financial exigency resulting in the dismissal of a tenured faculty member, the dismissed faculty member shall be offered the position if it is refilled within a period of five years.
2. A decision by the Executive Vice-President to release a tenured faculty member may be appealed by the concerned faculty member to the President.

"Discontinuance of Programs

The same procedure recommended for handling cases of financial exigency is recommended to handle cases involving the discontinuance or redirection of programs.

1. In any case of change in program direction or program discontinuance resulting in dismissal of a tenured faculty member, the dismissed faculty member shall be offered the position if it is to be filled by a person with the same area of skills. This condition will hold for a period of five years from the time of the faculty member's dismissal.
2. A decision by the Executive Vice-President to release a tenured faculty member may be appealed by the concerned faculty member to the President.

Dr. Gordon H. Geiger  
Dr. Robert L. Hamblin  
Dr. Lee B. Jones

Dr. Herbert E. Carter  
Dr. Frank K. LaBan, Chairman"

Dr. LaBan noted that this statement had been provided each Senate member at the time the agenda of today's meeting was mailed. He pointed out further that after the committee had completed its work it had been realized that the present Faculty Manual, as part of Section 8.06, does include a provision concerning this subject as follows:

"If a tenured faculty member is released because of the lack of financial support or because of the curtailment or termination of a program, the faculty member will be given due notice as provided in Sections 8.05, 8.10, 8.12-8.15 and a complete report will be given to the Committee on Academic Privilege and Tenure. Before a faculty member is terminated for such reasons, the Committee on Academic Privilege and Tenure will review the case and report to the Executive Vice President its findings on the validity of the reasons offered for termination. The Executive Vice President will make every reasonable effort to place faculty members affected by such terminations of projects or departments in other suitable positions within the University. If an appointment is terminated because of financial exigency or because of the discontinuance of a program, the released faculty member's place in that program will not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment and a reasonable time within which to accept or decline it."

Dr. Steelink said that he noted the committee made reference to discontinuance because of financial exigencies. "What is a financial exigency?", he asked. He said he thought it was imperative that this term be defined. He said he had a copy of the policy statement of the University of Michigan on this subject. That document does spell out what a financial exigency is. That must be established first, Dr. Steelink said. Further elaboration can then be defined.

Dr. Steelink said he had been favorably impressed by several statements in the Michigan document. This includes the remark that no one is ever dismissed from the University of Michigan because of financial exigency. He pointed out that that institution has a number of alternative ways to retain a qualified professor, including as one option the training of an individual for a different sort of responsibility. He said it would be desirable if the U of A policy could include a similar statement. Dr. LaBan said that the committee had felt that direction for the handling of such cases should come from the department concerned rather than from the central University administration.

Professor Boghosian said it seemed to him that that committee was not acquainted with the national policy statement regarding this matter issued by the American Association of University Professors. Dr. LaBan said that as a matter of fact the committee had spent quite a bit of time reviewing both the AAUP statement and statements developed by a number of other colleges and universities. Dr. Zukoski asked what the committee had thought of the AAUP statement. Dr. LaBan said that, while it was felt the

AAUP statement was commendable in some respects, the committee felt that what was needed at the University of Arizona was something much more simple.

Dr. Zukoski said he thought that until the Conditions of Employment statement now being developed by the Arizona Board of Regents was completed, with the assistance of the ad hoc committee including representation from the three university campuses, it would be inappropriate for the Senate to go further with its consideration of any proposal about the release of tenured faculty members because of lack of financial support, cut back of program, etc. He therefore moved that the report of the ad hoc committee on this subject be tabled. Dr. Myers seconded the motion and it carried.

President Schaefer commented that while this issue is not urgently pressing at the U of A at this time, it is a matter that should not be neglected. In fact it could become of serious nature and he referred to the fact that for the year 1979-80, 18 faculty positions and 15 staff positions must be eliminated because of the leveling off of the University's enrollment. If U of A enrollment goes down, it may become necessary to do something rather drastic, Dr. Schaefer said. Therefore he feels the question should not be neglected.

REMARKS BY THE PRESIDENT: Dr. Schaefer said he would like to comment on a signal event that was taking place at the University of Arizona that week when after eight years of sometimes frenzied activity on the part of University officials, faculty members, Regents, Arizona legislators, members of the Arizona Congressional delegation, and others, the multiple mirror telescope on Mt. Hopkins, supported jointly by the U of A and the Smithsonian Institution, was being dedicated.

The President also noted that this year's Faculty-Staff portion of the Faculty-Staff-Student Directory had proved to be quite unsatisfactory since it did not include adequate information. He therefore had asked Dean Gaines to develop a Faculty-Staff telephone directory to be issued in early July, a campus telephone directory as a distinct publication in its own right. Provision will be made for issuance of a supplement to include the names and phone numbers of new faculty and staff members joining the University at the opening of the fall semester.

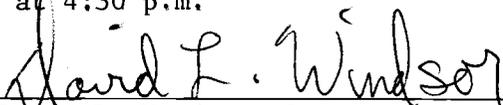
Finally, the President said that he wanted to take special note that Dr. Myers was completing two years of fine service as the Chairman of the University of Arizona Faculty. He had enjoyed working with Dr. Myers, he said, and commended his good efforts. The President's remarks were applauded by the Senate.

NOTE: At this point the Senate went into executive session.

APPROVAL OF HONORARY DEGREES: The Senate approved recommendations from the Faculty of the College of Law that the honorary degree, Doctor of Laws, be conferred by the University of Arizona on two individuals on the occasion of the dedication of the new Law College building September 8, 1979.

These proposals next will be acted upon by the General Faculty of the University and by the Arizona Board of Regents.

The meeting adjourned at 4:30 p.m.

  
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David L. Windsor, Secretary

  
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David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF MAY 7, 1979:

1. Approval of minutes of meetings of April 2, 1979 and April 20, 1979.
2. Approval of motion that the Senate concur in and endorse the report of the U of A Air Traffic Committee and the report be forwarded to members of the Tucson City Council, the Pima County Board of Supervisors, the Arizona Congressional delegation, and the Inter-Agency Working Group.
3. Approval of motion that the two vacant senator-at-large seats not filled during the regular spring faculty elections be filled by a special mail election among Senate members 27 August - 5 September, 1979.
4. Approval of "Curriculum" bulletin Vol. 8, No. 2.
5. Approval of tentative list of recipients of degrees to be completed at the close of the spring semester 1979.
6. Approval of motion to return report from the Committee on Academic Procedures on the review of deans to the committee for further review and modification in light of discussion at this meeting.
7. Approval of motion to table report of ad hoc committee developing Faculty Manual statement concerning the status of tenured personnel being released because of lack of financial support, because of curtailment or termination of program, or because of redirection of goals of department.
8. Approval of two honorary degrees to be conferred on the occasion of the dedication of the new College of Law building September 8, 1979.

ACTION ITEMS PENDING:

1. Study of question of developing means of review of institution's administrators at the college level.