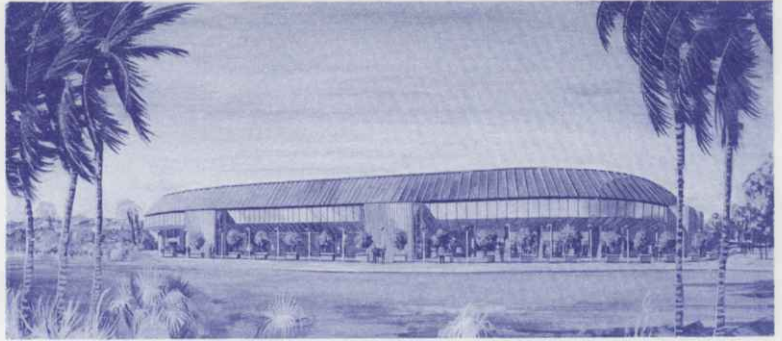


THE UNIVERSITY OF ARIZONA
TUCSON, ARIZONA 85721

DEPARTMENT OF PHYSICAL EDUCATION
AND ATHLETICS

David H. Strack, Director

TELEPHONE (602) 626-2200



McKale Memorial Center

January 7, 1980

Memo To: University of Arizona Faculty Senate
From: David H. Strack, Director of Physical Education and Athletics
Regarding: Intercollegiate Athletic Financial Report

David H. Strack

Please find attached a Financial Statement of Operations for the Department of Intercollegiate Athletics for the year ending June 30, 1979.

On the first page you will find listed revenues and expenses for each category. Please note the memorandum from Mark Harkness, Auxiliary Fund Accountant, relative to how these figures were compiled and audited.

Page two is explanatory relative to some items about which questions could be raised.

Page three defines salaries for the Department of Physical Education and Athletics and addresses itself to the state funds which are used to support portions of salaries of people engaged in Intercollegiate Athletics. A total of \$574,183 is provided through state appropriations for salaries.

Page four addresses itself to the tuition waivers which are granted by the Board of Regents to the University of Arizona for athletic purposes. One-half of a waiver is used for a student-athlete who is granted one at midterm. The fifth year tuition waiver is used for the student-athlete who has completed his eligibility, who meets certain academic qualifications, and who needs one or two more semesters to earn his degree. No dollar values are attached to fee waivers; therefore, no dollar value is given.

Page five categorizes by sport the services we received from Physical Resources and the amount of money that was paid to Physical Resources by Intercollegiate Athletics during the academic year. These direct cost dollar figures are included in the expense column of each sport which is listed on page one. Physical Resources does not define any charges for the care and maintenance which is performed on our buildings and grounds during the time when athletic events are not in progress.

DHS:er

Attch.

UNIVERSITY OF ARIZONA
 INTERCOLLEGIATE ATHLETICS
STATEMENT OF OPERATIONS FOR YEAR ENDED JUNE 30, 1979

| | <u>REVENUES</u> | <u>EXPENSES</u> |
|---------------------------|-----------------|-----------------|
| Football | \$2,300,698 | \$1,530,484 |
| Basketball | 760,368 | 464,428 |
| Baseball | 44,647 | 129,647 |
| Track | 5,404 | 96,828 |
| Tennis | 35 | 31,866 |
| Golf | 2,265 | 30,554 |
| Swimming | 498 | 82,293 |
| Wrestling | 3,386 | 64,164 |
| Gymnastics | 1,885 | 29,822 |
| Water Polo | 326 | 11,870 |
| Cross Country | 2,355 | 6,684 |
| Women's Sports | <u>3,478</u> | <u>414,847</u> |
| Total Sports | \$3,125,345 | \$2,893,487 |
| | | |
| Training Room | \$ 4,341 | \$ 194,951 |
| Equipment Room | | 39,706 |
| Ticket Office | 11,738 | 122,532 |
| Sports Information Office | 28,943 | 73,968 |
| Broadcasting | 21,730 | 19,552 |
| Intramurals | 9,484 | 81,314 |
| Academic Counseling | | 27,515 |
| Sports Promotions | | 16,529 |
| General Administration | 112,878 | 236,907 |
| Adult Fitness Program | 34,214 | 49,237 |
| Stadium Bond Debt Service | | 438,078 |
| Student Fees | 815,950 | |
| Gifts (Wildcat Club) | 477,886 | |
| Concessions | 65,326 | |
| Transfers In | 15,350 | |
| Miscellaneous | <u>103,898</u> | <u>41,315</u> |
| Total Other | \$1,701,738 | \$1,341,604 |
| | | |
| TOTAL | \$4,827,083 | \$4,235,091 |

6-30-78 Fund Balance (497,712)
591,992

6-30-79 Fund Balance 94,280

Date: October 26, 1979
To: David H. Strack, Director of Athletics
From: ^{mid} Mark Harkness, Auxiliary Fund Accountant
Subject: Statement of Operations

MEMORANDUM
University of Arizona

Dept.:

Campus Ext.: 6-

The Financial information contained in the Intercollegiate Athletics Statement of Operations for the year ended June 30, 1979 is taken from the University's accounting records. The accounting records were audited by the public accounting firm of Ernst & Whinney and have been used for the preparation of the University of Arizona's Financial Report for fiscal year ending June 30 1979.

INTERCOLLEGIATE ATHLETICS
 SELECTED REVENUE ITEMS
1978-79

Concerning the revenues and expenses relative to sports, with the exception of football, basketball and baseball, the revenue items are not, in fact, gate receipts but are reimbursements from the NCAA for our participation in the NCAA Championships. Track does have gate receipts which total under \$3,000. The women also have minimal gate receipts as shown.

The revenues shown in the other categories are as follows:

1. The Training Room has revenues from insurance refunds.
2. The Ticket Office revenues are from ticket advertisers.
3. Sports Information Office revenues are from programs sold.
4. Intramural revenues are from fees collected from participants.
5. General administration revenues include such things as:
 - a. Season ticket mailing cost recovery
 - b. Locker fees
 - c. KZAZ and broadcast rights fees
 - d. Return of WAC share deposit
 - e. Miscellaneous items
6. The Adult Fitness Program revenues are the fees charged the people who participate.
7. Transfers in is the rental charged our basketball team plus others, minus \$2,000 given to the band.
8. The miscellaneous figure of \$103,898 is arrived at in the following manner:

| | |
|-----------------------|------------------|
| McKale Pool | \$ 6,479 |
| Stadium Rental | 7,923 |
| Stadium Club | 1,046 |
| Faculty Recreation | 1,755 |
| Gymnastics Recreation | 469 |
| Jog-a-thon | 73,494* |
| Miscellaneous | <u>12,732</u> |
| | <u>\$103,898</u> |

*\$73,494 is gross revenue; net revenue is \$50,781

DEPARTMENT OF PHYSICAL EDUCATION AND ATHLETIC SALARIES

| | |
|---|------------------------|
| Total state funds available for Department of Physical Education and Athletic salaries: | \$1,614,104 |
| Total available state funds used for academic portion of salaries: | 1,039,921 (64%) |
| Total available state funds used for athletic portion of salaries: | <u>574,183 (36%)</u> |
| | <u>\$1,614,104</u> |
| Athletic Administrators: | \$125,122 (8%) |
| Athletic Staff: | 78,168 (5%) |
| Coaches: | <u>370,893 (23%)</u> |
| | <u>\$574,183 (36%)</u> |

PERSONNEL WITH RESPONSIBILITIES IN PHYSICAL EDUCATION AND ATHLETICS

| SOURCES RESPONSIBILITY | FROM STATE FUNDS | | ICA REVENUE LOCAL FUNDS | TOTAL SALARY |
|---------------------------|------------------|---------------|----------------------------|----------------|
| | ATHLETIC | ACADEMIC | | |
| ADMINISTRATORS | \$125,122 | \$ 46,544 | \$ 73,035 | \$244,701 |
| STAFF | 78,168 | 44,121 | 111,482 | 233,771 |
| COACHES | <u>373,918</u> | <u>93,346</u> | <u>114,199</u> | <u>581,463</u> |
| | \$577,208 | \$184,011 | \$293,716 | \$1,059,935 |
| | - <u>3,025*</u> | | | |
| | <u>\$574,183</u> | | | |

*Local funds used for percentage of teaching responsibility for one coach.

INTERCOLLEGIATE ATHLETICS
TUITION WAIVERS 1978-79

WOMEN

| | |
|----------------------------|----------|
| Basketball..... | 11 |
| Cross Country..... | 3 |
| Field Hockey..... | 11 |
| Golf..... | 6 |
| Gymnastics..... | 8 |
| Softball..... | 8 |
| Swimming/Diving..... | 12 |
| Synchronized Swimming..... | 7 |
| Tennis..... | 7 |
| Track & Field..... | 4 |
| Volleyball..... | 11 |
| Fifth Year..... | <u>3</u> |

TOTAL 91

MEN

| | |
|--------------------|--------|
| Baseball..... | 18 1/2 |
| Basketball..... | 14 |
| Football..... | 90 |
| Golf..... | 9 |
| Gymnastics..... | 11 |
| Swimming..... | 10 1/2 |
| Tennis..... | 5 |
| Track & Field..... | 17 1/2 |
| Water Polo..... | 9 1/2 |
| Wrestling..... | 11 |
| Fifth Year..... | 9 |

TOTAL 205

| | |
|------------|------------|
| WOMEN..... | 91 |
| MEN..... | <u>205</u> |
| TOTAL | 296 |

The Board of Regents grants the following number of tuition waivers to the three state universities for athletics:

| | |
|----------------------------------|-----|
| University of Arizona..... | 315 |
| Arizona State University..... | 315 |
| Northern Arizona University..... | 210 |

The Regents do not attach a dollar value to the waivers; therefore, no dollar value is shown.

The number of tuition waivers utilized each year varies, but we cannot exceed the total granted to our university.

ICA 1978-79
MAINTENANCE AND REPAIR SERVICES
PURCHASED FROM PHYSICAL RESOURCES

FOOTBALL :

| | | |
|-------|--|--------------------|
| S3283 | Realignment of Practice Field | \$ 4,741.00 |
| S3116 | Game - Kansas State | 4,140.00 |
| S3117 | Game - Oregon State | 3,635.00 |
| S3118 | Game - Iowa | 3,214.00 |
| S3119 | Game - California | 3,712.00 |
| S3329 | Paint and stripe Practice Football Field | 198.00 |
| S3109 | Prepare Stadium/Season | 37,592.00 |
| S3120 | Game - Washington State | 6,870.00 |
| S3121 | Game - Arizona State | 3,545.00 |
| S3145 | Spring Football | 7,987.00 |
| | | <u>\$75,634.00</u> |

BASKETBALL :

| | | |
|-------|-------------------------|--------------------|
| S3123 | Fans Night | 1,131.00 |
| S3124 | Game - Arizona State | 1,633.00 |
| S3125 | Game - Windsor | 1,377.00 |
| S3126 | Game - Grand Canyon | 1,134.00 |
| S3129 | Game - Idaho | 888.00 |
| S3127 | Game - New Mexico | 1,302.00 |
| S3128 | Game - SW Louisiana | 1,379.00 |
| S3130 | Game - Northern Arizona | 1,379.00 |
| S3138 | Game - Stanford | 1,215.00 |
| S3132 | Game - California | 1,300.00 |
| S3133 | Game - UCLA | 1,375.00 |
| S3134 | Game - USC | 1,417.00 |
| S3135 | Game - Oregon State | 1,214.00 |
| S3136 | Game - Oregon | 1,256.00 |
| S3137 | Game - Arizona State | 1,280.00 |
| S3138 | Game - Washington | 1,177.00 |
| S3139 | Game - Washington State | 1,626.00 |
| S3110 | Prepare McKale/Season | 7,285.00 |
| S3146 | Basketball Clinic | 42.00 |
| S3122 | Remove floor | 180.00 |
| | | <u>\$29,590.00</u> |

BASEBALL :

| | | |
|-------|--------|-------------|
| S3140 | Season | \$16,728.00 |
|-------|--------|-------------|

TRACK :

| | | |
|-------|--------------|--------------------|
| S3112 | Season | \$ 3,724.00 |
| S3749 | Repair track | 761.00 |
| | | <u>\$ 4,485.00</u> |

TENNIS:

S3142 Season \$ 487.00

SWIMMING:

S3113 Season \$ 1,684.00

WRESTLING:

S3143 Season \$ 827.00

GYMNASTICS:

S3141 Season \$ 289.00
 S3807 60.00
 \$ 349.00

INTRAMURALS:

S3114 Season \$ 840.00

TRAINING ROOM:

S3431 \$ 610.00

MC KALE POOL:

S3112 \$ 3,343.00

ATHLETICS GENERAL:

S3108 Buildings \$13,213.00
 S3904 NCAA Basketball Game 2,762.00
 S3107 Grounds 329.00
 S3115 July 4 Fireworks 12.00
 S2559 Storage Room 110-A 274.00
 \$16,590.00

WOMEN'S ATHLETICS:

S3578 Various Sports \$ 127.00
 S3630 " " 400.00
 S3579 " " 159.00
 S3895 " " 68.00
 S3759 " " 347.00
 S3930 " " 40.00
 S3989 " " 485.00
 S3635 " " 1,045.00
 S3381 " " 810.00
 \$ 3,481.00

TOTAL EXPENSES \$154,648.00

January 30, 1980

UNIVERSITY OF ARIZONA
UNDERGRADUATE COUNCIL REPORT
TO THE FACULTY SENATE
ON
HIGH-SCHOOL COURSE-WORK STANDARDS FOR UNDERGRADUATE ADMISSIONS

TABLE OF CONTENTS

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| Further Recommendations | Page 4 |
| Report Narrative | Page 5 |
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January 30, 1980

UNIVERSITY OF ARIZONA
UNDERGRADUATE COUNCIL REPORT
TO THE FACULTY SENATE
ON
HIGH-SCHOOL COURSE-WORK STANDARDS FOR UNDERGRADUATE ADMISSIONS

SUMMARY OF REPORT

- I. Chronology of issue since 1958:
 - A. December, 1958--Board of Regents receives report on required course-work standards for admission to all three state universities.
 - B. January, 1959--Board approves December report.
 - C. 1963-1965 UA Catalog--word "recommended" changed to "required."
 - D. 1971-1973 ASU Catalog--section titled "Provisions for Admission of Secondary School Graduates Who Have Not Completed the Recommended Subject Units" eliminated.
 - E. 1973-1975 NAU Catalog--same section removed.
 - F. May, 1979--Advisory Council approved catalog change of "required" to "recommended." No action taken on section titled "Provision for Admission of Secondary School Graduates Who Have Not Completed the Required Subject Units."
- II. Reasons for change from "required" to "recommended":
 - A. Disparity between UA admission policies and those of ASU and NAU.
 - B. Delays in UA admission of new students.
 - C. Negative impact on UA student enrollment.
 - D. Confusion among high-school counselors, faculty, and administrators regarding UA admission policy.
 - E. Inequities in administration and enforcement of admission policy.

F. Admission standards not lowered by change.

III. Response of UA faculty and high-school representatives:

A. UA should be a leader in academic standards.

1. Change degrades UA image of excellence.
2. Direct relationship exists between high-school course offerings and university admission standards.
3. Change to recommended list diminishes public pressure for strong high-school course work.
4. Change would encourage past decade trend toward less rigorous graduation requirements and diminished breadth of high-school course work in advanced mathematics, sciences, English, and foreign languages.
5. Effect of diminished breadth of requirements for high school course-work would be greatest in less affluent schools.

B. Change could lead to undesirable college-by-college minimum admission standards.

C. Would create need for more remedial work at the University.

D. While high-school course work does not specifically signal college success, it is essential in English, mathematics, and sciences.

E. Even brightest high-school students tend to take only required course work.

F. Frequent communication between UA and high schools is desirable.

UNDERGRADUATE COUNCIL SUGGESTED MOTIONS FOR SENATE APPROVAL

The Undergraduate Council recommends the following motions for Senate action:

- I. Moved: That the University of Arizona reestablish a specific list of high-school courses as a requirement for admission to the University.

- II. Moved: That the President of the University be requested to convey to the Board of Regents the urgent concern of the faculty of this University that such requirement be mandatory for entrance to all three state universities.

FURTHER UNDERGRADUATE COUNCIL RECOMMENDATIONS:

The Undergraduate Council would like to offer the following recommendations which it believes can be effected by administrative action. The Council would be pleased to continue its discussions on these recommendations as appropriate.

- I. If the Senate and President approve the motion of the Undergraduate Council to reinstate a list of "required" high-school courses, the Council urgently recommends that every effort be made:
 1. To streamline the admission process, perhaps by eliminating the old two-step admission process and replacing it with provisional admission.
 2. To provide for more efficient and equitable enforcement of the policy, perhaps through a restriction on the length of time a student can remain in good standing with deficiencies outstanding.
- II. The Council considers minimum uniform university admission standards to be beneficial to education in Arizona and urges the other state universities to continue to utilize the admission plan recommended and approved by all three universities in 1958.
- III. In view of the advances that have taken place in quality and opportunity within public education in the State of Arizona in the twenty years since the admission plan for the universities of the State was formulated, we recommend to the Board of Regents that the entire range of admission standards be re-examined with the intent of strengthening the subject-matter requirements in a manner that will encourage the full use by prospective applicants of the educational opportunities currently available in high schools and community colleges.
- IV. The Council urges the President to call a meeting of high-school and University of Arizona representatives for a thorough discussion of continuing problems of academic communication and articulation.

REPORT NARRATIVE

INTRODUCTION

At the request of the Faculty Senate, the Undergraduate Council conducted an extensive review of the secondary-school subject unit requirement for admission to the University of Arizona. In seven meetings, the Council interviewed eleven administrators, six faculty members, and ten representatives of area high schools.* Among those testifying were high-school administrators and teachers of mathematics, science, and English; representatives of the Assistant and Associate Deans' Group, the Registrar's Office, the Dean of Admissions and Records, and the Chairman of the Admissions Committee. The history of the requirement, the problems it has raised for this institution, and the range of views and concerns of our faculty and high-school colleagues were all weighed in the Council's deliberations.

CHRONOLOGY

Early in 1958, at the direction of the Board of Regents, a committee consisting of one representative of each of the state universities was formed to examine admission requirements. By December, 1958, an admission plan was presented to the Regents. According to the committee report, the admission plan presented to the Regents had "received the approval of the faculties of the three institutions as the common minimum standard for admission of students" and had "the general approval of school administrators in Tucson and in Phoenix and elsewhere in the State." The committee stated that the plan "...increases requirements in English (or alternatively, foreign language), mathematics, and science, and limits free electives and stresses what are generally called 'solid subjects.'" The report's section on admission requirements contained the heading, "Recommended Secondary-School Units." Sixteen units from various subjects were listed. Under the heading

* See appendix for complete list.

"Provisions for Admission of Secondary School Graduates Who Have Not Completed the Recommended Subject Units," the report stipulates that "applicants who lack no more than two units of the recommended program may be admitted with deficiencies. Credit for college courses applied to deficiencies is not applicable to degree requirements." This statement on deficiencies makes clear the Board's intent to require the "recommended" course list.

The report was adopted by the Regents in January, 1959, and the new admission plan appeared with almost identical wording in the catalogs of the three universities. In the 1963-1965 University of Arizona catalog, the University changed the word "recommended" to "required" in the appropriate admission sections. In the 1971-1973 Arizona State University catalog, the section headed "Provisions for Admission of Secondary School Graduates Who Have Not Completed the Recommended Subject Units" was eliminated, along with any mention of deficiencies. In the 1973-1975 Northern Arizona University catalog, this section was likewise removed.

In May, 1979, the Advisory Council of the University of Arizona approved the recommendation of the University Admissions Committee that, "effective immediately, the University discontinue requiring a prescribed pattern of high-school subject matter for undergraduate admissions as described on page 21 of the 1979-1981 catalog and refer to the outlined pattern as 'recommended.'"

A literal interpretation of the Admissions Committee's recommendation might put the university catalog into closer compliance with the plan approved by the Board of Regents in 1959, since the section headed "Provisions for Admission of Secondary School Graduates Who Have Not Completed the Recommended Subject Units" was not removed. The intent, however, of the Admissions Committee had been to remove that section from the catalog.

Since May, 1979, students who have not completed the recommended subject units but who otherwise present satisfactory credentials have been admitted without deficiencies.

In 1959 the Regents' Committee on Admission Requirements concluded its report with the request that the Board retain the committee to study the operation of the new admission requirements, to continue and promote cooperation with the secondary schools, to exchange information on counseling and testing programs for the selection of freshmen, to consider and recommend further revisions of admission requirements as needed, and to report on its work as requested by the Board.

UNIVERSITY OF ARIZONA CONCERNS LEADING TO THE RECOMMENDATION TO
ELIMINATE REQUIRED HIGH-SCHOOL COURSE WORK

The problems which led to the recommendation to eliminate high-school course requirements were presented to the council by members of the Assistant and Associate Deans' group, which originated the suggestion; by members of the Admissions Committee, which made the recommendation to the Advisory Council; and by the Registrar's Office, which supported the recommendation.

Most prominent among these concerns was the disparity between University of Arizona admission standards and those of Arizona State University and Northern Arizona University. With no reference to completing deficiencies in the catalogs of the other two universities, the University of Arizona remained the only university in the state enforcing a set of required high-school courses. This disparity violated the principle of a common admission policy.

Moreover, since the University of Arizona enforced a standard of required high-school courses, confirmation of admission had to be delayed until the final transcript could be examined. This delay was believed to have a negative impact upon student recruitment. Further, representatives of the state's high schools, especially counselors, and complained about the differences in admission standards and implied that the University of Arizona was "out of step."

Other issues also contributed to the abandonment of the required course list. Opportunities for minority students and "late bloomers" were believed to have been curtailed because of the requirements for

entrance. It was further pointed out that the system was difficult to administer because of variations in student preparation. A transfer student coming to the University of Arizona as a senior, for example, might have to make up deficiencies in high-school level course work which had not been required at the other institutions.

The representatives of the Admissions Committee emphasized that, in changing the guidelines for admission from required to recommended courses, they had not lowered admission standards since the guidelines for admission, as enumerated on page nineteen of the 1979-1981 general catalog, remained the same.

Those interviewed concurred that, if there were a set of courses required for admission to all three universities, they would favor such a requirement at the University of Arizona.

RESPONSES OF UNIVERSITY FACULTY AND HIGH-SCHOOL REPRESENTATIVES

Representatives of the faculty and the high schools, while varying in their analysis of the necessity of high-school course requirements, were all interested in the outcome. They appeared to share the view that the University would better serve itself, its immediate environment, and the state of Arizona, if the entrance requirements were reinstated. They agreed that the University of Arizona should be a leader in the establishment and maintenance of academic standards of excellence.

The University is in a superior position to influence high-school curricula. High-school educators emphasized this when they reported that enrollment had fallen in foreign-language classes when a language was no longer required for entrance to the University of Arizona. They were almost unanimous in their support for reinstating a required pattern of courses for admission to the University, and they stressed the importance of such requirements in maintaining high standards and sustaining advanced classes in their schools.

During the past decade, high schools have been affected by societal pressures, and curricula have been modified to keep students in school,

to provide more career education and vocational training, and to equalize educational opportunity. Often the result has been looser graduation requirements, more elementary courses, and fewer advanced classes in mathematics, science, English, and foreign languages. A consequence of the change is diminished preparation of the high-school student for the rigors of university course work.

These factors point to the need for a stronger University position on academic standards rather than a relaxing of these standards. While a strict set of course requirements for admission could work to the short-term disadvantage of some students, especially "late bloomers" and some members of minority groups, the absence of such requirements would be even more disadvantageous for these same groups. Less affluent districts would probably be the first to eliminate under-enrolled college-preparatory courses, putting their students at a disadvantage in relationship to other entering college students. The interpretation of course requirements, however, must not bring about the exclusion of capable students from entrance to the University.

University representatives pointed out that the elimination of published entrance requirements would lead individual colleges to impose their own requirements. Rather than diminishing the problems and delays of the admission procedure, the change would probably exacerbate delays as the colleges moved to strengthen minimum admission standards. An even greater disparity among the state universities' admission standards would result.

The council considered the effects of entrance requirements on remedial courses in the light of faculty sentiment and the council's own deliberations on that topic. High-school teachers pointed out (and university faculty agreed) that they were better equipped than university faculty to teach high-school-level courses. If high-school students do not complete minimum course work necessary for competence in university study, the burden on this institution for remedial courses will increase, and wasteful utilization of state educational resources will result.

Faculty from those disciplines for which concentrated high-school training is available (mathematics, English, chemistry, and physics) agreed on the importance of high-school preparation, although there was felt to be little positive correlation between high-school course work in physics and success at the college level.

High-school teachers stressed the need for requirements and concurred that most students will seek the easiest way to reach their goals. Even the brightest students would tend not to take the extra course work necessary for thorough preparation for college if it were not specifically required. There was serious concern expressed that bright students might end up in remedial courses at the University.

The time spent with high-school teachers and administrators revealed a serious need for an expanded exchange of ideas between the high schools and the University. A strong sense of common purpose was apparent. High-school teachers especially welcomed the opportunity for and encouraged the development of such contacts. The development of more regular and perhaps formal mechanisms for such exchange would prove fruitful to both the University and the high schools. Academic articulation with the high schools, similar to that which occurs with the community colleges and the other universities in this state, is a vital part of this University's responsibility.

Permeating the discussions held by the Council was the sense that the request from the Faculty Senate represented an opportunity to make a strong effort on behalf of academic excellence. This feeling was increased by an awareness of the growing concern both on campus and at the high schools regarding the general preparedness of entering freshmen. The Council strongly urges the University, through its administrative and faculty efforts, to explore various means for improving the quality of the learning environment as it affects both existing and prospective University of Arizona students.

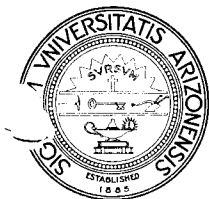
APPENDIX

University of Arizona representatives included the following:

Mr. David Butler
Dr. Roy M. Claridge
Ms. Marialyce Conter
Dean William P. Cosart
Dr. Charles Davis
Dr. Richard Edwards
Dean H. Bruce Fowler
Dr. David Gay
Dean Vern Johnson
Dr. Theodore Laetsch
Dr. W. T. Lippincott
Dean E. E. Louttit
Dr. James McCormick
Dr. John D. McCullen
Dean Jerry Murphy
Dr. Oliver Sigworth
Dean David L. Windsor

Representatives from area high schools were:

Dick Brown (Math Instructor, Palo Verde High School)
Les Croteau (English Instructor, Special Subjects High School)
John Gies (English Instructor, Sahuaro High School)
Nick Guirl (Assistant Principal for Curriculum, Rincon High School)
Ruby Matejka (Tucson Unified School District)
Sue Peters (Chairman of the English Department, Sahuaro High School)
Doug Scott (Math Instructor, Amphitheater High School)
Herbert Waesch (Principal, Cholla High School)
Sam Westmoreland (Math Instructor, Cholla High School)
Rick Wilson (Principal, Canyon del Oro High School)



THE UNIVERSITY OF ARIZONA

TUCSON, ARIZONA 85721

COLLEGE OF MINES

DEPARTMENT OF CHEMICAL ENGINEERING

Tel. (602) 626-1224

(602) 626-1225

May 13, 1980

MEMORANDUM

TO: University of Arizona Faculty

FROM: Thomas R. Rehm, Chairman
Faculty Senate Standing Committee on Academic Procedures

The document each of you has received entitled "Conditions of Faculty Service" is the April 1980 Edition of the Conditions for *all* three of the Arizona Universities. (The wording "Arizona State University" thereon is due to the printing of the document having been done by ASU.) This is the edition that has resulted from more than a year's work and constructive compromise between the Faculty, the Faculty Senate, the Academic Procedures Committee, the ad hoc Faculty-Regents Staff Committee, the University Administration, and the Board of Regents themselves. It is, therefore, more than likely to be the edition under which the Board will operate for the immediate future. The Board will decide at its May 1980 meeting as to when the policy will take effect.

The Conditions of Faculty Service is an umbrella policy document setting uniform guidelines for the appointment, promotion, termination and re-release of faculty for all three Arizona universities. Under such a policy each university is directed to formulate its own Faculty Manual, Constitution, By-laws or whatever, so that the policy can be fully implemented on each campus to fit the needs and goals of each university.

The process of modifying the University of Arizona's Faculty Manual, Constitution, and By-laws so that they will be in conformity with the Conditions of Faculty Service has begun. Campus approval of any such modifications will be handled through the established procedures of the Faculty Senate and the General Faculty.

The Conditions of Faculty Service is a reasonable, workable document that preserves and reinforces the responsible principles of academic freedom, due process, and faculty involvement in the university community. It deserves our support.

Thomas R. Rehm

A handwritten signature in cursive script, appearing to read "T. Rehm".

TRR:rgm



*This report corrected re
29, changes listed in 1/21/80
Senate meeting & changes
listed in DW's memo to Leguorth of 2/7/80*

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZONA 85721

COLLEGE OF MINES
DEPARTMENT OF CHEMICAL ENGINEERING
Tel. (602) 626-1224
(602) 626-1225

October 30, 1979

MEMORANDUM

TO: University of Arizona Faculty Members
FROM: Thomas R. Rehm, Chairman, Faculty Senate Standing
Committee on Academic Procedures
RE: October 1979 Edition of "Conditions of Faculty Service"

2-4-80
L. W. Nelson
C. Henry
Conditions of Faculty Service
as V of a faculty
approved it
2/4/80

The attached October 1979 Edition of the "Conditions" document is the result of a joint Arizona Universities Faculty/Board of Regents staff ad hoc committee appointed to handle and change the difficulties associated with the "Eighth Draft" of December 1978. Dr. Raymond A. Thompson and myself were the U of A representatives on this committee. The October 1979 Edition is different. Its tone is now saying that here are policies each university in Arizona should have. The details of implementing these policies is in most aspects left to the individual universities to formulate in a way that is most suitable for each of their particular situations. Many of these implementing details are already in existence at the University of Arizona.

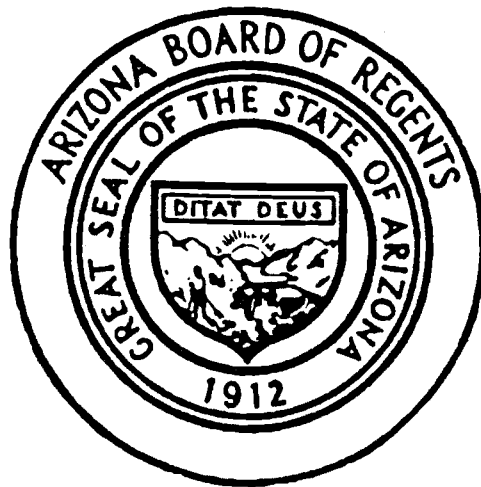
The October 1979 Edition is a document that the ad hoc committee feels covers the vast majority of employment situations at a mutually acceptable and agreeable level. The October 1979 Edition was sent to the Board of Regents on October 29, 1979, but has not been accepted by the Board as yet. It will be in the best interests of all concerned that if there are questions on your part concerning the October Edition that they be

- a) put in writing, and
- b) sent to Dr. T.R. Rehm
Chem Engr Dept
Geol 108C
Campus

Your comments will then be evaluated, discussed, and consolidated by the Committee on Academic Procedures and the Faculty Senate and presented as a single response to the Board for their consideration prior to formal adoption of the "Conditions of Faculty Service".

The members of the ad hoc committee feel very good about this October 1979 Edition. We hope each of you do to.

CONDITIONS OF FACULTY SERVICE
ARIZONA UNIVERSITY SYSTEM



November, 1979

Arizona Board of Regents

PREAMBLE

The Arizona Board of Regents is entrusted by the people of the State of Arizona with the responsibility for developing a system of higher education that provides an opportunity for education to all ~~students~~, explores and expands the frontiers of knowledge, and serves to improve the quality of life for the people of the state. In pursuit of these responsibilities, the Board endeavors to develop and maintain an excellent educational system marked by sound academic programs, distinguished faculty, institutional diversity, fully equipped facilities, and an open and stimulating environment for learning, teaching, research and service to the public.

It is the policy of the Board to make this system of education available to all qualified ^{persons} ~~students~~ in Arizona, to provide equal employment opportunity and due process for its employees, to promote freedom of inquiry, search and exposition of truth and to involve the faculty in the formulation of educational policy and the governance of the universities.

The Board reaffirms that the process of faculty participation and consultation in matters of academic policy is a valuable tradition that must be preserved. The faculties of the respective universities have a correlative duty to share in the responsibilities and obligations of governance and administration.

To these ends, the Board of Regents establishes these Conditions of Faculty Service for the Arizona universities.

October 15, 1979

CONDITIONS OF FACULTY SERVICE

I. GENERAL

This document shall constitute the conditions under which the faculty at the University of Arizona, Arizona State University and Northern Arizona University shall be employed. Each notice of appointment for faculty shall incorporate this document by reference and shall provide that acceptance of the notice of appointment constitutes recognition that the contents of the Conditions of Faculty Service shall be the contract terms of employment for all faculty personnel. ~~*The Arizona Board of Regents shall not be bound by, nor does it adopt or incorporate herein, the interpretations, policies or recommendations of other organizations.~~

The Board of Regents is charged by law to exercise control of the state universities and their property. Any authority delegated by the Board shall always be subject to the ultimate authority of the Board. The Board shall retain the right of periodic review and modification of all aspects of governance of the universities, and the right to enact such rules, regulations, policies and orders as it deems proper.

II. DEFINITIONS

- A. "Board" shall mean the Arizona Board of Regents.
- B. "President" shall mean the president of the appropriate university or the president's designated representative.
- C. "Faculty" shall mean all employees of the Arizona Board of Regents in teaching, research, or service whose notice of appointment is as lecturer, instructor, assistant professor, associate professor, professor or ^{equivalent positions} otherwise designated as faculty on the Notice of Appointment. Graduate students who serve as assistants, associates or otherwise, are academic appointees as well as graduate students but are not members of the faculty.
- D. "Notice of Appointment" shall mean the contracting document under which an appointment is made and which is signed by the president of the university.
- E. "Tenure" shall mean that the president of the university shall offer to a faculty member having attained such

* The policies enumerated in this document are consonant with the 1940 Statement of Principles on Academic Freedom and Tenure established by the American Association of Colleges and The American Association of University Professors.

status a contract for each succeeding fiscal or academic year until retirement, resignation, termination for budgetary reasons or educational policy change, or dismissal for just cause. It is not within the Board's power to commit the state to an obligation for which an appropriation has not been made and use of the word "tenure" does not imply a legal obligation which the Board is not empowered to undertake. Persons appointed to faculty positions shall not be eligible for tenure if their appointment is preceded by designations such as visiting, adjunct, resident or clinical.

- F. "Discriminatory Action" shall mean those actions prohibited by state or federal laws or regulations including those relating to sex, race, color, national origin, religion, age, veteran status and handicapped status.
- G. "Committee on Academic Freedom and Tenure" shall mean a committee selected by the faculty under procedures determined by each university.

III. APPOINTMENT PROCEDURES

- A. The university president shall establish written procedures through which faculty, department heads and deans shall have the opportunity for effective participation in deliberations leading to recommendations for appointment. Appointments shall become effective when approved by the president of the university but initial appointments shall be subject to ratification by the Board.
- B. All faculty members shall receive each year formal notification of conditions and terms of employment for the fiscal year beginning July 1 or for the academic year beginning on or about August 15. Appointments and re-appointments shall be for a period not beyond the period designated in the notice of appointment but shall not be longer than one fiscal year. No oral or written communication made prior to or after the execution of a notice of appointment that is inconsistent or in conflict with the Conditions of Faculty Service shall become a part of the employment agreement.
- C. Appointments which are dependent for continuation upon funding from a specific source other than state appropriations shall so state in the notice of appointment and may terminate when the funding is no longer available.
- D. A faculty member with tenure shall be so indicated on the notice of appointment by the designation "with tenure."

- E. A faculty member without tenure shall be so indicated on the notice of appointment by the designation "non-tenured."

IV. FACULTY COMPENSATION

- A. Maximum and minimum salary scales for ^{traditional} faculty ranks ^{and for those designated as faculty} are set by the Board. The president of the university shall approve individual salaries within those scales or as otherwise approved by the Board. Salary rates for re-appointments will depend upon available funding. Merit raises are allocated by the president of the university within the limitation of available funds.
- B. Certain fringe benefits are made available to all state employees and are subject to change by the legislature or the Board.
- C. Policies governing outside activities and supplementary compensation are administered by each university.

V. EMPLOYMENT RELATED BOARD POLICIES

The Board has adopted various policies which are a part of the employment relationship. Among these policies are the patent policy, Medical Service Plan, royalty policy and sabbatical leave policy. Changes to such policies will ~~normally~~ be made by the Board ^{to be effective} upon the start of the succeeding contract period. Additional policies may be added to be effective at a time determined by the Board.

Each university shall maintain a compilation of such policies and shall take reasonable steps to inform the faculty of the existence of such policies.

VI. DUTIES AND RESPONSIBILITIES

- A. Duties of a faculty member shall consist of those responsibilities assigned by the president of the university or an appropriate administrator, such as a vice president, dean, director or department head. Teaching assignments, schedules and other instructional responsibilities shall be carried out under the directions of the president. Duties and responsibilities shall be related to the expertise and competence of the faculty members and may include sponsored or unsponsored research projects, public service activities, or administrative functions. Within the parameters of a faculty members' assigned responsibilities he or she shall have the privileges and responsibilities expressed in the Board approved statement contained in the notice of appointment. Teaching,

research, and service performance shall be subject to evaluations by the president and performance shall be considered in decisions relating to compensation, retention, promotion, termination or a decision not to rehire.

- B. A breach of this document by a faculty member may be considered in any decision relating to that person's promotion, retention, termination or salary.

VII. PROMOTION AND TENURE

A. Procedures

Decisions relating to promotion, tenure and retention shall be made in accordance with university rules and procedures developed in consultation with appropriate faculty and approved by the president. The final decisions on promotion, tenure and retention shall be made by the university president after considering all evaluations, recommendations and other evidence submitted.

B. Criteria for Promotion, Tenure and Retention

1. Decisions on promotion, tenure and retention will be based upon written criteria developed with participation of appropriate faculty and approved by the university president. Criteria shall include such considerations as teaching effectiveness, the quality of scholarly research and publication or other creative endeavors, the quality of service rendered to the profession and to the university community, and the interests of higher education in the state.
2. A person is promoted, granted tenure or retained on the basis of excellent performance and the promise of continued excellence. The denial of promotion, tenure or retention, however, need not be construed as due to failure or poor performance on the candidate's part. Considerations such as the need for a different area of specialization or for new emphases; the lack of a continuing position; the need to shift a position or resources to another department; or the opportunity for a more vigorous program in teaching, research or service may dictate that the individual not be retained or granted tenure.
3. Attainment of tenure can only occur through specific notification from the president and may not result from inaction or inadvertence. *Probationary periods as prescribed in the faculty directives of each University will prevail.*

VIII. TERMINATION

A. Tenured Faculty Members

or for reasons covered under Article IX.

1. Tenured faculty members shall not be dismissed except for just cause. Such dismissal shall not be accomplished until the faculty member has been given opportunity for a hearing as prescribed in Article X.C.
2. Just cause shall include, but not be limited to, demonstrated incompetence or dishonesty in professional activities related to teaching, research and publication or other creative endeavors, and service to the university community; substantial and manifest neglect of properly assigned duties; ~~and personal conduct that substantially impairs the individual's fulfillment of properly assigned duties and responsibilities.~~

Substantial incapacity (physical or mental) to perform properly assigned duties shall also be considered as just cause with due consideration given to the nature and duration of the incapacity.
3. A tenured faculty member may be suspended with pay, pending a hearing, in a case in which the university president determines that continued presence of the faculty member on the campus constitutes a serious and substantial danger to the orderly functioning of the university or of a substantial area, unit, college or department of the university.

B. Nontenured Faculty Members

1. Nontenured faculty members may be dismissed during an appointment period only after a finding of just cause as defined in Article VIII.A.2. Such dismissal shall not be accomplished until the faculty member has been given opportunity for a hearing as prescribed in Article X.C. of this document.
2. A university president may decide not to retain for a succeeding appointment period any nontenured faculty member. The president shall make such decision after receiving recommendations from the appropriate department and college. A nontenured faculty member has no expectation of continued employment and shall not be entitled to a hearing following or prior to a decision of nonretention, *unless a claim of discrimination or violation of constitutional rights is made.*

C. Notification of Reasons for Nonretention of a Nontenured Faculty Member

A nontenured faculty member whose appointment is not renewed shall be entitled to a statement of reasons for that action only under the following conditions:

1. A written request is submitted by the faculty member to the president of the university.
2. Response by the university shall be from the president and no other university employee shall provide such reasons in writing.
3. Copies of letters outlining reasons for nonretention shall be confidential and shall be kept in the office of the academic or executive vice president and not with a personnel file. Such letters shall not be disclosed to possible future employers.

IX. REMOVAL OF FACULTY FOR BUDGETARY REASONS OR FOR EDUCATIONAL POLICY

- A. ^{Release} Removal of tenured faculty members, or ^{release} removal of nontenured faculty members prior to the end of the appointment period, may be effected upon reorganization by a university when such reorganization is deemed necessary due to budget or program decision requiring program discontinuance, curtailment, modification or redirection, provided that the reorganization in its relation to principles of tenure is ^{responsible and} reasonable.
- B. A termination of appointment pursuant to this section is designated a "^{release} removal for reorganization."
- C. The following factors shall be considered in determining that the reorganization is reasonable in its relation to principles of tenure:
 1. The nature of the budgetary problem;
 2. The need for an education ^{al} reorganization; ^{re Dr. Rehm 2-11-50}
 3. The impact of the reorganization on students, employees, the department, the college, the university, related activities outside the university and the best interests of higher education within the state.
 4. ^{The exhaustion of all other remedies not involving release of faculty.}

D. When it is determined that a reorganization plan under consideration may require the ~~removal~~^{relief} of tenured faculty members, or nontenured faculty members before the end of an appointment term, the following procedures shall be observed:

1. A ^{appropriate} responsible administrator shall ^{affect} ask an ^{the appointment of a} appropriate committee ^{of which the majority will be non-} to appoint a review ~~committee composed of faculty and students~~ to review the program element. This review shall include an impact statement containing consideration of the reasons for the educational reorganization and an assessment of the impact upon students, faculty and staff, the university as a whole, related activities outside the university, and the interest of higher education within the state.
2. Each faculty member within the program element being reviewed shall be notified in writing of the proposed action immediately and shall be given an early opportunity to present his or her views to the review committee and to the responsible administrator.
3. The review committee shall keep a complete record of its proceedings and any data or statements presented to it. A summary of this review shall be presented to employees and students and their views will be solicited at an open meeting at which written statements shall be encouraged.
4. A ~~responsible~~ administrator designated by the president shall decide whether or not to terminate a program element after presentation of the evidence by the review committee and the results of the open hearing.
5. The faculty member must be notified in writing when the decision to eliminate his or her position in the program element becomes final.
6. Within thirty days of the decision to terminate a program element, individuals affected by a reorganization may appeal the decision to terminate the program element to an appeal committee appointed by the president of the university. The committee will review both the merits and procedures involved in the termination of the program element and will make a recommendation to the president within thirty days of the filing of the appeal.

- E. The procedures set forth in this section shall not comprise the exclusive procedures for terminating a program element but shall be employed in any case when such termination would result in the ~~removal~~^{release} of a tenured faculty member or the ~~removal~~^{release} of a nontenured faculty member within the appointment period.
- F. The appointment of a tenured faculty member may not be terminated before the end of the academic year following the one in which the decision to eliminate that position becomes final.
- G. Each university shall devote its best efforts to securing alternative appointments within the university in positions for which the affected faculty member is qualified under existing criteria. The Arizona University System shall devote its best efforts to insure that such faculty members are made aware of openings within the system.
- H. In the event that the program element which has been terminated should be reinstated within a period of three years, new positions consisting of duties reasonably comparable to those of the ~~removed~~^{released} tenured faculty member shall not be filled without first offering the ~~removed~~^{released} tenured faculty member reappointment. The ~~removed~~^{released} tenured faculty member must be given ~~a reasonable~~^{at least} time ~~not to exceed thirty~~ days within which to accept or decline reappointment.
- I. A tenured faculty member who is to be ~~removed~~^{released}, or a nontenured faculty member who is to be ~~removed~~^{released} during an appointment term, shall be entitled to a hearing as provided in Article X.D. upon written request, filed with the president of the university within ~~ten~~^{twenty} days of receipt of notice of such ~~removal~~^{release}.
1. The hearing committee shall advise the university president of its opinion as to whether ~~removal~~^{release} was reasonable and whether there has been material deviation from the procedures specified for ~~removal~~^{release}. If the decision is supported by reasonable evidence the committee shall recommend to the president approval of the ~~removal~~^{release}. The hearing committee shall make no recommendation as to the termination of the program element.
 2. The university president shall forward the committee's recommendation, copies of the hearing transcript, and the president's recommendation to the Board for action and the Board shall make the final decision.

J. Should a university president form a judgment that a budgetary problem is severe enough to lead to a general reduction in force within a department or college or throughout the university and the procedures described in ~~removals~~ ^{subsequent} for reorganization will be inadequate to meet that problem, that is, that a financial emergency exists, the president shall appoint a ~~financial emergency committee~~ ^{faculty approved} ~~to be called into session for the purpose of informing the committee of the nature of the emergency and seeking its concurrence.~~ ^{the majority of which shall be non-administrative faculty.} If the financial emergency committee concurs by a majority vote that a financial emergency exists, the president shall forward the joint recommendation to the Board of Regents that a financial emergency be declared. If the committee does not concur with the president that a financial emergency exists, the president shall forward his and the separate committee recommendations to the Board of Regents. If the Board determines that a financial emergency exists, it shall direct such steps as may be appropriate to relieve such emergency. Such steps may include ~~removal~~ ^{release} of tenured faculty or ~~removal~~ ^{release} of nontenured faculty within an appointment period.

The Board shall ask the president for recommendations in regard to ~~removal~~ ^{release} of faculty members. Recommendations shall be supplied to the Board within thirty days of the request. In making its final decision the Board of Regents shall provide to individual ~~faculty~~ ^{released} members who will not be retained or who will be ~~removed~~ ^{released} as much advance notice prior to termination as the Board deems possible.

A tenured faculty member who is ~~removed~~ ^{released (see F. above)}, or a nontenured faculty member who is ~~removed~~ ^{released} within an appointment period, shall be entitled to a hearing in accordance with the procedures provided in Article IX.I. ~~Such a hearing may occur following removal unless the emergency circumstances otherwise permit.~~

X. HEARING PROCEDURES FOR FACULTY

A. Statement of Principles

The policy of the Board is to assure that all faculty members have a known and effective forum in which complaints can be aired and examined. Procedures involving the examination by professional peers of a complaint must reflect both the requirements of the law and the usages and traditions of the academic profession. Such

investigations and hearings as are included require the judicious consideration of facts, but they should neither partake of the form of courts of law nor be constrained by the limitations imposed upon such courts. Rather, they are academic hearings the purpose of which is to safeguard and protect not only the individual rights of the members affected but also the integrity of the university.

B. Limitations of Jurisdiction

1. All hearings regarding complaints of and recommendations against members of the faculty unless specifically provided for by the Code of Conduct shall be conducted by the Committee on Academic Freedom and Tenure, as hereinafter prescribed, and not otherwise.
2. Promotions, sabbatical leaves, leaves, and retention past compulsory retirement age are problems of internal governance which require administrative determination after consulting with department, college and university standing advisory committees in appropriate cases. Complaints regarding these matters may, as to substance, be considered by the dean of the college and the president of the university and may, as to compliance with university procedures, be the subject of a hearing held by the Committee on Academic Freedom and Tenure in accordance with the procedures set forth in Article X.D.
3. Members of the faculty, while serving part time or fulltime in an administrative position, shall not lose academic status but have no expectation of continued employment in such administrative position and any appointment to such an administrative position is not to be regarded as a contract. The suspension, relief, dismissal or removal of a member of the faculty from an administrative position, including but not limited to vice-president, dean, director, or department head, is not within the jurisdiction of the committee and shall not be heard or considered by any faculty committee.
4. Nonretention at the end of an appointment period of a nontenured faculty member is not within the jurisdiction of the Committee on Academic Freedom and Tenure. A nontenured faculty member who

unless a claim of discrimination or violation of constitutional rights is made (See D. below).

is suspended or dismissed before the end of the current contract period for which such faculty member was employed, and is not paid the full amount due such faculty member on such contract, may ask for a hearing before the Committee on Academic Freedom and Tenure on the issue as to what additional portion of salary, if any, should be paid.

C. Dismissal of Tenured Faculty

1. Whenever a tenured faculty member is recommended for suspension or dismissal, the president of the university shall refer such recommendation to a conciliation committee. Such committee shall attempt through mediation and conciliation to arrive at a mutually agreed upon resolution.

2. If conciliation fails, the appropriate dean or department head shall provide the faculty member with a formal notice of dismissal or suspension which shall include a detailed statement of charges.

*and the
Committee on
Academic
Freedom and
Tenure*

3. ~~# Within fifteen days after receipt of a notice of suspension or dismissal and detailed statement of charges, the faculty member shall state in writing to the president whether or not a formal hearing on the charges is desired. Failure to request a hearing within the fifteen day period shall act as a waiver of any right by such faculty member to a due process hearing before the Committee on Academic Freedom and Tenure or any other committee at the university.~~

4. A formal hearing before the Committee on Academic Freedom and Tenure shall include the following procedures:

a. Service of written notice of hearing on the charges at least twenty days prior to the hearing;

b. The faculty member shall provide the hearing committee and the university with an accurate detailed statement of position at least ten days before the hearing date;

c. A right to the names of witnesses and their addresses at least ten days before the hearing date;

The Committee on Academic Freedom and Tenure shall initiate a hearing unless the faculty member requests otherwise in writing within thirty days after receipt of a notice of suspension or dismissal, and detailed statement of charges. The hearing shall be open unless the faculty member requests otherwise.

- d. A right to confront and cross-examine adverse witnesses;
 - e. A right to present witnesses;
 - f. A right to a stenographic record of the hearing at no cost;
 - g. *A right to* Written findings of fact ~~if requested prior to the start of the hearing;~~
 - h. A right to a copy of the written recommendation of the committee;
 - i. A right to legal counsel or other representative who shall have standing to speak during the hearing.
5. The following requirements shall also be observed at the hearing:
- a. The committee shall not be bound by the rules of evidence applicable in courts of law but may permit the introduction and receipt of such evidence as would in the judgment of the committee be considered by prudent persons in the management of their own affairs.
 - b. At the conclusion of the testimony the committee may permit each party to make an oral or written summation. In the event either party is represented by legal counsel, ~~they will be expected to exercise proper restraint not to argue legal principles nor to quote legal authorities to the committee as these are not judicial hearings.~~ *such counsel will be urged to argue matters before the committee in lay terms.*
 - c. The burden of proof of the existence of just cause is on the university.
 - d. The committee recommendation shall be based on the hearing record.
6. Recommendations of the hearing committee shall be presented to the university president no later than ninety days following receipt of the request for hearing filed by the faculty member. The president

may for good cause shown extend the recommendation date by a period of up to sixty days. If recommendations have not been presented within applicable time limits, the university president shall examine the transcript of the hearing and shall consider the evidence presented and arrive at the final decision. If a hearing was requested but has not been held the president shall appoint an impartial replacement committee which shall conduct a hearing and shall make its recommendation to the president within ninety days of its appointment.

7. ~~A faculty hearing committee convened to act upon dismissal for just cause may recommend among other sanctions that a tenured faculty member receive a disciplinary reduction in salary. The university president may recommend such reduction as an alternative to dismissal or other disciplinary action.~~ *The university president may recommend a disciplinary reduction in salary as an alternative to dismissal or other disciplinary action.*
8. If the president recommends dismissal, the faculty member may appeal the recommendation by submitting to the Board a written notice of appeal within ten days after receipt of the president's recommendation.
 - a. The president shall present to the Board the committee's recommendation, the president's recommendation, and copies of the hearing transcript.
 - b. The Board shall provide an opportunity for filing of exceptions to the recommendations of the committee or president, and for oral arguments. Oral arguments shall be closed unless the faculty member requests an open hearing.
9. The Board shall make the final decision which may include dismissal, reduction in salary, forfeiture of sabbatical considerations or other sanctions which may be deemed appropriate by the Board.

D. Discriminatory or Unconstitutional Action

If a faculty member alleges the breach of this document by virtue of a discriminatory action or alleges that a decision on promotion and tenure, or nonretention was based on discrimination or constitutionally impermissible grounds, the faculty member shall have the right to a hearing before the Committee on Academic Freedom and

Tenure. The committee shall hold a hearing no earlier than thirty days or later than forty-five days after receiving written charges filed by the faculty member. With consent of both the university and the charging party, the hearing may be advanced or delayed. The written charges shall be transmitted to the university president by the committee immediately after receipt. The burden of establishing discrimination or constitutionally impermissible grounds shall be on the faculty member. The recommendation of the committee shall be transmitted to the president who shall render the final decision as to whether the original decision shall be modified, reversed or affirmed. The hearing shall provide the following ~~rights to the faculty member and to the university:~~ ^{same rights as described in C. 4 above.}

- ~~1. The right to an impartial hearing committee;~~
- ~~2. The right to present witnesses and evidence and to cross-examine witnesses;~~
- ~~3. The right to be represented by counsel or other advisors;~~
- ~~4. The right to have the hearing stenographically reported and the right to a copy of the hearing transcript at the faculty member's own expense;~~
- ~~5. The right to a copy of a written recommendation made by the committee.~~

E. Miscellaneous Complaints

A faculty member who alleges a complaint other than specifically set forth in this document may petition the Committee on Academic Freedom and Tenure for a hearing. The committee may assign this complaint to a conciliation procedure and if such procedure is unsuccessful, may provide a hearing. The procedural rights provided to the faculty member shall be those rights set forth in Article X.D. The recommendation of the hearing committee shall be forwarded to the university president who may take any appropriate action or no action. The decision of the president shall be final.

XI. IMPLEMENTATION

The president of each university shall establish, in consultation with the faculty ~~when appropriate and when otherwise~~ ^{such additional policies and procedures,}

including a constitution and bylaws,
~~required, such additional policies and procedures~~ consistent
with this document as may be needed to carry out the Con-
ditions of Faculty Service.

XII. SEVERABILITY

If any section, paragraph, subdivision, clause, sentence or phrase of this document shall for any reason be held illegal or unenforceable, such decision shall not affect the validity of the remaining portion of the document. If any provision of this document contains an ambiguity which may be construed as either valid or invalid, the valid construction shall prevail.

Faculty Senate
2-4-80



THE UNIVERSITY OF ARIZONA

TUCSON, ARIZONA 85721

OFFICE OF THE DEAN OF
ADMISSIONS AND RECORDS

February 7, 1980

Sig:

According to our notes the Senate on February 4 made the following changes in the Conditions of Faculty Service document. (These are in addition to the changes included in the Rehm-Thompson recommendations. Of course some of Monday's revisions were adopted in lieu of or in combination with the Rehm-Thompson changes.)

In Section I, GENERAL, first paragraph, the final sentence should be deleted and the following inserted:

"The policies enumerated in this document are consonant with the 1940 Statement of Principles on Academic Freedom and Tenure established by the ~~American~~ Association of ^{American} Colleges and American Association of University Professors."

In Section IX, A., in the first sentence insert a comma after the words "tenured faculty members".

In Section IX, I., line 5---change ten days to twenty days.

In Section IX, J., third paragraph---the final sentence should be deleted.

Section X, C, 3 was modified to read as follows:

"The Committee on Academic Freedom and Tenure shall initiate a hearing unless the faculty member requests otherwise in writing within thirty days after receipt of a notice of suspension or dismissal and detailed statement of charges. The hearing shall be open unless the faculty member requests otherwise."

Under Section XI, the wording of this paragraph should be revised to read as follows:

"The President of each university shall establish in consultation with the faculty such additional policies and procedures, including a constitution and bylaws, consistent with this document as may be needed to carry out the Conditions of Faculty Service."


David L. Windsor