

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, September 13, 1982 Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, September 13, 1982, in Room 146 of the College of Law. Seventy-five members were present. Senate Chairperson Rebecca Kellogg presided.

SENATE MEMBERS PRESENT: Antinoro, Antley, Atwater, Barber, Battan, Berliner, Bleibtreu, Butler, Chiasson, Cole, Cosart, Crowder, DeWalt, Dickstein, Duffy, Epstein, Erwin, Ewbank, Fahey, Farr, Foster, Fox, Frank, Gallagher, Garcia, Goetinck, Goodwin, Gourley, Henderson, Jensen, C. Jones, D. Jones, L. Jones, Kellogg, Kettel, Kinkade, Koffler, Laird, Leebron, L'Heureux, Maher, Mautner, McCrary, Moffatt, Munsinger, Myers, Nevins, J. O'Brien, S. O'Brien, Paplanus, Parisi, Paulsen, G. Peterson, R. Peterson, Prosser, Reeves, Rehm, Roby, Roemer, Rollins, Schoonmaker, Shanfield, Sigworth, Smith, Sorensen, Spece, Steelink, Svob, Thompson, Titley, Tomizuka, Weaver, Windsor, Witte, and Zukowski. Dr. Robert Sankey was present as Parliamentarian.

SENATE MEMBERS ABSENT: Cardon, Edwards, Gaines, Geiger, Odishaw, Scott, Trinca, von Teuber, Werner, and Wilkening.

ELECTION OF SENATE PRESIDING OFFICER: Ms. Kellogg asked Faculty Secretary David Windsor to assume the chair and conduct the election of the Senate presiding officer for 1982-83. Senator Kellogg was nominated. Senator Oliver Sigworth was nominated. It was then moved, seconded, and passed that nominations be closed. Balloting proceeded with David Butler and Robert Sankey serving as tellers. Senator Kellogg was re-elected presiding officer of the Senate for the 1982-83 year.

WELCOME OF NEW MEMBERS: Senator Kellogg welcomed new members to the Senate and read the list of their names which included persons rejoining the Senate after an absence as well as newcomers. These were: Elizabeth Antley, Elizabeth Barber, Louis Battan, David Berliner, Hermann Bleibtreu, Robert Chiasson, Evelyn DeWalt, Ruth Dickstein, Pat Duffy, Czarina Erwin, William Foster, Roger Fox, Jean Goetinck, Charlotte Jones, Douglas Jones, Richard Jensen, Richard Kinkade, Henry Koffler, Elizabeth Leebron, Odell L'Heureux, Robert Mautner, Bob McCrary, Michelle Moffatt, Donald Myers, Robert Nevins, Ralph Parisi, Lois Prosser, Richard Reeves, Mary Schoonmaker, Roy Spece, Carl Trinca, and Laurel Wilkening.

ACCEPTANCE OF MINUTES: The Senate accepted the minutes of the May 3, 1982 meeting as distributed.

REPORT FROM THE SECRETARY: The Secretary's report consisted of the following announcement:

The Board of Regents Audit Staff is performing the annual audit of the University's FTE (full-time equivalent) report. The auditors will select a sample of classes and confirm enrollment in these classes with the instructor. The objective of the confirmation process is to establish the status of students as of September 13, 1982, per the instructor's records. In a majority of cases, confirmation can

be completed during a five-minute phone call. Instructors of selected classes will be contacted during the latter part of September.

REPORT OF THE CHAIRMAN OF THE FACULTY: Senator Sigworth, Chairman of the Faculty, announced that he had appointed E. Russell Alexander of the Department of Pediatrics and Roseann D. Gonzalez of the Department of English to the University Committee on Committees. He said he hoped to announce the membership of the Committee on Classified Research at the October meeting of the Senate.

Dr. Sigworth pointed out that with the reorganization of the University's administrative structure the number of ex-officio Senate members who are members of the University administration had increased by one, with the result that the number of senators representing the colleges should be increased by two. How should this be done? The Constitution is silent about this matter. Which colleges should be assigned the additional representation? What was formerly the largest college, Liberal Arts, no longer exists. Dr. Sigworth said his proposal was that he create a special committee, which he would chair and on which one member would be Dean Richard Kinkade, the new Dean of the new Faculty of Humanities. Was there objection to this procedure? None was voiced. Senator Myers suggested that the runners-up in the various college elections last year be considered, but Senator Sigworth explained that there had been no runners-up.

Senator Sigworth explained further that two at-large members had resigned from the faculty during the summer. Both happened to be from the faculty of the School of Home Economics. There were no runners-up in the election in that group either. Since the School of Home Economics is part of the College of Agriculture, it was his suggestion that the faculty of that college select these two replacements unless there was objection. Dr. Peterson said he thought this would violate the spirit of the Constitution. Those seats were not the property of a particular college. Holders of those seats were representatives from the faculty at large. Should there not be a special election? Dr. Sigworth explained that there was no provision in the Constitution for a special election. It would be his suggestion that the same committee he appoints to reapportion the additional college senators address also the problem of how to replace the senators-at-large. There was no objection. Senator Chiasson suggested that the committee request nominations from all the colleges.

Senator Sigworth reported that he had sent a letter to all new members of the faculty and all University department heads pointing out that each member of the faculty of a department is entitled to have in hand a statement of departmental policy on promotion and tenure procedures.

Senator Sigworth said he had been furnished a report for the Faculty Senate of the activities of the Committee on Conciliation during the 1981-82 year. He said he was asking that the report be distributed as a part of the minutes of today's meeting. (See Appendix I)

Senator Sigworth reported he had understood several months ago that the request of the Faculty Senate to the Board of Regents that the Conditions of Faculty Service be modified in one important respect would be considered by the Regents. The Regents would be asked to revise their position that a faculty member being dismissed must formally request a hearing within an appropriate time span if a hearing is to be held, in contrast with the position of many

faculty members that in every instance a hearing should automatically be held unless the individual faculty member chooses to decline the opportunity for such a hearing. Dr. Sigworth said that in his discussions with Regents Capin and McNulty, and particularly with Regent Chandler, he had understood the matter would be discussed at the July meeting of the Board of Regents. He had learned after that meeting that the matter was not presented. He then was given to understand it would come up at the September meeting. He had been reassured by Regent Chandler that the request seemed to be a reasonable one and that he foresaw no difficulty. To his dismay, Dr. Sigworth reported, he had learned that the matter had not come up at the September Regents' meeting because the Regents' legal staff felt that such a proposal as this could not properly come to the Regents from the faculty. Maybe the matter will receive Regents' consideration at the October meeting, Dr. Sigworth said. However, his hopes had been dashed so often that he could not feel sanguine about the matter.

Senator Sigworth next reported that at its meeting on September 8 the Committee of Eleven, following its discussion of the 10% cut in the 1982-83 budget of state funds as requested by the Governor and directed by the Board of Regents had voted to send the following to this body as a seconded motion: "That the University of Arizona Faculty Senate establish a University Faculty Budget Committee to consist of five members, at least three of whom are to be members of the Senate. The function of the committee will be to examine the budgetary processes each year, to offer suggestions to budgeting officers, and to report its findings and observations annually to the Faculty Senate."

Chairperson Kellogg asked if there was discussion of the motion or questions about it. Senator Frank said it seemed to him the new committee would overlap to a great degree the Committee on University Planning. Would there not be considerable duplication here?

Senator Myers said it was the feeling of the Committee of Eleven that the budget was of such importance that it deserved a special Senate committee. The Committee on University Planning considers long-range planning, he said, as distinct from more immediate budget concerns.

Senator G. Peterson said he shared Senator Frank's concern and wondered if there really was a need for this second committee.

Senator Garcia pointed out that the charge of the Planning Committee indicates it is to concern itself with long-range plans. The intent of the Committee of Eleven was to create a special committee whose concern would be with the short-range budgeting process. Senator G. Peterson responded that the charge of the Committee on Planning in toto does indeed encompass the very sorts of things that presumably the proposed new committee would concern itself with.

Senator Koffler stated that planning and budgeting are complementary matters. One should not go on without the other. He hoped that a duplication of effort could be avoided in any situation.

Senator Shanfield wondered what lay behind the motion. What was the real reason that caused the Committee of Eleven to propose establishing the new group? Senator Myers said that the proposed financial cutbacks in the University's

budget had been developed with little faculty knowledge of them. The proposed new committee on behalf of the faculty could become knowledgeable of the budgeting process and could keep the Senate informed.

Senator Paplanus said it should be realized that the proposed cuts were in fact reviewed by the University administration with the Committee on University Planning. Much information was provided the committee members and the committee was given much opportunity to respond. No report of the discussions had been made to the Senate since all of this matter had developed during the summer months when the Senate was not in session.

Senator Sigworth said the Committee of Eleven felt the faculty should have more information about the budgeting process itself--how is a budget arrived at?--and was not interested in line-by-line details.

Senator Steelink asked if the Committee on University Planning should have its membership enlarged so that the committee could become more aware of the fiscal operation and the planning of the institution.

Senator Witte asked how big is the Committee on University Planning and how are the members appointed. Senator Kellogg replied that the committee is made up of seven members. There is opportunity for nominations by members of the Senate and nominations are made by the Committee on Committees. The Executive Committee then appoints the membership of the committee.

Senator Spece asked if the present Committee on Planning would be willing to assume the additional responsibilities it was indicated the proposed new committee on budget would be responsible for. Senator Frank, speaking for himself, said that he thought the concerns could be adequately handled by the present committee, since, regardless of what the charge might say, the Planning Committee's emphasis has been on short-range budgetary planning. What the Committee of Eleven wishes to be done would not be far removed from what the Committee on University Planning has already been doing. The Planning Committee has not been doing long-range planning, Senator Frank emphasized. Chairperson Kellogg asked Senator Paplanus if he felt the Committee on University Planning would have trouble absorbing the additional responsibilities and he said no.

Senator Munsinger noted that in the last year the Planning Committee has been working almost exclusively on short-term planning, giving attention to such matters as the University's legislative appropriation, cost-of-living increments, and merit increase increments. He said budget and planning cannot be separated.

Senator Battan asked if Senator Steelink had been proposing a substitute motion or an amendment to the Committee of Eleven's motion. He said he thought he was willing to second whatever action Dr. Steelink was proposing. Senator Kellogg said she understood that Senator Steelink had only asked a question and Senator Steelink said that was correct. Several senators asked for guidance from the parliamentarian. Dr. Sankey said that the best procedure would be to vote down the motion before the house if that was what the body wanted, and then a different proposal could be made in a new motion.

Senator Henderson said he felt that the Senate was moving too fast in this matter. He would not be ready to vote yet on what was being discussed because he hadn't had a chance to talk with his faculty about it.

He then moved that further consideration of the motion from the Committee of Eleven be postponed and that there be further discussion of it at the October meeting of the Senate. Several seconds were heard and the motion passed with a few negative voices heard.

REPORT FROM THE PRESIDENT OF THE UNIVERSITY: Senator Koffler said he was pleased to be attending his first Senate meeting. He looked forward to being a part of the Senate activity and to working with all elements of this body. He said he would comment briefly on the matter just previously discussed. He understood that later today when the agenda reaches the report from the Committee on University Planning there would be further discussion of the matter.

He said it now appeared that a minimum of \$6,000,000 must be saved beyond the categories of budget cutting put in place several months ago. It would not be known what the revenue picture actually was going to be until much later in the year, but certainly prudence dictated that the full 10% cut must be anticipated. "Certainly we cannot wait and do it all in the final months of the fiscal year," Dr. Koffler said.

One category not yet implemented but proposed last June as a possibility for possible implementation in October would be for each employee to forego one day's pay every other pay period. He referred to the memorandum sent all members of the faculty and staff in June by former President Schaefer. He said while this plan was developed under the Schaefer administration he had been consulted at the time and had agreed with it. He thought the plan was imaginative. Everybody shared in the pain. Certainly each individual's giving up one day's pay a month would be preferable to laying off employees. Moreover the plan was reversible, should sufficient funding be found later. However, he had come to have certain reservations about requiring the foregoing of one day's pay a month. What might be done as alternatives? One option would be to impose an even tougher hiring freeze. Another would be more strictly to limit expenditures for equipment, perhaps allowing only unavoidable repairs. A third option could be to limit library acquisitions. A fourth would be to reduce in-state travel still further. A fifth possibility, certainly the last one that one would want to implement, might be to lay off personnel.

More precise details about the financial situation would be available within the next week, he believed. Senator Koffler emphasized that \$14,000,000 cannot be cut from a budget without its hurting. "Your choices might be different kinds of pain, but how should you do it?" He felt the best way to proceed would be to minimize the number of harmed individuals. He would be studying all alternatives in the days immediately ahead, reviewing them again with the Deans' Council, with the Executive Council, and with the Planning Committee. Fairly soon the hard choice must be made.

REPORT FROM THE ASSOCIATED STUDENTS: ASUA President Duffy introduced the new student members of the Senate and he remarked that the students were pleased to be present again in the Senate.

He referred to the recent Mall event emphasizing involvement in University clubs and organizations. He said he hoped the faculty in their classes would urge students to become involved in a variety of activities.

He said student leaders were organizing to lobby against the so-called free enterprise bill which is expected to be introduced in the Arizona Legislature in January. He said that student representatives also were working with the Academic Affairs Committee of the Regents on the student services statement included in the Regents' Mission and Scope Statement.

Senator Duffy noted that a new service of ASUA, a lecture notes service, is now in effect for five University classes as a supplement to the regular class presentations. The operation seems to be going well so far as assisting students is concerned. It is also producing some revenue for ASUA.

Senator Duffy's final remark was that the students were pleased indeed that Susan Wilson had been appointed the new director of Associated Student Activities.

REPORT FROM THE PRESIDING OFFICER: Chairperson Kellogg announced that the Revised Code of Academic Integrity had been temporarily withdrawn from the Senate agenda inasmuch as the entire statement is being reviewed and probably revised in the light of certain developments that took place during the summer months.

Senator Kellogg reported also that she had received the following communication from the head of the Department of Political Science:

"At its meeting August 26th our faculty unanimously instructed me to request that the Faculty Senate seek a thorough explanation of all the actions already taken or now being taken by the University administration to effect the savings mandated by the Governor's recent directive, and that these be compared to the actions taken for that purpose at the other two state universities. They also request that this information be made available to the faculty prior to implementation of the University's plan for having faculty and staff forego one day's pay per month.

"I should greatly appreciate your placing the matter on the Senate's agenda as they request.

Cordially yours,

John C. Wahlke
Department Head
Department of Political Science"

REPORT FROM THE COMMITTEE ON ACADEMIC PROCEDURES: Senator G. Peterson, as retiring Chairman of the Committee on Academic Procedures, reported that the full report for 1981-82 from the Committee on Academic Freedom and Tenure would become available shortly. It would be distributed as an appendix to the Senate minutes of this Senate meeting. (See Appendix II) He noted

further that, as already indicated by Senator Kellogg, certain events taking place in the summer of 1982 had made it clear that the Revised Code of Academic Integrity needed considerable further revision.

He said that in the new year the committee would be giving further attention to important issues relating to Chapter VIII and Chapter X of the Faculty Manual.

REPORT FROM THE COMMITTEE ON UNIVERSITY PLANNING: Senator Frank, Chairman of the Committee on University Planning, said he would like to review the history of determining the procedures to be followed in cutting the University budget by 10% so far as state funding was concerned. There had been faculty involvement, he said.

Two weeks after the May 3 Senate meeting, he was informed that there was need for the Committee on University Planning to meet to consider proposals as to how the University should respond to the Governor's and the Regents' decision that 10% must be cut from state funding in the University of Arizona budget. A meeting was called of the Committee and representatives of the University administration. In addition, the Chairman of the Faculty, the Presiding Officer of the Faculty Senate, and the Chairman of the Committee of Eleven were invited and attended. Chairs of two other groups also were asked to attend, the U of A Chapter of the American Association of University Professors and the University of Arizona Faculty Association. The chairs of these organizations could not be present but due to overlapping memberships these groups did have representatives present at the meeting.

At the meeting the administration's proposals were discussed. The Committee on Planning and the other guests had ample opportunity to discuss alternatives, to ask questions, and have full discussion. A few changes in the proposal were made. The Committee on University Planning supported the basic principles of the proposed plan and thought it had some advantages that a number of other plans did not.

It must be realized, Senator Frank continued, that certain hard facts were not available. The budget situation in Phoenix has been very difficult to keep track of this year, due in part to changes in tax collection procedures. Clear information has not been available as to just how deficient revenues truly might be. Specifics have been extremely nebulous or have been non-existent. It was agreed that five categories for budget saving should be implemented July 1, 1982, namely, elimination of all paid overtime, imposition of a severe hiring freeze, prohibition of any out-of-state travel with state funds, a 20% cut-back in in-state travel, and prohibition of the purchase of office equipment. The implementation of a sixth proposal whereby each employee would forego one day's pay every other pay period would not be implemented until October 1 at which time it was hoped more information would be available about the extent of the fiscal problems. This information would be in hand shortly, Senator Frank said. However, important further decisions must be made soon. Dr. Frank pointed out that the Planning Committee had not proposed the plan but had in a sense ratified it. It had had opportunity to review it.

Since Vice President Munsinger was an ex-officio member of the Committee on University Planning, Senator Frank asked Senator Munsinger to join

him at the podium to make comments and answer questions from the Senate.

Senator Munsinger said he would first like to make a brief statement. He pointed out that the original request for a 10% budget cut went from the Governor to the Board of Regents. The Board in turn had asked each of the Arizona universities to determine how to save 10% of its state funds. The figure 10% was not certain. No one knew then what the extent of the revenue shortfall was going to be. In fact, Arizona is in a rather strong position economically. We probably will experience continuing growth and development for the balance of the decade. There is some trouble right now, as the entire nation struggles to recover from a recession which has been the most serious of any since World War II. Incidentally, the prospects for 1983-84 are also uncertain, Dr. Munsinger pointed out.

In March and April of 1982 the Arizona Legislature had appropriated designated amounts for the Arizona universities making it possible for the institutions to draw up annual budgets for '82-83. But at that time the outlook for Arizona's economy was brighter than it became later. By May the economic forecasts were becoming more pessimistic; and at that point, the Governor and others felt that a shortfall was inevitable, perhaps to the extent of about \$68,000,000. This figure in itself is very indefinite. Some economists say the shortfall could be as much as \$118,000,000 or \$120,000,000. These numbers are nebulous, he repeated. Meanwhile, what are Christmas retail sales going to be in the light of the increase in unemployment? What results, long run, will the July 1 cuts in military benefits bring? What effect will the July 1 tax changes have?

Dr. Munsinger pointed out that \$68,000,000 is only a fraction of the State's total budget of \$1,650,000,000. The University of Arizona had been authorized to receive for its 1982-83 budget about 8.3% of the State's total appropriated funds. Yet the Arizona universities are now being asked to absorb a considerably larger proportion of the shortfall, 20% of the total by the U of A and 20% by Arizona State University, for examples. This is so because so much of the State's budget is committed by law for various categories called entitlements. Certainly if it proves to be the case that the shortfall will exceed \$68,000,000, other Arizona agencies will have to absorb some of the cuts.

Senator Epstein asked if consideration had been given to applying the one day a month without pay procedure only to persons receiving more than \$10,000 a year. Senator Munsinger said yes, that cutting lines of \$10,000, \$12,000, \$15,000 and \$20,000 had been considered. Officials had also looked at not applying the policy to people on student wages, and not to certain University hospital employees, perhaps exempting those occupied in health care. The impact of implementing various situations could be priced out, Senator Munsinger explained.

Senator Witte asked if it was contemplated that the pay cuts would be imposed across the board regardless of the source of salary funding, for example, federal funds and local funds vis-a-vis state funds. Dr. Frank pointed out that the Governor had referred only to making cuts in state funds. But how do you implement something like this on a selective basis depending on source of funds? It would indeed be inequitable where two employees were working side-by-side on identical jobs where one was paid by state funds and one by other funds to force

one to take a day without pay and not the other. If the policy were not applied across the board, Dr. Frank said, there would be great temptation to manipulate, for example, shift people from one payroll to another. Controlling the procedure would be almost impossible and the result would be chaos.

Senator G. Peterson wondered if there was any benefit in continuing dialog on the one-day-a-month pay cut. Had he not sensed that it now appeared unlikely that this would be implemented? Senator Munsinger said that the decision had not yet been made and that President Koffler wanted to hear as much discussion about this matter in the Senate as possible. Senator Koffler reiterated his desire to hear Senate discussion.

Senator Spece said he had several questions. Had attention been given to the lawsuits that would probably be generated? Had consideration been given to what the State's shortfall in tax revenue would be because of reduced spending on the part of those individuals who lose a day's pay a month. What would be done about the teaching of classes on the designated day off? What about the lack of uniformity in approach to the problem by the three Arizona universities?

Senator ^{Frank}~~Helmut~~ said that there would be lawsuits no matter what was done, it was realized. Whatever measures were settled on would be put to legal tests. For example, new faculty members who made their decision to move to the University of Arizona made that decision with a precise salary figure in mind. Now this would be changed. Such persons well might seek legal recourse.

Senator Munsinger pointed out that one alternative considered in June was to forego the cost-of-living increase authorized for July 1. Then if the financial picture was better by January, the pay raise could be granted later in the year. It was decided that was not desirable, however, because if it was later found that so big a budget cut was not needed, it would be very hard retroactively to adjust salaries. And again, lawsuits would be invited since the July 1 pay raise had been authorized by the Legislature. It was at this juncture in June, Dr. Munsinger pointed out, that the University's legal staff stated that contracts for 1982-83 must carry the proviso that the contracted salary was subject to the availability of funds.

Continuing to respond to Senator Spece's questions, Dr. Frank said that certainly if individuals received less pay because of losing one day's pay a month, there would be a reduction in retail trade in Tucson. The same will be true as the result of there being no paid overtime, and to some extent as a result of the hiring freeze. All of these affect retail sales. What would be the least damaging locally, he explained, would be the cutback in the purchase of equipment since so much equipment comes from out-of-state. Similarly, the cutback in out-of-state travel would not have so much local impact.

What about the impact on classes? It would depend on how the procedure was implemented. What day shall be the day off? Shall it be a day when a professor is meeting classes, or a day when he is doing research? Of course it was hoped that most faculty members would take their day without pay on a non-teaching day.

Senator Munsinger said he believed most faculty members would feel a commitment to meet their classes. All concerned feel the University should do everything possible to meet its full responsibilities to students. In times of

recession, Senator Munsinger continued, heavier demand than usual is placed on University services, for example, heavy requests for the Cooperative Extension Service in areas such as water and energy. Communities ask the University for assistance. "We want to maintain the highest possible level in all our programs and services," Senator Munsinger said. He had heard of faculty and staff members who had made imaginative suggestions. One woman pointed out that she was the only secretary in a department and the department really could not function well if she would be gone an entire day. On the other hand, she could be gone one hour a day for eight days. It was hoped that alternatives could be worked out and a program developed that was flexible yet fair.

Senator Frank noted that as far as the three Arizona universities were concerned, Arizona State had taken a quite different approach. In multi-section courses a number of sections taught by para-professionals or part-time faculty had been cancelled. This could be done in a university serving a large metropolitan area and employing many part-time instructors. The U of A would be in trouble if it tried to take that approach because it does not employ that many part-timers on its faculty. If a large number of teaching assistants' positions in lower division sectioned courses were eliminated that would hurt the graduate program markedly.

Dr. Munsinger said that Arizona State had decided to consider no reduction of pay for its personnel. Consideration had been given to completely closing down the university for a period between Christmas and New Year's but this had been abandoned. ASU is cutting out to a very great extent the funding of new equipment, foregoing expenditure of virtually all of its special appropriation for engineering equipment for its Center for Engineering Excellence. Out-of-state travel has been cut by one-half. There have been a number of operation cuts. There is a slow-down of hiring.

Northern Arizona University, he understood, had imposed a hiring freeze, was effecting savings in operations, was reducing in-state travel by 18% and out-of-state travel by 50%, and had cut its library funds by 20%. NAU had reduced its budget for the purchase of equipment by 74%.

Senator Laird wished to comment about the library budget, that is, the acquisitions budget. The discussion should center mainly on cutting back on the acquisition of books, he said, because most people are not interested in interrupting journals. Keep in mind, he said, that if you don't buy many items when they are available, you can't go back later and acquire them because they will be out of print. He believed, however, that the U of A library could devise a plan whereby it could return over 10% of its acquisitions budget without affecting the funding for the acquisition of serials or monographs. Senator Laird did urge against an absolute hiring freeze. Most teaching departments lose few individuals in the course of a semester or even an academic year. Organizations like the University library or the Student Union, however, have considerable turnover with vacancies occurring on an on-going basis. He noted that he had 100 resignations in the course of last year from a staff of 206. A hard and fast hiring freeze could decimate his staff.

Senator Farr said it appeared from some comments heard today that within a week a new plan might well be devised. Therefore he wondered how appropriate this discussion was to the problem. Why not wait for the new plan

and then have further discussion. Right now there is much opposition to the one-day-a-month without pay proposal, but it is undesirable compared with what? He thought a special Senate meeting might well be called as soon as new information is available.

Dr. Steelink said he thought the equity issue was one that deserved careful attention. This was extremely important for many members of the staff. Giving up a day's pay hurts a \$4-an-hour secretary more than it does a \$20-an-hour faculty member. Yet some staff members are probably more vital to the operation of the University than many faculty members.

Why not consider, he said, simply making an outright salary cut. Just forget the day off. Simply cut everyone's pay an x number of dollars and hope that the Legislature in the spring would provide a supplementary appropriation to make it up. Senator Frank replied that the present plan implies making up the pay later if possible. The state is obligated to those who work on the "day off" when and if funding is available. Senator Steelink said a commitment should be made, not an implication.

Senator Munsinger said there would be no need to go back to the Legislature for an appropriation. The money has been appropriated. It is just a matter of the funds not being available in the state treasury.

Senator Witte said she wondered if the discussion during the last half hour did not show why a special University faculty budget committee was needed. It is the first time she had ever heard discussion of this sort about the budget. She believes it is needed on a regular basis.

Senator Garcia said he had not heard an answer to the question asking why it was decided not to exempt persons under \$10,000, for example, from the requirement to forego one day's pay. Senator Munsinger said it had been concluded that it would be fairer to propose such a procedure across the board in the name of equity. Problems of morale are involved, he said. There are many persons in middle-range salary groups. Senator Frank pointed out that if certain groups are exempt then the base shrinks. Once certain lower categories have been exempted the more money must come from the upper levels. Would it then become necessary to require better-paid personnel to take two days a month off?

Senator Myers noted that in last summer's notification it was pointed out that if the budget cut-back categories 1-5 to be imposed July 1 did not provide enough savings, proposition 6 would then be considered. It seemed to him, however, that steps 1 to 5 had not been implemented fully. Senator Munsinger said that it seemed to him that they had been. The hiring freeze went into effect immediately, although deans and vice presidents have had authority to make certain exceptions where necessary. The most recent information available indicated that savings in the five categories were 98% "on target". The out-of-state travel ban had been imposed 100%. The freeze on equipment had been very severe while not absolute.

Senator Myers wondered what legal recourse the faculty and staff would have. He wondered if adequate publicity had been given to the procedures being followed at Arizona State University and at Northern Arizona University which some people found more equitable. Maybe the U of A should consider some of their procedures. He said the comment had been made that perhaps the faculty

would not take their day off on a teaching day but instead on a day they would normally devote to research. Yet promotion at this University is based on research production. He noted that any reduction of salary would have serious consequences. What about tax-sheltered annuities and insurance programs? There are a number of people on the borderline between given salary figures and different eligibilities above or below those figures so far as insurance programs are concerned. Suppose a man's yearly salary is cut back because of forced days off and then he dies. Will the insurance he is entitled to be reduced? Senator Myers did not feel enough attention was being given to the implications of some of the actions contemplated.

Senator Frank said undoubtedly lawyers were going to have a field day. He said there just was not enough time in June before a plan had to be developed for such a wide host of questions to be considered by the planning department.

Senator Munsinger said he thought some of the concerns expressed by Senator Myers were covered by protector statements that the various investment and insurance programs have. These would apply to involuntary days off, layoffs, or furloughs.

Senator Tomizuka referred to theories about uniform pay reductions. He remembered a time when a certain percentage increase in pay was available only to persons below certain salary levels and he did not recall any objection to that. We should appeal to social justice, he said. It is indefensible to cut below a minimum necessary level of income.

Senator Spece said he was heartened by Senator Koffler's expression of hope to avoid the one-day-a-month pay cut. He said the difficulty about implementing that is that it is irreversible and inequitable. Hiring freezes on the other hand are reversible and equitable. He felt the University would bring about a large number of lawsuits if it implemented the one-day-a-month pay cut. If it was implemented it would be interpreted widely as a message to the Legislature and the state that the U of A can give itself a pay cut. He urged avoiding such a disaster.

Senator Sigworth wished to support Senator Tomizuka's comment. For anyone receiving less than \$10,000 he felt that giving up a day's pay was inequitable—a genuine hardship. "Most of us in this room would not be seriously hurt by giving up one day's pay. A TA, on the other hand, receiving between eight and nine thousand dollars a year would very definitely miss one day's pay per month. As far as spreading around the pain is concerned," he said, "the employees in the lower pay scales would really be hurt by such a procedure."

Senator Fahey wished to return to the comments made by Senator Farr. She said by now a rather broad spectrum of feeling had been voiced by the senators. Additional financial information was expected soon. Should the Senate not anticipate arranging for a special meeting? The body had a long agenda today, she pointed out. She wondered when the additional information would be available about the budget. Senator Koffler said the meeting could be called when the information did become available, probably within the next two weeks.

Senator Kellogg said she sensed a consensus that the Senate would be

willing to have a special meeting called to discuss a matter of such importance. Senator Farr asked if the remaining items on the agenda could be carried over to the special meeting. The parliamentarian explained that they could be if they were included in the call. Senator Steelink asked if the meeting could be at 3 o'clock on a Monday. Senator Kellogg said an effort would be made to meet at that time. Senator Epstein pointed out that two weeks from today would be a high holy day for members of the Jewish faith and many persons would be absent from campus. Senator Fahey then suggested that the meeting be held at the earliest possible time. Meanwhile, she urged moving on to other items of business.

CATALOG MATERIAL AS FURNISHED SENATE MEMBERS IN "CURRICULUM" BULLETINS VOL. 9, NOS. 17 AND 18, ISSUE DATE OF AUGUST 27, 1982: The Senate turned next to consideration of the "Curriculum" bulletins. There was no comment about Vol. 9, No. 17. On Vol. 9, No. 18 Senator Chiasson objected to a statement in the course description of Anatomy 401, a new course, Human Growth Anatomy, "open to Pharmacy students only". He objected to a provision that a course excluded other students who could be well served by such a course and who could not get the content elsewhere on campus. Can a department decide to offer a service course for one other department only? He referred also to a Physiology course approved last spring limited to pharmacy students only.

Senator Cole responded that for 25 years an adequate anatomy course taught by the biology departments of the University has not been available. The course the biologists felt appropriate for the pharmacists was scaled down to a level that the Pharmacy faculty found unsuitable. Now that the Pharmacy College was revising its degree program it had learned that its continued accreditation required an anatomy course with certain demands. The biological sciences departments could not accomplish what was needed so the College of Pharmacy had to turn to the health sciences. The alternative to not going this way, Dean Cole said, would result in Pharmacy students not being fully and properly educated and the Pharmacy program's risking losing accreditation. Some other courses are not open campus-wide, he noted, including those of Medicine, Law, and some in the College of Business and Public Administration. Dr. Chiasson said that home economists need such a course just as much as pharmacists do. Senator Cole said he could not speak for the Home Economics situation. He had been able to arrange for a course to be taught for the number of pharmacists that need it.

Senator Battan asked if this course were open to the whole campus, how much demand there would be. Senator Cole said he did not know. However, he noted that there had been difficulty in getting assurance of having faculty available to teach just the number of pharmacists that would be needing the course. There was no further discussion of Anatomy 401.

Parliamentarian Sankey pointed to certain proposed new courses under Pharmacy Practice numbered in the 800 series. He said the Senate should be aware that the level of numbers for these courses might be revised but he hoped the Senate would see fit to approve the courses themselves, subject to possible later number change.

Senator Thompson then moved that Vol. 9, Nos. 17 and 18 of the "Curriculum" bulletin be approved. Several seconds were heard and the motion carried with Senator Chiasson casting a negative vote.

ELECTION OF MEMBER OF EXECUTIVE COMMITTEE OF THE SENATE: Senator Sigworth said he wished to nominate Senator Shirley Fahey to be elected as a member of the Executive Committee of the Senate. By voice vote this nomination was approved and Senator Fahey was unanimously elected. Senator Duffy asked the chair if he should nominate the student member of the Executive Committee of the Senate at this time. Ms. Kellogg replied that Senator Duffy as ASUA president should simply appoint a student member to the Executive Committee.

ELECTION OF NEW MEMBER OF COMMITTEE ON CONCILIATION, PLUS ALTERNATES: Senate members had been provided ballots together with biographical data nominating individuals for the posts of member and alternates of the Committee on Conciliation. It had been noted that Dr. Robert Buckingham of Public Administration and Family and Community Medicine was the carry-over member and that Dr. Mary Anne Mayhew, Serials Librarian, and Dr. John W. Robson, Department of Physics, were the carry-over alternates. The nominees were as follows:

Nominees for Member

Michael D. Bradley, Hydrology and
Water Resources

Reka Hoff, Law

Nominees for Alternates

Ford Burkhart, Journalism
Richard F. Curlee, Speech and
Hearing Sciences

Richard T. Newcomb, Mining and
Geological Engineering
William R. Royce, Oriental Studies

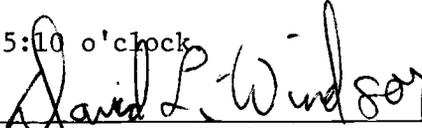
Dr. Reka Hoff was elected the new member of the Committee on Conciliation and Mr. Ford Burkhart and Dr. William Royce were elected the new alternates.

NOMINEES FOR APPOINTMENT TO THE COMMITTEE ON ACADEMIC PROCEDURES, THE COMMITTEE ON UNIVERSITY PLANNING, AND THE COMMITTEE ON TEACHING EFFECTIVENESS: Chairperson Kellogg asked for nominees from the Senate floor for appointment to the Committee on Academic Procedures, the Committee on University Planning and the Committee on Teaching Effectiveness. Czarina Erwin was nominated for the Committee on Academic Procedures, and Cornelius Steelink and Ralph Parisi were nominated for the Committee on University Planning. Selection of members of these committees is made by the Senate Executive Committee.

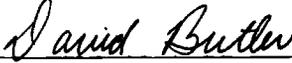
ELECTION OF TWO FACULTY REPRESENTATIVES TO THE STUDENT SENATE: On motion by Senator Thompson with several seconds, Dr. Larry Crowder of the Department of Entomology and Dr. Glenn Smith, Assistant Dean of Students, were elected by the Senate to be the two faculty members of the Student Senate. The two individuals had been nominated by officials of ASUA.

COMMITTEE OF ELEVEN ANNUAL REPORT: Chairperson Kellogg announced that the Committee of Eleven Annual Report had been received and would be distributed to the faculty as an appendix to the minutes of this Senate meeting. (See Appendix III.)

The meeting adjourned at 5:10 o'clock



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF SEPTEMBER 13, 1982:

1. Election of Rebecca Kellogg as presiding officer of the Senate.
2. Approval of motion to postpone to the October meeting further consideration of motion from the Committee of Eleven that the Senate establish a Faculty Budget Committee.
3. Approval of "Curriculum" bulletins, Vol. 9, Nos. 17 and 18, issue date of August 27, 1982.
4. Election of Shirley Fahey as member of the Executive Committee of the Senate.
5. Election of Reka Hoff as new member of the Committee on Conciliation, and Ford Burkhart and William Royce as new alternates.
6. Election of Larry Crowder and Glenn Smith as faculty members of the Student Senate.

ACTION ITEMS PENDING:

1. Further consideration of Committee of Eleven's proposal that the University of Arizona Faculty Senate establish a University Faculty Budget Committee.
2. Further consideration of Revised Code of Academic Integrity.
3. Further consideration of adopting a grading system using intermediate grades.
4. Undergraduate Council report re requirements for bachelor's degrees at the University of Arizona.