

MINUTES OF THE MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA  
Monday, December 5, 1983  
Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, December 5, 1983, in Room 146 of the College of Law. Fifty-three members were present with Senate Chairperson Rebecca Kellogg presiding.

SENATE MEMBERS PRESENT: Anthony, Antinoro, Atwater, Butler, Cardon, Chen, Chiasson, Cosart, Demorest, Dickinson, Dickstein, Dufficy, Eisner, Epstein, Fahey, Farr, Flemming, Fox, Frank, Gallagher, Garcia, Hasselmo, Heigl, Hetrick, Kellogg, Kinkade, Koffler, Lamb, Marcus, Myers, J. O'Brien, S. O'Brien, Paplanus, Parmenter, Pellman, G. Peterson, Proctor, Prosser, Rehm, Roby, Roemer, Rollins, Schneider, Shanfield, Smith, Sorensen, Steelink, Stevenson, Svob, Windsor, Witte, Woodard, and Zukoski. Dr. Robert Sankey served as Parliamentarian.

SENATE MEMBERS ABSENT: Altman, Antley, Battan, Berliner, Brand, Bried, Cole, DeWalt, Dinham, Flemming, Foster, Gaines, Gimello, Goetinck, Gourley, Hegland, Irving, Jensen, Jones, Kettel, Laird, Levitt, MacLeod, Maddock, Maher, Mautner, Mayersohn, McCullough, Moffatt, Munsinger, Nevins, R. Peterson, Reeves, Scott, Spece, and Thompson.

ACCEPTANCE OF MINUTES: The Senate accepted the minutes of the November 7, 1983 meeting as distributed. The minutes of the November 21 meeting had not yet reached the membership and would be considered at the January 1984 meeting, Chairperson Kellogg said.

REPORT FROM THE PRESIDENT OF THE UNIVERSITY: Senator Koffler reported that the Board of Regents is continuing to discuss a proposed increase in registration fees for 1983-84. This matter has important implications for the University budget and of course for student recruitment as well. The Governor has said that tuition fees should be higher than the increased figures earlier agreed to by the Regents. The three university presidents had also recommended changes greater than the Regents had. These had not yet been accepted by the Board. It now appears the Regents will not make a final decision until the March 1984 meeting.

Dr. Koffler next discussed recommendations made to him by the Committee of Eleven that the Faculty have greater voice in selecting the members of the Intercollegiate Athletic Committee. He said he felt that stability has returned to the intercollegiate athletic program of the University and he was reluctant to make any further changes at this time. He reminded the Senate that the faculty members of the Intercollegiate Athletic Committee are selected from nominations submitted by the Senate. He said he is not necessarily opposed to the recommendations of the Committee of Eleven but he felt now is not the proper time to revise procedures.

Dr. Koffler said he was pleased to report certain major gifts received by the University recently. These included a \$1,000,000 gift from Mr. Roy Drachman for the Cancer Research Center which brings the Center's fund to over \$8,000,000. Another gift, announced that day, was from the National Cash Register Company in

the amount of \$2,000,000. This is to support research in the College of Business and Public Administration and provide equipment for that college's instructional activity.

Senator Koffler said he had noted with satisfaction the recognition certain University of Arizona women had recently received through the YWCA "Women on the Move" program. Among the women recognized were Marilyn Heins, Vice Dean of the College of Medicine; Betty Jane Newlon, Assistant Professor of Counseling and Guidance; Edith Sayre Auslander, Assistant Professor of Journalism; and Margaret Bailey Doogan, Professor of Art. The University was honored by the selection of these women for this important recognition, Dr. Koffler said.

REPORT FROM THE ACTING CHAIRMAN OF THE FACULTY: Senator Myers, Acting Chairman of the Faculty during the absence of Senator Dinham, said that earlier in the day he had talked to Dr. Dinham who was recovering from illness. She would not be back on campus for several weeks but did hope to participate in the winter commencement on December 17.

Senator Myers said that earlier this week he had been called by a news reporter of a local radio station and asked, as acting chairman of the faculty, to comment on the appointment of Edith Sayre Auslander to the Board of Regents. This request caught him unaware. He said he would be glad to respond later and asked the reporter to call back. The reporter never did so and Dr. Myers said he would like at this time to share with the Senate what his response to the radio station reporter would have been. He said that from all reports Ms. Auslander, who is a member of the faculty of the Department of Journalism, is highly qualified to be a Regent. Beyond her personal qualifications however he saw an important matter of principle here. There now will be on the Board an individual from the ranks of the University faculty who has had direct involvement in the problems of teaching and research from the perspective of someone inside the University. He thought the appointment was a marvelous one.

Senator Myers noted that Ms. Auslander will not serve on the Board until she has resigned from the faculty at the end of the academic year. He said he hoped some day the Board would always include in its membership a person who is currently a member of the faculty, just as there is now always a student member.

Next, Senator Myers referred to newspaper reports of comments by Senator Hill responding to a citizen's question about the fact that University employees do not pay state income tax on their retirement pay. He was going to write a letter to Senator Hill explaining that there are several reasons why this situation is appropriate. The salaries of state employees are comparatively low. Secondly, there is a difference between the retirement program for Arizona state employees and the retirement programs for the military and federal employees. Neither of the latter individuals contribute anything to their retirement accounts. State employees contribute 7% of each month's salary. Therefore there is justification for the tax exemption granted state employees on their retirement income, and Dr. Myers said he would be urging Senator Hill not to introduce legislation to change the situation.

Senator Myers referred to the fact that in the last fiscal year the Arizona State Retirement fund experienced an excellent return on its investment program. The retirement fund is now almost overfunded, he said. Certainly there is more than enough money to increase benefits. He said he intended to press for

making permanent the "one-time" opportunity in effect in 1983 whereby long-term employees deciding to retire early would have their past service credited at a rate of 2 per cent a year rather than one-and-a-half per cent and with the calculation based on the average salary of the three highest years of pay of the last ten, rather than the highest five.

Turning to intercollegiate athletics, Senator Myers said it should be noted that there still might be basis for concern about the athletic program. At least it should be carefully monitored. Some persons have been surprised that when a few years ago the Senate was giving attention to correcting abuses in the athletic program, still additional violations were going on at the very same time it has since been realized. That situation emphasized the need for faculty oversight of the athletic program, he said.

Senator Myers said he felt several reforms would be in order. For example, the Faculty Athletic Representative should be selected by the faculty with the charge to report back to the Faculty Senate, he believes. These matters will no doubt come before the Senate again in the future, Dr. Myers said.

REPORT FROM THE PRESIDENT OF THE ASSOCIATED STUDENTS: Senator Proctor referred to the fact that the Regents were delaying the decision on increasing registration fees until the March 1984 meeting. He said student leaders were trying to bring to the Regents' attention the fact that there is an increasing proportion of the student body that is not eligible for financial aid on a need basis but who could not afford to attend the University if the fees continued to increase. In other words, the fee situation is going seriously to affect the number of students who can go to college. He said he hoped the fact that the Regents were delaying final action until next March reflected their concern about this serious matter.

REPORT FROM THE PRESIDING OFFICER OF THE SENATE: Senator Kellogg said that following the last meeting of the Senate the Executive Committee had selected the members of the Ad Hoc Committee on Salary Determination Procedures called for by Senate action on November 21.

The committee would include the following persons, Ms. Kellogg said: J. D. Garcia, Department of Physics; Esther Sherberg, University Instrument Shop; Jesse Pergrin, College of Nursing; Gerald Peterson, Department of Electrical Engineering; Fred Roby, Department of Physical Education; Patricia Van Metre, Associate Dean of the Graduate College; Helmut Frank, Department of Economics (Consultant); Nils Hasselmo, Provost (Consultant); Dean Jack Cole, College of Pharmacy; Mike Proctor, President of the Associated Students.

Senator Kellogg announced that inasmuch as Senator Windsor would be retiring at the end of December she had received the approval of Vice President Woodard to ask Registrar David Butler to serve as Secretary of the Senate on a temporary basis until May 1984. It is hoped that by then revision will have been made in the Constitution to identify the Secretary of the Faculty and of the Faculty Senate by election.

ACCEPTANCE OF CATALOG MATERIAL AS FURNISHED SENATE MEMBERS IN "CURRICULUM" BULLETIN: The Senate accepted catalog material furnished Senate members in "Curriculum" bulletin Vol. 10, No. 5, issue date November 4, 1983.

APPROVAL OF CANDIDATES FOR DEGREES TO BE COMPLETED DECEMBER 17, 1983: The Senate next considered the list of candidates for degrees to be completed December 1983 and conferred at the Winter Commencement on December 17. Senator Windsor explained that the listing, which had been furnished each member of the Senate in advance of the meeting, included 1475 bachelor's degrees, 577 master's, 15 Juris Doctors, 2 Doctors of Medicine, 5 Specialists, and 93 doctoral candidates from the Graduate College, a total of 2167 earned degrees. (A list of these degree candidates and each respective degree is attached to the secretary's official file copy of these minutes.)

The Senate approved the awarding of all of these degrees if requirements were satisfactorily completed.

APPROVAL OF REPORT FROM COMMITTEE ON REORGANIZATION PROCEDURES: The Senate next considered a report from the Ad Hoc Committee on Reorganization Procedures. The faculty had been requested through an article in Lo Que Pasa to make suggestions about reorganization procedures, Ms. Kellogg said. She had received one communication which she had forwarded to the committee. She pointed out that some members of the Ad Hoc Committee were not members of the Senate but were present and asked if there was objection to those persons speaking during the discussion of the report. There was no objection.

Ms. Kellogg asked the co-chairs of the committee, Senator Paplanus and Senator S. O'Brien, to come to the side podium.

The report was as follows:

"REORGANIZATION PROCEDURES AT THE UNIVERSITY OF ARIZONA

These procedures will be followed when an academic administrative re-organization is proposed.

These procedures do not pertain to any unit smaller than a department.

The proposer will submit the proposal to the President. Included in the proposal will be the following:

1. The proposal summary;
2. A background statement establishing the basis for the proposal;
3. The alternatives considered;
4. The proposal in detail, including--
  - a. a timetable for the action;
  - b. an implementation date for the action;
  - c. an assessment of the impact of the proposed change on affected research and instructional programs, and on the affected faculty members;
  - d. a review of the types of course and curriculum changes which might be necessary;
  - e. identification of all faculty members to be affected.

If the President deems the proposal has merit, he will see that:

1. Each affected faculty member will be provided with a copy of the initial proposal
2. An advisory committee is selected as follows:
  - a. The chairman of the faculty will arrange a meeting of all affected faculty to receive nominations for 2 positions on the committee and will conduct a mail ballot for election.
  - b. The President will be asked to appoint four additional members, one of whom shall be a member of the Faculty Senate's Planning Committee.
  - c. The Chairman of the Faculty or designee will serve as an ex officio member with vote.
  - d. If at any time the Executive Committee of the Faculty Senate determines that the scope of the proposal has been significantly altered, it may change the elected representation on the advisory committee.

The Advisory Committee will do the following:

Phase I

- A. Elect a chair;
- B. Evaluate the proposal;
- C. Through use of both Lo Que Pasa and the Deans, Directors, and Department Heads (3D) memo, as well as in a report to the Faculty Senate (through the Planning Committee), present to the university community a summary proposal, including the tentative timetable for action, and the tentative implementation date being proposed for initiation of the change;
- D. Organize discussion with the affected faculty in each unit;
- E. Solicit written and oral communication from affected faculty;
- F. Accept written and oral communication from university members outside the affected units.

Timetable At least thirty (30) days will be allowed for the above actions, C through F.

Phase II

- A. The Advisory Committee may revise the proposal in light of information obtained in Phase I. If revision occurs:
  1. the revised proposal will be submitted to the President and each member of the affected unit(s);
  2. a summary of the revised proposal will be presented to the university community through use of Lo Que Pasa, the 3D memo, and a report to the Faculty Senate via the Planning Committee.
- B. Subsequently, the advisory committee will hold hearings open to all interested members of the university faculty--notice for such being publicized ahead of time through Lo Que Pasa, a 3D memo, and the Faculty Senate.

Timetable At least thirty (30) days will be allowed for Phase II.

Phase III

The Advisory Committee may revise the proposal in light of information obtained through Phase II.

Timetable At least thirty (30) days will be allowed for the above actions as described in Phase II.

Phase IV

A. Based upon any additional information obtained from Phase III, the final proposal will be prepared by the advisory committee and sent to all affected faculty and, through the Planning Committee, to the Faculty Senate.

The final proposal shall include:

1. An assessment of the impact of the proposed change on affected research and instructional programs, and on the affected faculty members.
2. A review of the types of course and curriculum changes which might be necessary.
3. Identification of all faculty members to be affected.

B. Subsequently, the final proposal, with the recommendation of the Faculty Senate, will be presented to the President.

FINAL NOTES

1. If implementation is to take place during the summer, all phases must have been completed prior to that implementation.
2. The final decision on the reorganization will be made by the President with ultimate approval by the Board of Regents.

MEMBERS: Carol Bernstein, Don Myers, Tom Rehm, Fred Roby, Dave Woloshin.

CO-CHAIRS: Shirley O'Brien, Sam Paplanus."

Ms. Kellogg said that the report came before the body as a seconded motion. Senator Paplanus explained that the one communication received from the faculty, referred to by Ms. Kellogg, suggested that in the future action on any proposed reorganization not proceed during the summer months when many faculty members are away from the campus.

Discussion on the report and its proposed procedure was called for. There was none.

The question was called for and the report was approved unanimously as presented.

FOLLOW-UP DISCUSSION OF REGENTS' ACTION ON COMPENSATION PLAN: The Chair asked Senator Hasselmo to report to the Senate on the recent Regents' action on the principles and elements of performance evaluation and compensation of faculty, professional staff, administrators, and classified staff and the policy on salary adjustments. Senator Hasselmo provided each senator a two-part report, one part being a copy of the principles and policies for the Arizona universities system as revised and approved by the Faculty Senate, with notation of changes approved by the Regents. The second part was a final "clean copy" of the document as officially adopted by the Regents at their recent meeting.

Senator Hasselmo proceeded through the first document, indicating the changes proposed by the U of A faculty that were accepted by the Board of Regents and those that were not, item by item.

Senate members had no questions of Senator Hasselmo. He noted that the

final document as officially adopted by the Regents was intended to be a statement of general guidelines. Each institution will now develop its own specific procedures. There will be opportunity for further analysis as experience warrants, Dr. Hasselmo said. He said that shortly the drafting of specific recommendations for the University of Arizona will begin in consultation, of course, with the new ad hoc committee referred to earlier by Ms. Kellogg.

A copy of the final official performance evaluation and compensation document is an attachment to these minutes.

OTHER BUSINESS: It was announced that consideration of honorary degrees to be conferred at the 1984 spring commencement had been removed from today's agenda but would come before the Senate at the January 1984 meeting.

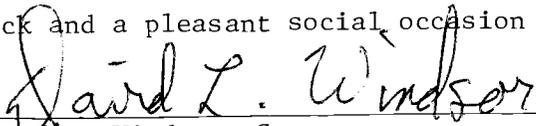
Senator Shanfield asked if information could be given on the status of support of the acquisition budget of the University Library. He recalled that the previous year when budget cuts had been necessary and a substantial reduction had been made in the library acquisition budget, the Senate had objected. He was sorry that Senator Laird, University Librarian, was not present today. Senator Koffler said he did not have specific figures with him but that every effort was being made to counteract this regrettable situation in last year's budget both through requesting additional state funding and through finding support from other sources for Library acquisitions.

At this point Senator Kellogg commented on the fact that Senator Windsor would be retiring from the University at the end of the month. She noted that he had served as Secretary of the Faculty and Secretary of the Faculty Senate for over 25 years and in recognition of his service she presented him with a handsome plaque. Applause followed.

She then said that in celebration of the holiday season and in recognition of the retirement from the University of Senator Windsor and others such as Senator Svob and Senator Frank, refreshments and a social hour would follow adjournment.

At this juncture ice cream, cake, punch and coffee arrived.

The meeting adjourned at 4 o'clock and a pleasant social occasion followed.

  
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David L. Windsor, Secretary

  
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David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF DECEMBER 5, 1983:

1. Approval of "Curriculum" bulletin, Vol. 10, No. 5, issue date of November 4, 1983.
2. Approval of candidates for degrees to be awarded December 17, 1983.
3. Approval of report from Committee on Reorganization Procedures.