

MINUTES OF THE MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
 Monday, April 3, 1989 Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, April 3, 1989, in Room 146 of the College of Law. Forty-seven members were present. Presiding Officer of the Faculty Senate Thomas R. Rehm presided.

SENATE MEMBERS PRESENT: Aleamoni, Andreas, Aquilano, Atwater, Barrett, Beigel, Blank, Braden, Brainerd, Chiasson, Chase, Cole, Conway, Cusanovich, Drake, Epstein, Ewbank, Fagan, Fahey, Fleming, Gall, Ganapol, Garcia, Goetinck, Hartse, Hetrick, Jones, Koffler, Kolodny, Larson, O'Brien, Paplanus, Peterson, Rehm, Roemer, Rollins, Sanders, Silverman, Steelink, Stender, Swaim, Vuturo, Warner, Williams, Witte, Worley, and Wright. Dr. Robert Sankey served as Parliamentarian.

SENATE MEMBERS ABSENT: Bernhard, Bernstein, Blake, Bootman, Boynton, Butler, Chen, Cosgrove, Dalen, Dean, Doxtater, Fenstermacher, Hegland, Hershberger, Irving, Klink, Krutzsch, Laird, Mautner, McCullough, Papetti, Parsons, Patterson, Ridge, Ruiz, Sander, Sigelman, Smerdon, Smith, Stedman, Tomizuka, Tuchi, Woodard, and Worley.

APPROVAL OF MINUTES OF MARCH 6, 1989: There being no request for changes to the Faculty Senate Minutes of March 6, 1989, they were approved as distributed.

REPORT FROM THE PRESIDENT OF THE UNIVERSITY: President Koffler said he would like to touch on two topics: the Arizona Board of Regents meeting last weekend and the deliberate damage done to University facilities last evening, and he would ask the Vice President for Research, Dr. Cusanovich, to report to the Senate on the latter subject.

"The Board of Regents met last Friday on the campus of ASU-West and a number of items on their agenda were of particular significance to this University. The Board approved the appointment of six of our faculty colleagues as Regents Professors. The six are: Dr. Chandrakant Desai (Head, Civil Engineering and Engineering Mechanics); Dr. John G. Hildebrand (Director, Division of Neurobiology in the Arizona Research Laboratories); Dr. Travis Hirschi (Department of Sociology); Dr. Victory J. Hruby (Department of Chemistry); Dr. Sydney Salmon (Director, Arizona Cancer Center); and Dr. Arthur T. Winfree (Department of Ecology and Evolutionary Biology). A Regents Professorship is the highest faculty rank that the University can bestow and these six individuals were chosen after a most careful selection process that began with nomination by their departmental colleagues. The six deserve our warmest congratulations.

"The Board also agreed to new arrangements to improve communications between the Board and the three Faculty Senates. In future, a University President may invite a representative of the Faculty Senate to join the University vice presidents at each meeting of the Regents' Programs Committee so as to be available to advise the Board as needed. I am delighted that the Board agreed to this arrangement, which stems from one of my recommendations. Professor Rehm or his delegate can anticipate that he or she will be invited regularly.

"The Board agreed to our proposal to use revised admission policies for

freshmen students beginning Fall 1992. In general, students qualifying for admission under our present system would also qualify under the new arrangements but they would then be admitted in two groups. Arizona students in the top 25 percent of their high school class or a cumulative GPA of 3.0 on a four-point scale or meeting our current ACT or SAT scores, and having completed all required courses, would receive unconditional admission. In contrast, Arizona students in the second quartile of their graduating class or with a cumulative average of from 2.5 to 2.99 on a four-point scale, and who lack no more than one credit in one or two required competencies, will receive conditional admission. This will require them to participate in special programs designed to strengthen their preparation for college-level work. Similar arrangements were approved for transfer students. The objective of all these changes is to improve our students' academic successes by improving their preparation."

President Koffler then called on Dr. Cusanovich to review the deplorable vandalism that occurred in several University buildings last night.

Dr. Cusanovich said that last night a group calling themselves the Animal Liberation Front damaged or set fire to four facilities on campus:

Pharmacy/Microbiology Building: the hallway of the animal quarters on the fifth floor was set on fire, and 150 mice were taken. An estimate of the damages would be premature at this point, but is projected to be in excess of \$100,000 for the physical facility itself. The fire damage is extensive. Access had not yet been determined. A number of the animals were infected with Cryptosporidium, a bacterium which is pathogenic to humans. Although it will make healthy individuals ill, it is not considered a fatal infection; however, individuals that are immuno-suppressed (for example, AIDS patients) or young children could be jeopardized.

Biosciences West Building: The sixth floor, which contains the animal quarters, was vandalized; entry was gained by breaking the glass in doors to the individual animal rooms. A total of 14 rabbits, 9 guinea pigs, 4 frogs and 1,010 mice were stolen.

Shantz Building: Entry to the animal quarters was gained through a vent. Substantial vandalism occurred, equipment was both removed and destroyed, and 2 rabbits and 42 rats were stolen.

Animal Care Building: This unit houses the offices and records of the University Animal Care unit; a fire was started under the building, which is a small house on Mabel Street near the Arizona Health Sciences Center, causing extensive fire, smoke and water damage. Damage is estimated in excess of \$10,000.

Dr. Cusanovich said a thorough investigation is being undertaken to determine the full pattern of the destruction and an assessment of damages. The loss of years of research was grave; as yet, police have no leads as to the identity of the individuals involved. In addition to the building damage, University vehicles were damaged which had nothing to do with the Animal Care unit. Dr. Cusanovich said this infringement on academic freedom is intolerable, and security procedures are being examined to determine if changes are appropriate.

Senator Wright asked if there are plans to increase security. Dr. Cusanovich

said that is an interesting question, and that subject will certainly be examined along with all other facets.

REPORT FROM THE ACTING PROVOST OF THE UNIVERSITY: No report.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Dr. Rehm reported the results of the General Faculty Elections: (1) He was re-elected Chairman of the Faculty; (2) Ruth Dickstein, Martin Fogel, Franklin Rollins, Andrew Silverman and Charles Zukoski were re-elected to the Committee of Eleven; (3) Carol Elliott, Billie Jo Inman and Robert McConnell were elected to the Committee on Academic Freedom and Tenure; (4) Anne E.(Betty) Atwater, Frances Chen, Henry Ewbank, David Hetrick, Robert Mautner, Carl Tomizuka and Marlys Witte were re-elected to the Faculty Senate; and (5) newly elected Faculty Senators are Vivian Cox, Carol Elliott, Virginia Escalante, Robert Mitchell, James O'Brien, Cynthia Ratner, Norma Redeker and Greg Steinke. All will begin their terms May 1. Among those leaving the Senate, he said, are long-time members Shirley Fahey and 30-year veteran Cornelius Steelink.

Dr. Rehm reported that the May Senate agenda will include elections for the Committee on Conciliation, Intercollegiate Athletics Committee, University Hearing Board, Presiding Officer of the Senate and Senate Executive Committee. He said nominations for the latter two can be phoned in to the Faculty Center by April 26.

Dr. Rehm reported that it would not be necessary to implement the University's formal reorganization policy in the Department of Oriental Studies, in the Faculty of Social and Behavioral Sciences. Under the direction of the acting head and the dean, the procedures followed conformed with the reorganization policy guidelines.

The three UA Senate members of the Tri-University Committee will attend a meeting of that committee on Wednesday of this week to review a new Board of Regents draft of Conditions of Faculty Service.

Dr. Rehm commented on the University Handbook for Appointed Personnel, distributed very recently, indicating that George Evanoff, who was responsible for printing and distribution, and Terence Burke, responsible for liaison between the President's Office and the group revising it, deserve a vote of appreciation for their roles in this process.

At the March meeting, some questions arose regarding the honorary degree policy, especially in reference to the procedure used by one college; that college, he reported, called a full college faculty meeting later in the month at which time the nominee was acted upon favorably. He noted that the Senate Executive Committee had redrafted one section of the policy, and a recommendation regarding that appeared later in the agenda. Another question which arose concerned General Faculty Election write-in candidates. Dr. Rehm explained that part of the problem had to do with there being only two or three days time between the deadline for nominating petitions and the deadline for submitting final copy to Printing and Reproductions, which was insufficient time to ask the Committee on Committees to develop candidates for the unexpectedly large number of Senate incumbents who did not run for re-election. He said he believed this problem could be rectified in the future.

Dr. Rehm said that, in response to the recent notice about the Drug-Free Workplace Act, he had discussed it briefly with Board of Regents staff. The Senate may wish to review this Federal policy in the future with regard to implementation, perhaps referring it to a Senate standing committee.

REPORT FROM THE PRESIDENT OF THE ASSOCIATED STUDENTS: Senator Stender said that ASA had presented the Quality of Education report to the Regents at their last meeting. It was well received, and the administration was asked to incorporate it into its report, due at the May Regents meeting. He said he would send copies of the ASA report to Faculty Senators next week. In the Legislature, the Student Regent Vote bill was approved by the House and Senate, and was now awaiting the Governor's signature; the Financial Aid Trust bill had cleared the House and was moving to the Senate's Education Committee next week. Senator Stender said ASUA is in the process of organizing a telephone drive to indicate to Legislators student displeasure over the cuts to the university's 1989-90 budget. He then introduced the new ASUA President, Dean Fink, who will provide the May Senate report, and invited all Senators to attend the inaugural ceremonies April 12 at 11 a.m.

QUESTION AND ANSWER PERIOD: Senator O'Brien asked if the incoming Senators from Agriculture could be identified by the term "Cooperative Extension;" Dr. Rehm responded affirmatively.

Senator Steelink asked the Senate to extend its appreciation to Senator Craig Stender for his year in the Senate as President of ASUA, and to indicate how much the Senate has enjoyed his presence. The Senate then responded with a round of applause.

REPORT FROM THE ACADEMIC PERSONNEL POLICY COMMITTEE: Senator Ewbank said the committee has been reviewing the draft of the Provost's statement on Promotion and Tenure Guidelines, and will continue this study. The committee will also review the Board of Regents' new draft of Conditions of Faculty Service as quickly as is possible.

REPORT FROM THE BUDGET POLICY COMMITTEE: Senator Jones, in Senator Bootman's absence, reported that the committee was pleased to note the recent memo from Dr. Cole to Deans regarding planning for 1989-90 and 1990-91, and the updating of short- and long-term goals with the Mission and Goals statement; he said the committee strongly endorsed that action. He said the committee continues to review the Mission and Goals statement; among their concerns are the pursuit of excellence in teaching, international programs, and the quality of the student experience. Senator Jones also reported that Senator Bootman has been invited to address the steering committee of the Self-Study Subcommittee for North Central Accreditation on the subject of planning at the University.

REPORT FROM THE INSTRUCTION & CURRICULUM POLICY COMMITTEE: Senator Peterson reminded Senators that the 1988-89 committee's report and recommendations had been placed on the agenda of the November meeting, but action had been deferred pending a review by the Deans' Council of a similar report requested by Provost Hasselmo and carried out by a committee chaired by Dr. Sarah Dinham. He suggested that if Senators had not seen the Dinham report, a copy was available in each department head's office.

Senator Peterson said the committee believes the recommendations from the Deans' Council are excellent. A question that came up in the committee is how

do these recommendations get translated into action; the committee believes that something should be done to get the recommendations into the process. He said the committee is recommending to the President, and Dr. Cole has agreed, that in the Provost's memos concerning performance evaluation, he should include specific instructions which include those recommendations, and ask that they be observed. Senator Peterson said the section on performance evaluation in the new University Handbook for Appointed Personnel (3.10.02) is remarkably similar to the committee's recommendations, and the spirit is clearly there. He said that Dr. Cole had indicated to him that he would send an addendum to his March memorandum, calling specific attention to the two sets of recommendations, and will incorporate this information into the Promotion/Tenure memorandum which will be distributed in about a month.

REPORT FROM THE RESEARCH POLICY COMMITTEE: No report.

REPORT FROM THE STUDENT AFFAIRS POLICY COMMITTEE: Senator Brainerd, reporting in Chairman James Johnson's absence, highlighted some of the factors involved in the committee's two surveys conducted this semester, and indicated he would continue under Agenda Item 9.

QUESTION AND ANSWER PERIOD: Senator Steelink asked Acting Provost Cole if copies of the University Handbook for Appointed Personnel had been distributed to all faculty, and said he wondered why department heads did not receive copies. Dr. Cole said they were being distributed to all permanent faculty, which included department heads, and that department offices should be checked to make sure distribution had been completed. Dr. Rehm said all tenured, tenure-eligible, continuing and continuing-eligible should have received copies, and if they did not, they may phone Mr. George Evanoff's office to request a copy.

APPROVAL OF CURRICULAR MATERIAL: There being no request for change in Curriculum Bulletin, Vol. 12, No. 15, approval was moved (motion 88/89-37), seconded and unanimously voted.

REPORT REGARDING STATE-SPONSORED INSURANCE PROGRAMS: Director of Personnel Mr. Charles Sakwa said that in the past twelve years, health care costs have skyrocketed from \$50 billion to \$500 billion annually, representing 11 percent of the gross national product. In an effort to deal with the spiraling costs, in August 1988 the Director of the State Department of Administration established a task force to study health insurance for state employees. In October 1988 the task force recommended the State consider three basic health care plan structures: (1) a single carrier capable of providing a triple or dual option plans (triple consisting of indemnity coverage, a preferred provider option, and an HMO; dual consisting of an indemnity plan and an HMO); (2) multiple HMOs, each with opt-out provisions permitting employees to receive indemnity coverage at any time; and (3) the current structure, which is a stand-alone indemnity plan with several HMOs. Bid requests were mailed in December 1988, and proposals were opened in January 1989 and were reviewed by a State Purchasing committee.

On March 17, 1989 the State of Arizona Purchasing Office awarded the health care contract to CIGNA for a dual option health program having both an indemnity option and an HMO-based option (The HMO-based option includes a supplemental indemnity factor that extends coverage for care received outside of the HMO-based delivery vehicle. Employee access to this opt-out provision will be

at point of service.); and to Intergroup for a stand-alone health HMO option. Mr. Sakwa said employee cost will increase to approximately \$70/month, and all employees will be required to re-enroll between April 24 and May 22 in one of these two programs.

Senator Epstein asked Mr. Sakwa if he believed the state is leaning toward only one health care provider for the future. Mr. Sakwa said the state had the option of taking that action this year but had not done so, and he did not envision that likelihood. Senator Fleming asked whether Maxi-Care enrollees would also have to go through open enrollment, since they had recently been asked to select a new provider because of Maxi-Care's financial failure. Mr. Sakwa said they would; he added that Partners had picked up that contract through June 30, and that care will probably be available at the same location.

In response to other questions, Mr. Sakwa said that for those subscribers facing a new, higher deductible with their new insurance company, deductibles already paid would count towards that sum. He said Personnel will obtain a list of subscribers and the sums already paid toward the deductibles, to assist in a smooth transition; the process will be made as painless as possible. He added that pre-existing conditions will be accepted during the re-enrollment period, and individual subscribers will be responsible for transfer of records to the new health care provider.

Mr. Sakwa reported that HMO subscribers on sabbatical leave will no longer have to drop that coverage and pick up indemnity coverage when they plan to be away for a year, and the same would apply to their dependents away at college, provided arrangements are made ahead of time.

Senator Steelink said he was concerned with the politics of these changes, and with individuals who have been with one health care program for years, suddenly having no choice but to switch to another plan. He said he is outraged, and asked why it couldn't be changed and which individuals could act to change it. Mr. Sakwa said that possibly the Legislature could make this kind of change, but Personnel's primary concern is that all employees will have health coverage on July 1. He thought that some physicians could possibly shift to the two remaining provider plans. Senator Hartse noted that one of the primary reasons for the change was to lower health costs, but that the trend with next year's premiums seemed to be upward. She wondered if the increases are likely to continue in future years. Mr. Sakwa said that everyone hopes not.

Dr. Rehm thanked Mr. Sakwa for providing this information to the Senate.

REPORT FROM THE STUDENT AFFAIRS POLICY COMMITTEE CONCERNING THE EVALUATION OF FACULTY HIRING PRACTICES: Senator Brainerd said the Student Affairs Policy Committee had conducted two surveys this semester: (1) a questionnaire was circulated to 359 faculty hired within the past three years to determine their perceptions of how teaching was evaluated in the hiring process; and (2) a second questionnaire was circulated to 100 Department Heads (and Deans of single-unit colleges) concerning the ways in which teaching is evaluated in the hiring of faculty members. He said response was approximately 60 percent. After reviewing some of the statistical results (copy of the report appended to these Minutes), he turned to the committee's recommendations:

1. That Deans and Department Heads give at least equal consideration in hiring to teaching skills and research potential.

2. That more emphasis be placed on a combination of classroom lectures, interviews, calls to referees and student evaluations to assess teaching effectiveness.
3. That Department Heads and Deans set out to change the perception held by too many of the new faculty that teaching is not given as much consideration as research.
4. That undergraduates be given a stronger voice in the selection of faculty members by means of more appointments to search committees, by being involved in interviews and through evaluations of classroom lectures. (Interestingly, Senator Brainerd noted, this recommendation comes at a time when students may be given a vote on the governing body of the university, the Board of Regents, through their Student Regent.)
5. That all departments be required to prepare and put into effect a written policy to tell faculty members what is expected of them to achieve merit pay raises and promotion and tenure.

Regarding the type of class evaluated for teaching (see question 2.a-h, and ensuing committee notes, pp. 1 and 2, as well as question 2.a-c, and committee notes following, p. 3), Senator Drake said he disagreed with the committee's comments on seminars: he thought the presentation of a seminar could very well document an instructor's knowledge of the subject, organizational ability, and delivery. Senator Brainerd indicated that many Department Heads agreed with him.

Senator Epstein said she believed the report should be distributed to a larger group than the Faculty Senate; Dr. Rehm responded that it will be appended to the Minutes of this meeting and, thus, will be broadcast to the General Faculty.

Senator Jones, referring to recommendation No. 5, said he thought that requirement was contained in Chapters 3 and 4 of the recently published University Handbook for Appointed Personnel. Dr. Rehm referred the response to Dr. Cole. Dr. Cole confirmed that was true, and that departmental policies are on file in the Provost's Office. He noted that what he believed he was hearing was not arguing against existing policies, but rather for the implementation of them. Dr. Rehm said that the lack of such signals, i.e. departmental written policy letting faculty know what is expected of them to achieve merit pay raises and promotion and tenure, is probably the most common reason for faculty to request time to talk with him: it is clear to him that such written policies are not widely made available to new faculty.

Senator Paplanus said he would not like to see Senate endorsement of No. 4, undergraduates being given a stronger voice in the selection of faculty members: such a move would dilute the search committee with one member looking at just one aspect. Senator Garcia said he disagreed with Senator Paplanus on this point: an undergraduate search committee member would sharpen the perspective and cause the committee to think of items they wouldn't have considered.

Dr. Rehm said he would ask Senators to evaluate the recommendations in this report prior to the May meeting, where a vote will be requested on those recommendations.

ACTION ON REVISION TO HONORARY DEGREE POLICY: Senator Ewbank reported that the Senate Executive Committee had drafted and was bringing as a seconded motion (motion 88/89-38) from that committee the following revision to the third paragraph, Procedures, of the Honorary Degree Policy:

The President will forward all nominations to the Advisory Committee. After receiving the advice of the Committee, the President will select those candidates whose nominations are to proceed and will forward ~~their names~~ **EACH NAME** to the appropriate deans with a request that their faculty members vote on each case **DEAN FOR A VOTE BY MEMBERS OF THE GENERAL FACULTY AT A REGULAR OR A SPECIAL MEETING OF THE COLLEGE OR FACULTY UNIT.**

After brief discussion, the motion was unanimously approved on a voice vote. (Copy of revised Honorary Degree Policy appended to these Minutes.)

REPORT ON TRI-UNIVERSITY COMMITTEE: CONDITIONS OF FACULTY SERVICE: Senator Roemer said the Board of Regents had completed and distributed to committee members a new draft revision of Conditions of Faculty Service; copies have been transmitted to Academic Personnel Policy Committee members, as well. She reported that the Tri-University Committee is scheduled to meet this week. Her impression of this draft indicates things are moving in the right direction.

REPORT ON STUDENT DISCIPLINARY PROCEDURES: SUSPENSION AND EXPULSION: Dean of Students Rosalind Andreas, referring to two brochures which were distributed with the meeting call, said the Board of Regents' Code of Conduct governs all members of the University and the Student Disciplinary Procedures for Code of Conduct govern adjudication as it relates to students. She said the Dean of Students Office is concerned with helping students learn constructive modes of response to problems and constructive behavior. Suspension and expulsion are reserved for the most serious kinds of violations committed by students. Suspension is a separation of a student from the campus for a specific period of time. At the time a student is suspended, requirements for return are indicated: evidence of what the student has been doing in the suspension period; transcripts, if applicable; letters of reference from employers or service organizations; and, most important, personal statements. She reported that some turn-arounds have been amazing, although not all have taken advantage of the suspension period. Statistics indicate that 50 percent or more of the approximately 300 infractions a year are committed by freshmen. Expulsion is a permanent separation from the university, and is noted on the student's transcript, and the student is barred from the campus.

In addition, a third level of sanction can be imposed when dealing with the more serious actions: interim suspension. Dean Andreas said that if factors indicate an individual's presence on the campus would constitute a threat, authority has been granted to suspend that individual at once on an interim basis until the hearing has been held. If reversed, the action does not appear on the student's transcript.

In determining the appropriate sanction, she said, they have tended to reserve expulsion for actions of extreme intent resulting in severe violations, including assault with weapons, and where planning and intent are involved. Suspension could involve assault with injury. After an incident has been reported, she said, an investigation is conducted by the Dean of Students Office; if the results indicate prohibited conduct has occurred, the Dean of Students makes a determination on the appropriate sanction, and communicates that administrative

judgment to the student involved. The student has ten days to decide whether he/she will accept that judgment; acceptance of the sanction makes it final. Students who choose not to accept the judgment may appeal to the University Hearing Board, which is comprised of faculty, staff and student representatives. That Board then hears information provided by the student and by the university; when it has reached a conclusion, it transmits its findings to the Vice President for Student Affairs, who communicates his decision to the student. If the student believes procedural irregularity or misconduct occurred, he/she may file a request for a rehearing. Authority for this procedure emanates from the Board of Regents to the President and, by delegation, to the Vice President, and through him, to the Dean of Students.

NEW BUSINESS: ACTION ON JOINT RESOLUTION FROM ACADEMIC PERSONNEL POLICY COMMITTEE AND THE COMMITTEE OF ELEVEN: Senator Ewbank said the Committee of Eleven, acting in concert with the Academic Personnel Policy Committee, submits the resolution placed on Senators' desks today, aimed at slowing down or interrupting the appearance of inevitability in the implementation of Arthur Young Company reclassifications for classified staff. He said the impact of the recommendations is economic, with 350 administrative assistants being reduced to 15 to 20, and the remainder being retitled some form of secretary. The resolution, he said, was coming as a seconded motion (motion 88/89-39):

RESOLVED: That the Faculty Senate urge that staff reclassifications, proposed in the Arthur Young recommendations, not be implemented, pending exploration of their impact on staff morale, the ability of the faculty to carry out their functions, and operations of the University of Arizona.

BE IT FURTHER RESOLVED: That any subsequent appraisals of University organization, operation and staffing, take due account of faculty and staff input.

Senator Drake noted that one of the most serious problems with the proposed reclassification was the fact that designated pay grades would not be available until the process had been completed. He said he was sorry that Mr. Sakwa was not present to speak to this matter, and asked if anyone was present who could. President Koffler reported that the study had an additional purpose: to evaluate staff salaries in relation to equivalent State positions and those in the private sector, because a significant deficit existed. He said there was a desire to have university positions competitive, and there was hope the recommendations could be implemented and the funding could be provided. President Koffler added that it is the State's university system that is undergoing modification, and that our Personnel Department is unable to act on the recommendations.

The vote was called, and the motion was approved unanimously on a voice vote.

NEW BUSINESS: NEED FOR ACTION ON FOREIGN STUDENT ENGLISH COMPETENCY: Senator Peterson read aloud a poem written by one of his students, and questioned the current level of English requirements. He believed that some unknown percentage of University graduates are functionally illiterate in the English language. He said he was introducing the subject now for consideration, and would be prepared to make a motion at the next meeting. He urged his Senate colleagues who were interested in this matter to telephone comments or sugges-

tions to him (1-2436). He felt it might also be appropriate to establish a committee to review this matter, or to refer it to an appropriate Senate standing committee.

The meeting adjourned at 4:55 p.m.

Respectfully submitted,

George W. Ridge, Jr., Secretary

MOTIONS APPROVED AT MEETING OF APRIL 3, 1989:

- 88/89-37 Approval of Curriculum Bulletin, Vol. 12, No. 15.
- 88/89-38 Revision to Honorary Degree Policy.
- 88/89-39 Approval of resolution regarding Classified Staff reclassification.

DOCUMENTS ATTACHED TO THESE MINUTES:

- Student Affairs Policy Committee Report on the Evaluation of Faculty Hiring Practices.
- Revised Honorary Degree Policy.