

The Year's Activities of the
Committee on Conciliation

Our Committee was contacted 19 times last year - 1981-1982 - by persons who sought our services. In two cases the complainants were not faculty; and in one case the initial inquiry was never pursued.

A total of 16 complainants claimed our services. Please note that they were all the aggrieved parties. No administrative person ever sought our assistance in conciliating any differences. The academic distribution of sources of discontent was:

- 3 persons from Business & Public Administration
- 3 " " Fine Arts
- 3 " " Liberal Arts
- 1 " " Education
- 1 " " Physical Education
- 1 " " Medicine
- 1 " " Nursing
- 1 " " Law
- 1 " " Library
- 1 " " Earth Sciences

We would categorize our achievements with the 16 complaints as follows:

Four were conciliated. We define conciliation not as complete satisfaction, nor even total agreement, necessarily. It meant clarifying differences and finding some points of agreement, thereby opening communications. In most cases, it meant both parties agreeing at least that they really understood the disagreements.

In five cases we informed the complainants that conciliation could not be achieved and that the CAFT Committee was a possible route.

In four cases the conciliation process was halted because administrative action altered the situation, though not necessarily positively so for the complainants.

In two cases we advised the complainants that they had not yet, themselves, exhausted efforts in their respective departments in their own interest.

In still another case, the committee has been asked to delay the conciliation process until there is further intra-departmental interaction.

It is unbelievable how demanding of time and energies 16 cases can be in one year. The work was challenging, however, because members and all alternates were truly committed to the concept of conciliation, with concern both for the well-being of faculty and for the academic standards of this great university. However, we came to realize that much (though not all) inter-personal communication failures are buried under the academic considerations. We became aware that scholarship expectations, which undoubtedly take high precedence over teaching and service at this university, are too often not clearly defined nor understood. Also the rules of the game change in midstream for those in the tenure track.

We are particularly appreciative of the willing and prompt response of alternates to serve on the committee. In most cases, we met as a committee of three.

The chairperson this past year had a personal secretary which was a real support in meeting the many communication needs. We request consideration of secretarial support for Dr. Buckingham this forthcoming year.

Arline B. Hobson, Chairperson

Robert Buckingham, Member

Summary of Activities of
the Committee on Academic Freedom
and Tenure: 1981-82

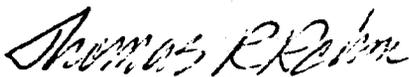
Committee members for 1981-82 were:

Henry Ewbank, Paul Fife, Terah Smiley, Martin Silverstein,
James O'Leary, Larry Aleamoni, Daniel Boone, Roger Fox, and
Thomas R. Rehm, Chairman.

Larry Aleamoni is the CAFT Chairman for 82-83.

The Committee dealt with five cases during the year. Two were carry overs from 80-81, neither of which came to a hearing before CAFT, one for lack of action on the complainants part, the other due to return by CAFT for resubmittal according to proper procedures (this case was subsequently handled by a Code of Conduct hearing and is no longer in the CAFT active file). Two other cases came to trial and were completed with recommendations for action made to the President. The fifth case will carry over to the 82-83 year.

A comment on this year's cases is as follows: Four of the five cases dealt with a claim of improper procedure in the matter of attaining tenure or promotion. Most of these cases would not have culminated in a request for a hearing before CAFT if the procedures listed in the University of Arizona Bylaws and Chapter XIII of the Faculty Manual had been conscientiously followed. It is the responsibility of department heads to see that their tenure-eligible/promotion eligible faculty are properly and regularly notified of their status and kept informed of their strong points and weak points *vis-a-vis* their likelihood of promotion/tenure in the future. In addition, the review panels which evaluate faculty members' credentials should follow the promotion/tenure guidelines prepared by the Administration and the Department as well as those given in the Bylaws and Faculty Manual. Attention to these matters will make for a much better working relationship between all members of the University Community.



Thomas R. Rehm
CAFT Chairman '81-82'

TRR:rgm

Sept 13, 1982

UNIVERSITY OF ARIZONA
COMMITTEE OF ELEVEN
ANNUAL REPORT
1981-1982

Following is the report of the Committee of Eleven activities for 1981-1982.

Members and Officers

The members of the committee were:

Jose D. Garcia	Oliver F. Sigworth
Mary Ellen Hazzard	Carl T. Tomizuka
Rebecca Kellogg	Marlys H. Witte
Mary Z. Maher	*Charles Zukoski
Arlene M. Putt	*Richard Garcia
Elizabeth Roemer	*Bradley H. Gettleman
Franklin D. Rollins	

By vote of the committee, Arlene M. Putt was elected to serve as chairperson and Mary Ellen Hazzard was elected as secretary.

Meetings

The old and new committee members met together on August 24, 1981 and the current committee met for eighteen times during the term.

Guests

Invited guests to committee meetings included V.P. Richard Edwards, Dr. Felix Goodwin and Mr. Frank Felix. These persons addressed the topic of the selection process for the Director of Minority Affairs.

Also invited was Dr. Henry Hill, Chairperson of the Advisory Committee on Promotion and Tenure, and the entire membership of the Advisory Committee was invited to the May meeting.

Dr. Jean Kearns, Affirmative Action Officer, was also invited in May.

Business Transacted

The business transacted by the Committee of Eleven is as follows:

1. Teacher Effectiveness Report

This report was completed after three years of work by the subcommittee composed of Shirley N. Fahey, Chairperson, Arlene M. Putt and David Woloshin and presented to the Faculty Senate. After lengthy debate and one minor change, the Faculty Senate approved the report.

Follow-up activities included a review of the suggestions rendered by the IRAD Advisory Committee and committee dialogue with members of the Advisory Committee on Promotion and Tenure, Dr. Henry Hill, Chairperson.

* Student Members

After a meeting for May 1982 was scheduled, Dr. Hill's committee declined to meet, suggesting that the following matters be referred directly to administration.

Areas of concern requiring further exploration include emphasis placed on teacher effectiveness, alignment of departmental guidelines with the expectations of the Advisory Committee on Promotion and Tenure, credit for creative publications, time of notification for candidates for promotion and tenure, and overall set of guidelines for the entire university.

2. Promotion and Tenure Guidelines

Another subcommittee consisting of Mary Maher, Rebecca Kellogg and Frank Rollins, reviewed Promotion and Tenure Guidelines. Since this subcommittee report paralleled the guidelines circulated from the Executive Vice President's office, no official action was taken.

3. Presidential Search Committee

Oliver Sigworth, Faculty Chairperson and Richard Garcia, ASUA President, represented the Committee of Eleven on the Presidential Search Committee. Input was given via these representatives.

4. Proposal to Reorganize the Faculty Senate

A proposal was made by Oliver Sigworth to have representative membership from the administration in the Faculty Senate. The proposal was taken to the Faculty Senate, debated and tabled until next year.

5. Status of the University of Arizona Constitution and By-Laws

The Constitution and By-Laws passed by the Faculty Senate was rejected by the Board of Regents because of language conflicting with the Conditions of Faculty Service. President Schaefer appointed an Ad Hoc Committee consisting of Max Jarrett, Thomas Rehm, Raymond Thompson, Oliver Sigworth, and Arlene Putt. The Ad Hoc Committee resolved the language problem and took the compromise to the Faculty Senate for debate and acceptance. The required number of members of the General Faculty petitioned for a special meeting to review the Senate action on By-law 7c-iii(g), under which a tenured faculty member would have 15 days within which to request a hearing in the case of dismissal or suspension for cause. The called meeting lacked a quorum; further action is pending.

6. Faculty Questionnaire on Priorities for New President

A subgroup working with Jose D. Garcia developed a questionnaire to be sent to all faculty. Input was received from a variety of sources, including President-elect Koffler. The questionnaire is to go out in Fall 1982.

7. Faculty Representatives on Intercollegiate Athletics Committee

A motion was passed to request the three faculty representatives to report annually to the Faculty Senate.

Another motion, proposing that one of the faculty representatives on the Intercollegiate Athletics Committee be the representative to the NCAA, was discussed and tabled until Fall 1982.

8. Affirmative Action

The Committee of Eleven sought information concerning the procedures followed in the first search for a Director of Minority Affairs. For this purpose three guests were interviewed. A second search has been authorized by the Board of Regents.

Following a general discussion by the Committee of Eleven of Affirmative Action on the University of Arizona campus, a subcommittee was formed to focus primarily on affirmative action as it relates to faculty. The subcommittee consisting of Drs. Marlys Witte, Charles Zukoski, Jose D. Garcia, Richard Garcia, and ad hoc members, Drs. Linda Meade-Tollin, WISE Coordinator, and William Royce of Oriental Studies have met three times. Discussion has centered on the general status of affirmative action on the campus and what faculty can do to improve the general climate. Imaging and action planning techniques were used to project goals for two years hence and positive and negative forces influencing the attainment of the goals were analyzed. The subcommittee is currently gathering information on the representation of women and minorities on the faculty now and serially in the past ten years. In connection with the Committee of Eleven at large, interviews are being conducted with individuals knowledgeable in this area--Drs. Frank Felix, Felix Goodwin, and May 14th, Jean Kearns. In the fall, statistical information will be distributed to the faculty and a questionnaire circulated regarding faculty attitudes and support for affirmative action. At some point during the 1982-83 academic year, an Affirmative Action Workshop will be held to promote greater faculty awareness and faculty participation in various activities such as faculty development. Other activities in this area will interdigitate with the interests of the Committee of Eleven in the promotion and tenure process.

This subcommittee is to report back to the Committee of Eleven in Fall 1982.

9. Funding for the Arizona Universities Faculty Council

Oliver Sigworth made an appeal for funding.

10. College Reorganization

A motion seeking delay of reorganization plans for the Colleges of Liberal and Fine Arts until after President-elect Koffler arrives was taken to the Faculty Senate and passed.

11. Proposed University Budget Cuts

Information into the nature and decision-making process of proposed budget cuts was sought from Dr. Gary Munsinger, Vice President for Planning and Budgeting and Dr. Helmut Frank, Chairperson of the University Planning Committee. Assurances were given for faculty participation in the decision-making process.

12. Faculty Participation in Merit Consideration

The Committee of Eleven supported the NAU resolution regarding faculty participation in plans for the distribution of merit pay. The proposal was taken to the Senate and a motion to support the NAU proposal was passed.

13. New Women's Faculty Club

The need for a new group for faculty women was discussed. No action was taken.

14. Sabbatical Leaves

The process of applying for sabbatical leaves was reviewed. The status of sabbaticals for librarians was reviewed with the Executive Vice President who does not see librarians as eligible at this time and sees no change in policy forthcoming. Committee action is to refer this matter to President-elect Koffler.

15. Review of the Status of the Intercollegiate Writing Committee

This committee, authorized by Faculty Senate action on the Writing Report from the Committee of Eleven, has received no funding. They did not meet until prodded by the Committee of Eleven. The status of this committee is also to be referred to President-elect Koffler.

16. Athletic Department Changes

Problems in the Athletic Department have been major and continuing throughout the year. Questions on faculty views on these matters have been included in the Faculty Questionnaire.

17. ASUA Proposal on Intermediate Grades

This proposal, passed by the committee, was taken to the Faculty Senate and remains on the agenda.

18. Contact with President-elect Koffler

The Committee of Eleven has offered its services to Dr. Koffler. Oliver Sigworth, Faculty Chairperson, has arranged a meeting of the Committee of Eleven and Dr. Koffler in late April.

19. Student Dissatisfaction with a Visiting Professor

The student president sought committee advice on solutions to students' problems with a visiting professor. Suggestions were given.

Items to be Carried Over to 1982-83

1. Status of the Intercollegiate Writing Committee
2. Review of committee structure on campus
3. Revision of list of voting faculty
4. Question of sabbatical leaves for librarians
5. Continued monitoring of impact of teacher effectiveness report
6. Proposal for reorganization of the Faculty Senate
7. Faculty representative to NCAA
8. Report of Affirmative Action Subcommittee
9. Policy on Classified Research
10. Promotion and Tenure Policies

Committee of Eleven Membership for 1982-83

Faculty whose terms are unexpired:

Jose D. Garcia, Jr., Physics
Mary Ellen Hazzard, Nursing
Rebecca A. Kellogg, Library
Elizabeth Roemer, Astronomy
Oliver Sigworth, English, Faculty Chairman
Carl T. Tomizuka, Physics

Faculty elected to the Committee in 1982:

Donald Myers, Mathematics
Karen Paulsen, Psychology
Thomas Rehm, Chemical Engineering
Marlys Witte, Surgery (reelected)
Charles Zukoski, Surgery (reelected)

Student Members:

Pat Duffy, ASUA President
Brad Gettleman

Respectfully submitted,



Arlene M. Putt
Chairperson, 1981-82