

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, December 1, 1980 Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, December 1, 1980, in Room 146 of the College of Law. Sixty-three members were present with Senate Chairperson Rebecca Kellogg presiding.

SENATE MEMBERS PRESENT: Ahmad, Atwater, Berger, Bidleman, Birnbach, Briggs, Butler, Calder, Cardon, Chiasson, Cole, Cunningham, DeArmond, Eckhardt, Ferrell, Flick, Frank, Gallagher, Gibbs, Goodwin, Green, Henderson, Hull, Ingram, Johnson, Jones, Jorgensen, Kay, Kellogg, Kettel, Hugh E. Laird, Mautner, Munroe, James P. O'Brien, Shirley J. O'Brien, Olson, Gerald R. Peterson, Quinn, Rehm, Roby, Roemer, Rollins, St. John, Schaefer, Scott, Selke, Shanfield, Sigworth, Kenneth R. Smith, Todd Smith, Spera, Steelink, Stubblefield, Thompson, Titley, von Teuber, Weaver, Wilson, Windsor, Witte, Young, and Zukoski. Dr. Robert Sankey served as Parliamentarian.

SENATE MEMBERS ABSENT: Altschul, Armstrong, Clark, Crowder, Davis, Drescher, Edwards, Erickson, Fleming, Gaines, Gourley, Hetrick, Kassander, W. David Laird, Matsuda, Munsinger, Nelson, Odishaw, Paplanus, Paulsen, Pergrin, Robert A. Peterson, Rosenblatt, Sorensen, Svob, Tindall, Tomizuka, and Weatherly.

OPENING REMARKS: Chairperson Kellogg called the meeting to order. Inasmuch as this was her first meeting since her election as presiding officer of the Faculty Senate, Ms. Kellogg said, she wished to make a few opening remarks. They were as follows:

"As your presiding officer, I will attempt to keep our sessions running smoothly and fairly. Along with the able support of Mr. Sankey as parliamentarian, Mr. Windsor as secretary, and Mr. Butler as assistant secretary, I count upon you to work with me in carrying out the spirit and intent of Robert's Rules of Order.

"Changes that I make will be predicated upon keeping the confusion down. Three changes will go into effect immediately; others may follow as we conduct business.

"First, the matter of titles: Some of you I know by personal acquaintance; others only by the name on the plate in front of you. To help me and to eliminate title confusion, I will address each of you as 'Senator' followed by your last name. The President will be addressed as 'President Schaefer'.

"Second, please note the lectern to my right. Anyone presenting a report may speak either from your seat or the lectern. The latter may be helpful if you have notes and papers to which you wish to refer. I would remind the Senate that after a report has been introduced, all requests to speak, ask questions, or engage in discussion are addressed to the presiding officer--although they may then be referred for response to the individual who has presented the report.

"Lastly, the minutes need not be voted upon, but simply accepted either as distributed or as amended or corrected. Therefore, are there any additions or corrections to the minutes of the November 3rd Senate meeting?"

Senator Sigworth said he believed the full statement made by Dr. Myers at the November meeting concerning academic freedom and tenure versus proposed changes in the Faculty Constitution, Bylaws and Chapter VIII should be included in the minutes. He therefore asked that the following remarks be inserted in the first line on page 36 of the November 3 minutes following the word "contract". Dr. Myers' full statement was as follows:

"A principal difference between a tenured appointment and a non-tenured appointment is that of burden of proof. A nontenured appointment is a probationary status, a time period in which the faculty member must 'prove' or establish their professional ability and potential. Termination at the end of such an appointment may take place when insufficient evidence has been accumulated in favor of the faculty member's retention.

"A tenured position is one where such evidence has been accumulated and accepted and termination may take place only if adequate cause is established.

"The 1940 Statement of Principles drawn up by AAUP and AAC and subsequently endorsed by more than 90 professional organizations clearly delineates this difference. This difference has been incorporated into previous versions of the Faculty Constitution, Bylaws and Chapter VIII at the University of Arizona. The Faculty Senate as recently as 4 October 1976 reiterated this position.

"If the burden of proof for proposing the termination of a tenured faculty member does not lie with the faculty member, who does carry the burden of proof and in what form must this burden be carried? Again the 1940 statement, numerous court decisions and previous Bylaws and versions of Chapter VIII have established the appropriate mechanism, namely a hearing before a committee of peers. Such a committee provides protection not only for the faculty member but also for the body of the faculty and ultimately for the integrity of the institution by ensuring that terminations not take place for improper reasons or unproven charges. Unless the faculty member admits the validity of the charges by an affirmative action it must be assumed that the charges remain unproven until a hearing has been held and the committee has examined the evidence and made its determination.

"How do the principles and practices enumerated in the proposed revision of the Bylaws and Chapter VIII measure up to these standards? The Bylaw adopted by the Faculty Senate and the Faculty in 1975 and which has been in use since then, is unequivocal; a hearing must be held unless the faculty member asks that it not be held. The proposed revision says the burden of proof is on the appointing authority 7C(iii)(g)(2) p. 13 lines 17-19 but the hearing is extended as a limited privilege in 7C(iii)(g)(1). If the faculty member does not request a hearing within 15 days they are presumed guilty without any evidence being put forth at all. This means one is 'Guilty until proven innocent'. This is such a flagrant violation

of the principle of academic freedom and tenure that the Senate and faculty should reject the July 1980 proposed Bylaw unless it is changed.

"It may be asserted that the changes are merely to bring the documents into conformity with other documents, If that is so it is the other documents that should be changed to conform to the principles of academic freedom and tenure."

The next sentence in the minutes should be revised to read, "The version of Bylaw 7-c-iii-(g) proposed by the Academic Procedures Committee would read:". With the above indicated addition and revision, the November 3 minutes were accepted.

Ms. Kellogg welcomed to the Senate Dr. Bartley Cardon, new Dean of the College of Agriculture. Today was Dean Cardon's first official day of duty.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Senator Sigworth as Chairman of the Faculty informed the Senate that the annual report of the Committee of Eleven for 1979-80 would be distributed with the minutes of today's Senate meeting.

Dr. Sigworth informed the Senate that the next Senate meeting would be held on Monday, January 19, 1981, the first Monday following the opening of classes for the spring semester.

Dr. Sigworth reported that he had received a letter from Betsey Bayless, Assistant Director for Personnel for the Board of Regents, asking for the judgment of the University of Arizona Faculty Senate on two matters. The first concerned whether or not the Legislature should be requested to take action whereby the State would assume paying each employee's present 7% salary contribution to the public employees' retirement program in addition to paying the State's 7% contribution. This is a very complex issue, Dr. Sigworth explained. It has been considered by the Employee Benefits Committee and it is apparent that while there might be some advantage for some employees if this were brought about, for many others it would be disadvantageous. He noted that this adjustment probably would be in lieu of a salary increase. Dr. Sigworth said that the matter would be on the agenda for discussion by the Senate at its January meeting and information concerning the pro's and con's of the proposal would be sent to Senate members in advance of that meeting.

The other matter Ms. Bayless wished the judgment of the U of A Faculty Senate on was the disability insurance program, a subject that the Regents are studying at the request of the Arizona State University Faculty Association. The disability insurance program available to U of A employees is somewhat better than that of employees at Arizona State University and Northern Arizona University, Dr. Sigworth said, but the U of A program does have some serious deficiencies. For example, the U of A carrier reduces a disability payment by the amount of Social Security disability benefit received, and as Social Security benefits go up as a result of inflation, the U of A disability insurance payment is reduced. This is obviously unfair. There are also inequitable provisions resulting in reduced retirement benefits after age 65 for individuals receiving disability payments in the years preceding age 65, during which time no contributions to one's retirement account are made.

Senator Sigworth then made the following motion: The Faculty Senate of the University of Arizona urges that the Regents direct the Regents' staff to convene a working group of faculty, Regents' staff and University administrators to study the problem of disability insurance, consult with other agencies of State government where necessary, and prepare recommendations for Regents' action.

The motion was seconded and carried unanimously.

REPORT FROM THE COMMITTEE ON ACADEMIC PROCEDURES: Senator Rehm, Chairman of the Committee on Academic Procedures, reported that the Committee was beginning to receive suggestions from the campus community about Chapter X of the Faculty Manual. The Committee would welcome additional comments from any interested individuals, he said.

ELECTION OF SENATOR-AT-LARGE TO FILL VACANCY SECOND SEMESTER: The Secretary informed the Senate that Anne Atwater would be on sabbatical leave the second semester of 1980-81 and the Senate had the responsibility of filling this senator-at-large seat. He said that the Senate could follow its practice of many years in such a situation and go to the runner-up list of the most recent relevant election to elect a replacement for a vacant post. He further pointed out that when it became necessary to fill some vacancies in the fall of 1980 among the senators-at-large, the Senate had elected the first runner-up (in last spring's election) to serve in a vacated position for the full year 1980-81. The next runner-up, Dr. Kenneth Olson, had been elected to fill the seat for the fall semester only of an individual on leave who would be returning for the second semester. He moved that Dr. Olson be elected to serve in the Senate during the coming spring semester, replacing Senator Atwater. Several seconds to his motion were heard and Dr. Olson was elected unanimously.

APPROVAL OF CATALOG MATERIAL AS REPORTED IN "CURRICULUM" BULLETIN: The Senate next considered catalog material furnished senate members in "Curriculum" Bulletin, volume 8, number 26 (November 26, 1980).

Part One of this bulletin concerned a proposal by the Faculty of the College of Business and Public Administration that the following new policy become effective first semester 1981-82 to limit enrollment in that college's upper-division courses.

"In order to be admitted to advanced standing (300 and 400 levels) in the College of BPA, a student must be admitted to the College of BPA and have completed 56 units of specified lower-division courses with a cumulative grade-point average of 2.25 or higher. Upper-division courses may be taken only by students who meet the requirements for admission to advanced standing in the College of BPA or with the approval of the Dean of the College of BPA. Students from other colleges may determine their eligibility to enroll in BPA 300- and 400-level courses by checking at the office of the Dean of the College of BPA after consulting their advisers."

Senator G. Peterson moved approval of the proposal and several seconds were made. Senator Thompson said he was disturbed by this proposal because it

began the process of letting individual colleges separate themselves from the general policies of the institution. To the greatest extent possible he believed all students should have access to all courses within the institution. He felt this proposal would breach a fundamental principle.

Dr. Zukoski said he agreed with Dr. Thompson's remarks. However he pointed out that the College of Business and Public Administration had a particular problem and this was their proposed solution. Something must be found to give them remedy, he said. Senator Cunningham said she was speaking on behalf of the student senators who wished to support the proposal. Several senators said they were unsure of just what the problem was. Senator Smith, Dean of the College of Business and Public Administration, said he would like to give some background information. He said that over the last five years, the BPA College had experienced an annual increase of enrollment of about 15%, with the result that the enrollment of the college had doubled in size in that short period of time. He said there was no indication that this situation would change in the near future. It is a national phenomenon facing colleges of Business and Public Administration everywhere. Something had to be done, he said. The college had recognized that it could not perform its function properly and maintain quality while growing to a disproportionate size. He said the proposal was the result of long and thorough study, and represented a conscientious effort on the part of the faculty of the college to meet the problems of the college itself while at the same time continuing to perform its service role for the rest of the University. The Undergraduate Council had been sympathetic to the college's problem and had indicated Council appreciation of the fact that the College was not saying that only BPA students could take BPA courses, but was recognizing its service responsibility.

Dean Smith said that to stay current with the pattern of growth the college would have to add 20 full-time teaching positions a year. It is impossible to recruit on that scale and bring in faculty of quality, he said. There is a national lack of balance in the supply of first-rate teachers. To handle just modest growth and to replace departing faculty members it might still be necessary to bring in perhaps 10-15 new positions each year, Dr. Smith said. He and the faculty of the College intended to meet the University of Arizona's aspirations of quality.

Senator Ingram said she would agree completely with the effort to raise admission requirements for Business and Public Administration majors. She thought however that it would be extremely unfortunate for 300- and 400-level courses in Public Administration, for example, which are very important to certain majors in the College of Liberal Arts, to become unavailable to them. Social Science majors in such fields as economics, geography, and public policy would now find that they were filtered out of useful upper-division courses that should be open to them. She said that she was sympathetic to the problem but she felt the proposed solution was unfair.

Senator Butler said that he as Registrar had reviewed registration records for this semester and found that some 2,200 students were enrolled in 300- and 400-level BPA courses who had cumulative grade averages of below 2.25. If these students were denied the privilege of enrollment, this would result in a reduction of 6,500 credit hours, a reduction of 400 full-time equivalent students. He further pointed out that he could see no practical way how the policy could be enforced. "Do we let students register first and then wipe

out their registration when their eligibility has been checked?" The policy says that students in other colleges are to check with the office of the dean of the College of BPA on this matter. How will that office cope with hundreds of students seeking entrance to upper-division BPA courses?

Senator Smith replied that he was aware that implementation of enforcement would not be a trivial chore. He believed that ways could be found to handle it, however. He pointed out that the policy would take effect first for students entering the University of Arizona in the fall of 1981 and they would not be wanting to take upper-division courses until two years after that time. Dean Smith said that something had to be done to keep the college from growing to a size of 10,000 students; there are 6,000 enrolled now. He said the question might be asked, why not simply control the matter by limiting admission to the College of BPA? He said that students then would enroll in other colleges but sign up for BPA courses, thus getting into classes by the back door. It was concluded the policy must control enrollment in all upper-division courses, regardless of the college in which the student was registered.

Senator G. Peterson said that he had heard nothing said today that had not been said repeatedly when this matter was before the Undergraduate Council. He said the point made by Senator Thompson was important, but sometimes we cannot measure up to the ideal. Something must be done when facilities are limited. He said the College of Business could have simply closed its doors to anyone except its own majors as is done in many programs of the University, for instance, in pharmacy, nursing, education, and some fine arts programs. He said the College of Business and Public Administration however was bending over backwards to fulfill its service role. In answer to Dr. Ingram's remarks, he pointed out that assurance had been given that when certain courses were vital to a program, for instance, in certain agriculture or liberal arts programs, students who need these courses would be accommodated. He wondered how many people would really be hurt by this policy. He thought the number of students who might wish to take upper-division courses in business just because of casual interest was quite modest. He felt the solution worked out between the College of Business and Public Administration and the Undergraduate Council was reasonable and fair.

The question was called for and passed by a substantial margin.

The Senate then considered the second part of the "Curriculum" bulletin, a proposal of the College of Liberal Arts to change the name of the Committee on Mexican-American Studies to the "Mexican-American Studies and Research Center". This was approved unanimously.

CONSIDERATION OF RECOMMENDED CHANGES IN CHAPTER VIII OF THE FACULTY MANUAL:

The Senate turned next to consideration of changes recommended in Chapter VIII of the Faculty Manual (titled Academic Personnel Policies) to bring this document in conformance with the Conditions of Faculty Service approved by the Board of Regents in April 1980. Ms. Kellogg asked Dr. Rehm to come to the members' lectern and be available to answer questions as they might occur. She said unless there was objection she would ask the Senate to consider the revised statement of Chapter VIII section by section.

(A copy of the revised Chapter VIII as developed by the Committee on Academic Procedures is distributed with the minutes of this meeting, for reference purposes.)

Senator Sigworth asked if a series of minor amendments proposed by the Chairman of the Faculty and the Committee of Eleven to the changes proposed by the Committee on Academic Procedures had been considered. Dr. Rehm responded that all of those proposed changes had been found acceptable by the Committee on Academic Procedures and would be incorporated in the final version of the document.

Ms. Kellogg then asked the Senate to consider the preface to Chapter VIII, lines 1-10. It was moved, seconded and passed that this section be approved.

Section 8.00 was presented. It was moved, seconded, and passed that this section be approved.

The Senate next considered Section 8.01 and it was approved.

It was then moved and seconded that Section 8.02 be approved. Mr. Mautner moved that Section 8.02 be amended to insert the phrase, "librarians with equivalent faculty rank" between "assistant professors" and "nondegree candidate instructors" in lines 2 and 3. The amended text would read as follows: "The Faculty of the University of Arizona who are eligible for tenure includes professors, associate professors, assistant professors, librarians with equivalent faculty rank, nondegree candidate instructors, lecturers under Section 8.13c, and other persons who receive tenure-eligible faculty status under Section 1.A of the Faculty Constitution, and are so designated as 'nontenured faculty' on their notice of appointment." Several seconds to Mr. Mautner's motion were made.

Senator Ferrell then made the following statement to the Senate:

"In supporting this motion, I would like to emphasize that it is essential for the continuation of an important part of what constitutes Academic Freedom on this campus. Let's review, for a moment, what we mean by Academic Freedom. Is it merely 'job security' as its critics contend? In the landmark statement drawn up by AAUP in 1940 and adopted by most institutions of higher learning, a long tradition of free inquiry in American universities was codified when it was declared that:

'Of the various freedoms essential if our society is to preserve itself and to promote the interests of the individuals that compose it, perhaps the most clearly absolute is that of scholars to direct their search for truth and to report the results of their findings. This freedom is immediately applicable only to a limited number of individuals, but it is profoundly important for the public at large. It safeguards the methods by which we explore the unknown and test the accepted. It may afford a key to open the way to remedies for bodily or social ills, or it may confirm our faith in the familiar. Its preservation is necessary if there is to be scholarship in any true sense of the word. The advantages accrue as much to the public as to the scholars themselves.'

"In 1972, the importance of these concepts was further clarified by the famous 'Joint Statement on Faculty Status for Academic Librarians' which was adopted by the AAUP, the Association of College and Research Libraries of the American Library Association, and by the Association of American Colleges. Since then, it has been endorsed by many professional groups, most recently by the American Historical Association. It is a cornerstone of our profession and has been accepted by our State Association and in principle by our own Library Faculty.

"As standards and expectations have been raised for all faculty on this campus in recent years, the Library Faculty has become more organized. We have operated for the past several years under written Bylaws with an elected Chairman. We have an elected Promotion and Tenure Committee which applies written criteria accepted by our group in making recommendations to the administration. Are these standards rigorous? Yes: out of a pool of nineteen people eligible for promotion last year, the committee recommended only three.

"At the last meeting of this Senate, we were all reminded of this group's resolution of October 4, 1976 that:

'all members of the faculty have access to the review and grievance machinery of the Committee on Conciliation and the Committee on Academic Privilege (now Freedom) and Tenure.'

For librarians Intellectual Freedom is an especial trust. We want to be free to make professional, not partisan, decisions about which materials shall be acquired to assure that all points of view are represented and that access to materials is open to all. There are no positions on this campus which are more subject to social and political pressures.

"Dr. Robert E. Clark, then of the Law School, included the library as an important part of the University when he spoke to this Senate on February 4 of last year:

'The University is a unique institution, the last community of free minds, and therefore the people who have the real responsibility for that community--I mean in classrooms, libraries, and research laboratories--... (have)...a special relationship that obliges us to speak up, and especially in matters ... which may affect higher education for years to come.'

"In making this motion that librarians be spelled out as being under Chapter VIII, we do not ask for a change in our status but only that we be allowed to continue under a system which has brought this Library into national prominence in recent years. Librarians have been fully functioning members of the Faculty since Howard Hall was appointed the first librarian in 1893. We would like to continue to be eligible to be considered under the

procedures of the faculty committees on which we have continually served: Librarians currently serve on the Committee on Committees, on the Committee of Eleven, the Committee on Academic Procedures, the Executive Committee, as Chairman of CAPT, as Presiding Officer of the Senate, on the Board of AAUP; and they have recently served in the Kitchen Cabinet, as Chair of the Trial Board, etc. Only the rights, responsibilities, and review procedures inherent in tenure eligibility and attainment will allow us to continue this service. Only Chapter VIII provides these procedures."

Dr. Schaefer spoke in opposition to the amendment. He said that provisions of Section 8.02 are designed specifically for academic faculty members. Librarians are academic professionals. He felt the proposed amendment would be inappropriate. The procedures for promotion and tenure for faculty members are and should be different from those of and for librarians. For example, librarians are not expected to engage in research in the manner that faculty members are. There are appropriate distinctions that can and should be made between teaching and research faculty members and librarians, he said, important as librarians are to the institution.

Senator Weaver said he wished also to speak in opposition to the amendment. He said there was certainly no question about the fact that the University of Arizona has a first-class library and that the library has been given great support from the University's resources. The faculty is fully supportive of the library. Our librarians are excellent, he said. Their standards for promotion are very good but they are different from those for academic faculty members. It has been pointed out, he said, that they are not required to participate in research. They are voting members of the faculty, he pointed out, and have certain perquisites but they are in a category different from that of teaching and research faculty. Their scholarship is not expected to be of national visibility, for example. They work a 40 hour week. Chapter X of the Faculty Manual is being rewritten to make appropriate provision for a number of members of the University academic community, including librarians, Dr. Weaver continued. There are others on the campus--research specialists, laboratory research scientists, and other groups like the librarians with very high professional standards. They are entitled to protection and due process. The procedures should not be the same as those for professors, however.

Senator Johnson then made the following statement:

"I should like to present a few comments as a disinterested observer; please note that I said 'disinterested', not 'uninterested'. I have nothing to lose or gain in this matter, regardless of the outcome, but as a practitioner in the field of librarianship I am very much interested.

1. The teaching functions of librarians have been recognized in this country for approximately half a century, but it remained for Dr. Harvey Branscomb to codify the philosophy and rationale for this in his book, The Teaching Function of the Library in 1935 or thereabouts. Obviously, an institution or an agency cannot have a 'teaching function' in a vacuum -- this function must be carried out by professionals running

the library, the librarians. Incidentally, the academic and experiential requirements for librarians have become more demanding than ever before in the last 30 years, and particularly in the last decade.

- "2. Librarians at the University of Arizona have had faculty status since before 1964 when I came here as University Librarian. This not only entitles them to be on University committees, as has been noted already, to run for faculty offices, to be members of the Faculty Senate, etc., but also permits other faculty to have them as co-equal colleagues. I would point out to you that several librarians are elected members of this body.
- "3. About 1955, the University of Arizona established a professional level program to prepare persons qualified to be public school teachers to be school librarians throughout Arizona and in other areas with which the University had reciprocal agreements. This program continued successfully for a number of years.
- "4. This program was expanded in 1968 with the establishment of the Graduate Library School. This professional school started its teaching program in the fall of 1969, offering a Master's degree, and it has been preparing qualified holders of bachelor's degrees for professional positions as librarians in public schools, community colleges, special libraries, public libraries and academic institutions. It has been accredited twice by the American Library Association, the last time in 1979. It is on a par with similar schools at Columbia, California, Illinois, Michigan, Chicago, etc. Our graduates are now in responsible positions in libraries throughout the country, including the University of Arizona, Tucson Public Library, local schools, and in other libraries throughout Arizona.
- "5. The University of Illinois, not exactly a radical institution although certainly a leading one, has, since at least 1948 and probably for some years before that, granted faculty status to its librarians, not only in salary, tenure, responsibilities and privileges, but also in so many words: e.g., 'Librarian with rank of Instructor', 'Librarian with rank of Associate Professor', etc.
- "6. Our University of Arizona AAUP chapter thought so highly of at least one librarian, Robert W. Mautner, that it designated him to be its representative during at least one national conference.
- "7. The Faculty Senate has thought so well of another librarian, Rebecca B. Kellogg, that it elected her to be presiding Officer of the Senate.

--I find it difficult to believe that these are the only two librarians at the University of Arizona who are regarded as equals among academics by the University of Arizona Faculty.

- "8. Denigration of librarians at the University of Arizona to less than full faculty status will without much doubt have serious effects on the morale of the library's professional staff -- and also upon that of the members of the career staff who may aspire to become librarians (a number of them already have); and such action would probably result in some of the present very capable staff looking for a more hospitable environment elsewhere. In addition, this action would be a serious drawback to the library's efforts in recruiting capable, experienced librarians who have visibility at the national level to fill vacancies on the Library's professional staff as they occur.
- "9. It is difficult for me to believe that the proposal to remove librarians from the protection of Chapter VIII is anything more than a 'research question', i.e., a 'probe' merely to elicit justification for the record as to the appropriateness of the librarians' place in Chapter VIII, rather than a serious suggestion to remove them from it.
- "10. I will be extremely surprised and disappointed if this body votes to remove librarians from the protection of Chapter VIII, and by such a move indicates that librarians do not have a legitimate teaching function which they already have demonstrated, that the University operates a professional graduate school whose graduates are professionals in name only and who are not capable of being faculty members here as well as other places where they already are accepted, that the University's acceptance of librarians as faculty members for well over 16 years has been in error, and that we goofed when we elected a librarian as presiding officer of this body."

Dr. Shanfield asked what crossover there was on this campus between professional library work and teaching. Are there some joint appointments? It was pointed out that there may be some. In any event, many librarians in fact do teach in a number of University classes.

Mr. Mautner referred to a remark about a 40-hour week. He pointed out that he, like all other librarians, did indeed work at least a 40-hour week, but that he, just the previous day, a Sunday, had spent 4 hours working on a paper he shortly would be submitting to a national journal - a scientific journal, not one for librarians. He said that for librarians to be given full participation in faculty governance without the personnel protection that faculty members receive is unfair. The role of the librarians is crucial to the whole academic enterprise.

Senator Thompson said he thought it was unfortunate that this issue was being discussed before Chapter X had come to the Senate. To make a decision in the absence of the full story of how other academic professionals are to be treated would be unfortunate. In order properly to decide what to do about the librarians, he said, the Senate should have the opportunity to review the procedures it is proposed be embodied in Chapter X. What about the professional staffs of the museums, as well as several other categories?

Senator Witte said that perhaps it was inappropriate to consider Chapter VIII at all until Chapter X has been considered, but she said she would like to speak in support of the librarians as researchers. All librarians are researchers, she said, and further, in assisting faculty members the librarian in fact becomes a teacher as well.

Senator Olson said it would be unfortunate to polarize the University faculty. Each group has a different role and each role is important to the overall good of the University. He said he was beginning to wonder if Chapter X was going to treat academic professionals just like another category of staff. He hoped that members of the Agricultural Extension Service were not going to be treated as second-class citizens.

Senator Hull said he appreciated the importance of librarians. He admired them very much. But what about academic professionals in such an area as radio-television, for which he is responsible? These individuals do much teaching; they are professionals. As much as he admired librarians, he did not think they should get special treatment separately from a number of other academic professional groups. He said he also felt that Chapter X should be considered before proceeding further with the topic now under discussion.

Dr. Rehm pointed out that Section 8.02 in no way was concerned with who was or was not a member of the faculty. It only was talking about eligibility for tenure for one group of faculty members. Dr. Stubblefield said that to deal with the librarians might be desirable for one group, but what would be the consequences for other persons who are left out? The privileges being talked about have a very real effect on morale, he said.

Senator G. Peterson asked what was going on here? Do librarians only have partial faculty status? Are there degrees of faculty status? He then moved that further consideration of Section 8.02, both the section itself and the proposed amendment to it, be postponed until Chapter X came before the Senate. Several seconds to the motion were heard, and the motion carried.

Ms. Kellogg next called for consideration of Section 8.03. It was moved, seconded, and passed that Section 8.03 be approved.

Section 8.04 similarly was approved.

It was moved and seconded that Section 8.05 be approved. Senator Chiasson pointed out that he thought what was done with Sections 8.05-8.16 must be partially dependent on what was to be done with 8.02. He pointed out that the last two lines of Section 8.02 (lines 12 and 13 on page 4) said: "The word 'faculty' in Sections 8.05 to 8.16 inclusive shall be understood to mean only tenure-eligible 'faculty' as defined herein." He thought therefore

that the words "tenure eligible faculty" should be inserted throughout the language of Sections 8.05-8.16 wherever the word "faculty" appears, to conform with lines 12 and 13 of Section 8.02. Senator G. Peterson said that he thought it would not be necessary to make this change. Section 8.02 had not been thrown out. Whatever was finally agreed to as "tenure-eligibility" would apply in these other sections. To literally change the word "faculty" to "tenure-eligible faculty" over and over again would be very awkward wording.

The Chair then stated that she sensed that the consensus of the Senate was that Dr. Chiasson's proposal was inappropriate. No one challenged her remark. The Senate returned to its consideration of Section 8.05 and this was approved.

Turning to Section 8.06, Dr. Steelink said that on page 7, line 20, the words "and in Section 8.29 of Chapter VIII" should be added following Conditions of Faculty Service. It was pointed out that this had been one of the changes recommended earlier by the Chairman of the Faculty and the Committee of Eleven, which Dr. Rehm already had indicated would be taken care of. Section 8.06 was then approved by the Senate.

Section 8.07 was approved.

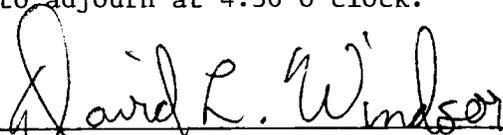
Section 8.08 was considered next. Dr. Quinn said he would like to point out that it is possible under present procedures on this campus for an instructor to sit on a Committee on Faculty Status and vote on whether or not an associate professor is to be promoted to professor. Similarly, a new assistant professor on the campus only 3 weeks might find himself sitting on a committee reviewing the promotion of an associate professor to professor. Senator Spera asked where such instances occurred. Dr. Quinn said he would rather not say. Dr. Weaver said he could corroborate Dr. Quinn's remarks. Dr. Quinn then moved that Section 8.08 be amended by adding in line 17 (see page 8) following the words "university faculty", the words, "and so constituted that decisions shall be made only by faculty of rank superior to that of each candidate," Several seconds to Dr. Quinn's motion were made. Senator Kay said that in some departments there are not enough senior faculty members to meet the requirements of this proposal. Dr. Quinn pointed out that faculty members then should be brought in from other areas. This Section does not provide that all members have to be from the same department. The question was called for and the amendment was adopted.

Section 8.08 was then approved as revised by the amendment.

It was then moved, carried and passed that Section 8.09 be approved.

Similarly Section 8.10 was approved.

At this point several motions to adjourn were heard. There were several seconds, and the Senate voted to adjourn at 4:30 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF DECEMBER 1, 1980:

1. Approval of minutes of November 3, 1980 as amended.
2. Approval of motion urging convening by Regents of working group to study problem of disability insurance.
3. Election of Kenneth Olson as senator-at-large to complete term of Anne Atwater.
4. Approval of "Curriculum" bulletin Vol. 8, No. 26 (November 26, 1980).
5. Approval of number of motions to approve amendments to Chapter VIII of Faculty Manual, titled Academic Personnel Policies, to bring this document in conformance with Conditions of Faculty Service statement approved by the Board of Regents. The preface and Sections 8.00 - 8.10 were approved with with exception of 8.02, action on which was postponed.

ACTION ITEMS PENDING:

1. 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.
2. Consideration of Committee of Eleven Report on Teacher Evaluation and Teaching effectiveness.