

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, January 19, 1981 Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, January 19, 1981, in Room 146 of the College of Law. Sixty-six members were present with Senate Chairperson Rebecca Kellogg presiding.

SENATE MEMBERS PRESENT: Altschul, Barrett, Berger, Bidleman, Birnbach, Briggs, Butler, Calder, Chiasson, Crowder, Cunningham, Davis, DeArmond, Dresher, Eckhardt, Erickson, Ferrell, Fleming, Flick, Frank, Gallagher, Gibbs, Goodwin, Green, Henderson, Hetrick, Ingram, Johnson, Jones, Jorgensen, Kay, Kellogg, Kettel, D. Laird, H. Laird, Longman, Munroe, Munsinger, J. O'Brien, S. O'Brien, Olson, Paplanus, Pergrin, G. Peterson, R. Peterson, Quinn, Rehm, Roemer, Rollins, Rosenblatt, Scott, Selke, Shanfield, Sigworth, Sorensen, Steelink, Svob, Thompson, Tomizuka, von Teuber, Weatherly, Weaver, Windsor, Witte, Young, and Zukoski. Dr. Robert Sankey served as Parliamentarian.

SENATE MEMBERS ABSENT: Ahmad, Armstrong, Cardon, Clark, Cole, Edwards, Gaines, Gourley, Hull, Kassander, Matsuda, Mautner, Nelson, Odishaw, Paulsen, Roby, St. John, Schaefer, K. Smith, T. Smith, Spera, Stubblefield, Tindall, and Titley.

ACCEPTANCE OF MINUTES OF DECEMBER 1, 1980: The Senate accepted without change the minutes of the December 1, 1980 meeting as distributed.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Faculty Chairman Sigworth informed the Senate that a special committee on which he sits representing the University of Arizona along with representatives of the other Arizona universities had met to review the Code of Conduct. The Code is required by Arizona statute, he pointed out.

The committee has been charged with reviewing the Code and the consensus is that certain revisions would be in order. The revising process will take time, inasmuch as a public hearing must be held to discuss the matter and proposals of the committee must be approved by the Arizona Attorney General. Some of the provisions under discussion are of particular concern to students but others are important to faculty members as well, Dr. Sigworth said. At the present time some thirty faculty members at any given time serve on the various boards called for by the Code, including Trial Boards, Review Boards, and Conduct Boards. Also, under the provisions of the conditions of university employment, faculty members in certain circumstances may be expected to go before a university trial board.

Dr. Sigworth said he would appreciate receiving comments from members of the Senate, as well as from faculty members and students at large about how the Code should be improved. He said his personal feeling is that the manner of making appointments to the various boards should be less cumbersome. Further, perhaps the Conduct Board even might be eliminated. In addition, the language of the Code now reads rather quaintly, he said, pointing out that it had been devised in the early 70's when great care was taken to be in a position to handle certain exigencies that in fact did not ever occur. It had been feared that troubles at the Arizona universities similar to some that took place at Columbia or Berkeley might arise. In any event, he thought it would be helpful if the

Code could be simplified with fewer categories of offenses. The present Code lists three pages of offenses, many of them of a seemingly minor nature.

Dr. Sigworth said he appreciated having been appointed to this special committee by President Schaefer. He said he felt he was the only genuine faculty member of the group because, while each university had among its appointees an administrator, a faculty member, and a student, it seemed to him the faculty representatives of the other two institutions in fact held administrative roles on their campuses. Dr. Sigworth said he wanted to be on record as complimenting the performance on this committee of the University of Arizona's student representative, Jeff Holmes. He had been a splendid representative in every respect, he said.

Dr. Sigworth pointed out that some time ago when the Committee on Committees requested information from the faculty about individuals who would be willing to serve on various campus committees, apparently some members did not receive the invitation. He said he would be glad to know of any individuals interested in serving on campus committees.

Turning to another subject, Dr. Sigworth said he had noted in the media that a meeting of concerned deans and department heads would be held on January 28 to discuss the latest revisions in the proposed plan to reorganize certain University of Arizona colleges. He wondered if a meeting open to all members of the faculty to discuss the proposal was planned. If one was not, he thought one should be, he said.

REPORT FROM THE ASSOCIATED STUDENTS: Richard Garcia, representing Senator St. John, presented a report for the Associated Students of the University of Arizona. He explained that Mr. St. John was attending a Board of Regents subcommittee meeting in Phoenix.

He announced that ASUA would present the musical group Styx at McKale Center on February 15. He said that the Arizona Students Association was giving attention to the matter of assessment of the nonresident tuition fee. It was hoped that uniform procedures could be developed for the three Arizona universities. Domicile classification apparently is being handled in somewhat different fashions among the three institutions, he said.

Mr. Garcia said student government leaders were continuing to lobby for reauthorization of a student representative on the Arizona Board of Regents, hopefully with a vote. The authorization granted three years ago by the Arizona Legislature providing for a student Regent, which expires this spring, did not give the student representative a vote in Regents business.

REPORT FROM THE ACADEMIC PROCEDURES COMMITTEE: Dr. Rehm said that the review of revisions of Chapter X of the Faculty Manual concerning Academic Professional Policies and Procedures was progressing well and the Committee on Academic Procedures planned to bring definite proposals concerning these matters to the Senate at its February meeting.

REPORT OF THE UNIVERSITY PLANNING COMMITTEE: Dr. Steelink reported that the University Planning Committee would bring to the February meeting proposals

for consideration and action in a number of areas including employee benefits, the University's disability insurance coverage, cost-of-living salary adjustments, and the Arizona Public Employees Retirement System. Relevant information will be sent Senate members in advance of the next meeting, he said.

CONSIDERATION OF CATALOG MATERIAL AS FURNISHED SENATE MEMBERS IN "CURRICULUM" BULLETIN: The Senate considered "Curriculum" bulletin Vol.8, No. 27, issue date of January 19, 1981. Ms. Kellogg said that Senate action was not needed on Section I, "Notification of Final Action on Proposed New Programs and Program Changes."

Senator Cunningham referred to Section II which proposed elimination of the university-wide physical education requirement to be effective in the fall of 1983. The "Curriculum" bulletin carried the following statement concerning this matter: "The Undergraduate Council and the Advisory Council have approved a proposal to eliminate the undergraduate physical education requirement. Undergraduate students are generally required to complete two units of physical education activity courses. The Department of Physical Education endorses the change, which would be effective with the opening of the fall semester of 1983-84." Senator Cunningham asked why the physical education requirement was being dropped. Senator G. Peterson said there had been a variety of motivations. The faculty of the Department of Physical Education felt the requirement no longer served a good purpose, he said. The Undergraduate Council felt the department could do a better job of providing physical education instruction to the large numbers of students who wish to take activity courses if the department did not have to provide classes for all freshmen who are meeting an arbitrary requirement. Since proposals for approval of matters reported in the "Curriculum" bulletin come before the Senate as seconded motions, and there being no further discussion, Ms. Kellogg called for a vote on the approval of the elimination of the university-wide physical education requirement. The motion carried with a few dissenting votes heard.

The Senate next turned attention to Section III, Course and Catalog Changes. Dr. Altschul said he wondered how significant consideration by the Senate was in approving curriculum matters since the "Curriculum" bulletin seldom reached the Senate members in time for a careful review before it was acted upon. He felt it to be somewhat frustrating, he said, if approval was simply a rubber stamp. He wondered how carefully or systematically departments that are proposing catalog changes review the impact such changes will have on other concerned elements of the University. He said he had been surprised to hear the chair comment that Section I of the "Curriculum" bulletin, "Notification Of Final Action On Proposed New Programs and Program Changes", did not require Senate action.

It was pointed out that all of the items in Section I had previously been approved by the Senate and the "Curriculum" bulletin was now simply reporting that the items had received higher level approval, namely that of the Arizona Board of Regents.

Dr. Sankey explained that every effort is made to keep all concerned individuals apprised of proposed curricular changes. To do so is one of the functions of the Undergraduate Council whose members include representation from all elements of the University. He said there are practical considerations which

must be given attention. The "Curriculum" bulletin cannot list every last catalog change. Otherwise it would simply become a bulky, early addition of the catalog itself. He pointed out further that at certain seasons of the year the time element becomes critical. A strict schedule of process and review must be maintained in order to be sure the catalog can come out on time.

On the other hand, the Senate is indeed the place where any curricular proposal can be challenged, Dr. Sankey emphasized.

Dean Rosenblatt acknowledged that while it is hoped that everyone concerned about proposed changes will be made aware of them early on, procedures do not in all cases provide for widespread formal interaction. Perhaps different procedures are needed.

Senator Weaver pointed out that the Office of the Coordinator of Curricular Matters was established to provide more expeditious and responsive coordination of curricular changes and proposals. The complex committee procedures followed earlier proved to be too inefficient and slow. He pointed out that the approvals still required of various groups including review committees and the Advisory Council are rather cumbersome at best. Certainly more detailed review is conducted at the University of Arizona than at either of the other Arizona universities, he said, and it is probable that our review processes are more thorough than those of most American universities.

Senator G. Peterson wondered if action on Section III could not be delayed until the next Senate meeting. Ms. Kellogg said she saw no reason why consideration could not be delayed until the February 2 meeting.

At this point Senator Weatherly moved to rescind the approval of Section II voted earlier, that is, the proposal to eliminate the university-wide physical education requirement, and act on it again at the February 2 meeting. She felt that the Senate members, particularly the student members, should have further opportunity to study this matter. Several seconds were made to her motion. Senator Thompson said that the PE question had been under study for some time and had received considerable attention already by a number of groups on the campus. Senator G. Peterson supported Dr. Thompson. He said that the elimination of the physical education requirement had been before the Undergraduate Council over a period of 4 months. Student representatives are on that body, he pointed out.

Senator Tomizuka said that the proposal to eliminate the university-wide physical education requirement came to him as a surprise at this time. University-wide requirements should not be hastily eliminated. He supported the proposal to rescind the earlier action.

Senator Altschul said it seemed to him that Senate action on curricular matters was superfluous if matters were put in the hands of the senators just a few minutes before they were expected to vote on them. Apparently the "Curriculum" bulletin is supposed to be the main avenue of information for Senate members. They certainly should be allowed enough time to review its contents before they have to vote on it, he said.

The question on the motion to rescind the action approving elimination of the university-wide Physical Education requirement was called for and the motion to rescind failed.

It was then moved by several senators and seconded by several others that action on Section III of the January 19 issue of the "Curriculum" bulletin be deferred until the February 2 meeting, that is, everything at the bottom of page 2 and everything on pages 3-27 of that issue. This motion carried by a large margin.

DISCUSSION OF ADVANTAGES AND DISADVANTAGES OF THE STATE'S ASSUMING THE EMPLOYEE'S 7% RETIREMENT CONTRIBUTION: Dr. Sigworth said he understood from Dr. Steelink that the Committee on University Planning intended to support proposed legislation which would have the State assume an employee's 7% retirement contribution. He asked if Dr. Steelink would inform the Senate why the Planning Committee was supporting this proposal. Reference was made to a statement of the advantages and disadvantages of the State's assuming this contribution, both from the point of view of the employee and from the point of view of the State, which had been sent each Senator in advance of today's meeting. Dr. Sigworth said he personally felt that the disadvantages outweighed the advantages.

Dr. Steelink said that the Committee on University Planning would present a report on this matter to the Senate at the February 2 meeting. He said it was the judgment of the members of the Planning Committee that it would be in most employees' best interest for the State to assume payment of the employee's 7% retirement contribution, in addition to the State's 7%. It is true that there are some classes of employees who might not be helped as much as others. Employees approaching age 60 and older might find it disadvantageous. Certain categories of staff also might be hurt.

Senator O'Brien said he was confused by various remarks he had heard, such as assumption by the State of an employee's 7% retirement contribution would really amount to 10% more take-home money for the employee, but would then cost the State only 5.6% rather than 7%. What do these contradictory figures really mean?

Senator Tomizuka said that he had been asked by Dr. Leon Blitzer to inform the Senate that he personally was opposed to the proposal. Speaking for himself, Dr. Tomizuka said people should be aware that the year that the 7% retirement payment was assumed by the State in lieu of a salary increase, that 7% amount in the pay of the individual forever after would never be made up, even though salaries might improve in subsequent years.

Senator Shanfield wondered if a compromise might be worked out whereby different procedures in this matter could be followed for older members of the faculty from those followed for younger members. Do we know how many of the faculty are over 60 and how many below, he asked.

Senator Chiasson asked what interest was now being paid on invested contributions to the retirement program. In other words, what interest would the employee receive on his or her 7%? Senator Frank responded that until recently the return on invested funds of the retirement program were not very

satisfactory. He said it had been better in the last year or so when interest rates rose generally, but the return is still not nearly as good as certain other earnings, for example, certificates of deposit. He said that invested retirement funds had been earning about 9% in the past year.

Senator Tomizuka pointed out that the 7% loss in salary if it goes into an individual's retirement fund is not lost in base salary only by people age 60 and over. Young people will lose it as well, he said. Their salary will "be behind" throughout their earning career.

Senator Eckhardt said that he thought on balance even older persons might find it an advantage to have the 7% employee's retirement assumed by the State in lieu of a salary raise. He also said he wondered if the basis on which pensions are calculated might not be adjusted, whereby instead of retirement pay's being based on the salary average of "the five best contiguous years" it would be based on the average of "the three highest years."

Senator Henderson said he felt that the change should be made if for no other reason than for the interest of the many young members of the faculty. Common complaint among young faculty members is that they don't wish any participation in a retirement program at all. They need every take-home dollar they can get to take care of their families. Further, he said, a salary "loss" at this time would be made up in time. He said he thought it was important that the University of Arizona improve the quality of its fringe benefits if it wants to be competitive with other good institutions in attracting new faculty members.

Senator Jorgensen supported Senator Henderson's comments. He felt the "differential" in salary would be made up in a few years. He said that the figures are not as confusing as they seem referring to Senator O'Brien's earlier comment. Specific figures can be provided to show just how the change would affect an individual employee.

Senator G. Peterson asked Dr. Steelink if, when the Committee on University Planning submits its sample recommendations to the Senate, sample calculations would be included as examples. Dr. Steelink said this would be done if possible.

Senator Munsinger spoke in support of the comments made by Senators Henderson and Jorgensen. He said how much salary adjustment is available at any time depends on a number of factors, including the political setting, the amount of the State's revenue, the current price index, etc. He said he personally was confident that in a comparatively short time salary levels would make up any "loss" that occurred the year when salary increases were not given because of the State's assuming an individual's retirement contribution.

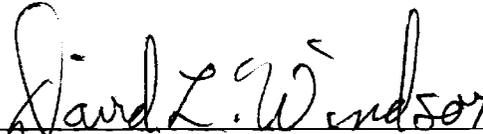
Senator Munsinger said further that we should have in mind that the Arizona Legislature is always sensitive to the needs of special groups, and in considering this issue he thought special attention would be given to persons who were near retirement and to employees under a federal retirement system who might be hurt by a procedure where no salary increase was provided for because of the state's assuming the retirement contribution of employees under the Arizona retirement system.

Senator Munsinger said he was convinced that most faculty members would benefit from this proposal in the long run. Senator Johnson asked how long "the long run" would be. Dr. Munsinger pointed out that salary levels are based not just on the whim of the Legislature but are usually based on careful salary surveys. Certainly this is so in the case of staff positions, which take current market conditions into the consideration of classified staff salaries.

Senator R. Peterson said he would like to support the remarks by Senators Henderson, Jorgensen, and Munsinger. He said he thought that the statement Senate members had been provided headed "Advantages and Disadvantages of the State's Assuming the Employee's 7% Retirement Contribution" might well have been worded somewhat differently. For example, one matter was listed as a disadvantage to the employee, that is, Paragraph 1.b. (concerning employees leaving state service before vesting). This could be considered to be an advantage for such persons since they in fact would receive the additional 7% as net income. Similarly, the "disadvantage" that all retirement benefits would be taxed after the employee retires could be considered to be an advantage in many cases, he said.

Senator Peterson further pointed out that the title indicating that the "state" assumes the employee's retirement contribution, means in fact that the "employer" (the University) assumes it. Only about 55% to 60% of the University's budget for personal services comes from appropriated state funds, he said. The nonstate sources of funds, the other 40% to 45%, would have to assume this burden as well, he said. Therefore, the same economic benefits which accrue to the state will accrue to nonstate appropriated budgets, such as grants and contracts, at the University.

At this juncture several motions for adjournment were heard and these were seconded and the motion passed. The meeting adjourned at 4:25 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF JANUARY 19, 1981:

1. Approval of Section II of the "Curriculum" bulletin, Vol. 8, No. 27, issue date of January 19, 1981, eliminating the university-wide physical education requirement effective fall 1983.
2. Approval of motion to defer action on Section III of the January 19 issue of the "Curriculum" bulletin, Course and Catalog Changes, until February 2 Senate meeting.

ACTION ITEMS PENDING:

1. Further consideration of Section III, Course and Catalog Changes, of "Curriculum" bulletin, Vol. 8, No. 27, issue date of January 19, 1981.
2. Further consideration of recommended changes in Chapter VIII of the Faculty Manual to bring this document in conformance with the Conditions of Faculty Service approved by the Board of Regents in 1980.
3. Consideration of Committee of Eleven Report on Teacher Evaluation and Teaching Effectiveness.