

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, February 2, 1981 Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, February 2, 1981, in Room 146 of the College of Law. Seventy-two members were present with Senate Chairperson Rebecca Kellogg presiding.

SENATE MEMBERS PRESENT: Ahmad, Altschul, Barrett, Bidleman, Birnbach, Briggs, Butler, Calder, Chiasson, Clark, Crowder, Cunningham, Davis, DeArmond, Edwards, Erickson, Ferrell, Fleming, Flick, Frank, Gibbs, Goodwin, Green, Henderson, Hetrick, Hull, Ingram, Johnson, Jorgensen, Kassander, Kay, Kellogg, Kettel, D. Laird, H. Laird, Longman, Matsuda, Mautner, Munroe, Munsinger, J. O'Brien, S. O'Brien, Olson, Paplanus, Paulsen, Pergrin, G. Peterson, R. Peterson, Rehm, Roby, Roemer, Rollins, Rosenblatt, Scott, Selke, Shanfield, Sigworth, K. Smith, T. Smith, Sorensen, Steelink, Stubblefield, Svob, Thompson, Titley, Tomizuka, Weatherly, Weaver, Windsor, Witte, Young, and Zukoski. Dr. Robert Sankey served as Parliamentarian.

SENATE MEMBERS ABSENT: Armstrong, Berger, Cardon, Cole, Dresher, Eckhardt, Gaines, Gallagher, Gourley, Jones, Nelson, Odishaw, Quinn, St. John, Schaefer, Spera, Tindall, and von Teuber.

ACCEPTANCE OF MINUTES OF MEETING OF JANUARY 19, 1981: The Senate accepted without change the minutes of the January 19, 1981 meeting as distributed.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Senator Sigworth, Chairman of the Faculty, informed the Senate that material relating to this spring's faculty elections will go out shortly under the direction of Professor James LaSalle, Chairman of the Faculty Elections Committee.

Senator Sigworth next stated that it had been brought to the attention of the Committee of Eleven that a number of undergraduate students at this institution appear to be able to graduate with fewer than 30 upper-division credit hours, in contrast to the upper-division requirement for graduating from many other universities, including Arizona State University and Northern Arizona University. Further checking by the Committee of Eleven had established that colleges at the U of A individually determine their respective minimum number of upper-division credit hours, with one large college requiring only 21 upper-division units for graduation in some programs. In contrast to this, the committee understood that ASU has a university-wide requirement of 50 upper-division credit hours for graduation. Discussion with one U of A college dean had further indicated concern about the possibility that transfer students might be able to receive a degree from the University of Arizona with a minimal number of credit hours earned on this campus. Another concern related to the number of correspondence course credits allowed to apply toward a bachelor's degree.

In view of the several questions raised, Dr. Sigworth continued, the Committee of Eleven wished to recommend that the Faculty Senate ask the Undergraduate Council to review the matters discussed above and submit to the Senate their recommendations regarding requirements for bachelor's degrees in order to ensure that degree candidates complete a course of study which accurately reflects the academic standards of the University of Arizona. Dr. Sigworth moved approval of the recommendation. Several seconds were heard.

Senator Rosenblatt said he felt the recommendation was very much in order. He said he had been shocked to realize that in certain programs in the College of Liberal Arts it was possible to graduate with as few as 21 upper-division semester hours of credit.

The question was called for and the motion carried with no dissenting votes heard.

REPORT FROM THE ASSOCIATED STUDENTS: Senator Cunningham, explaining that Senators St. John and Armstrong were away from Tucson on University business, reported to the Senate on behalf of the Associated Students. She said student election procedures would begin shortly with the primary election scheduled for March 3 and the general election for March 11-12.

Senator Cunningham further announced that John Anderson, candidate for United States president in 1980, would present a lecture on the U of A campus on February 9 under the sponsorship of ASUA.

REPORT FROM THE ACADEMIC PROCEDURES COMMITTEE: Senator Rehm, Chairman of the Senate Academic Procedures Committee, reminded the body that a proposal from the ASUA Senate and the Honor Students Association that the giving of hour examinations be prohibited during a semester's last two days of classes had been referred to the Undergraduate Council and the Graduate Council. Both the Undergraduate Council and the Graduate Council had now approved the recommendation. Their action provided that specific exceptions for certain courses could be granted by obtaining prior approval from the appropriate department head and academic dean. Students would be informed of any such exceptions prior to the last day for withdrawal with an automatic passing grade. Dr. Rehm suggested the matter be discussed in the Senate. It next was to be considered by the Advisory Council. If approved by that body the proposal would be published in the "Curriculum" bulletin to provide opportunity for general faculty reaction. The policy would be established if finally approved by the Senate.

Dr. Chiasson asked if the prohibition would apply to laboratory courses. Sometimes practical examinations are given in laboratory courses during the final laboratory meeting. Dr. Rehm pointed out that the proposal provided that exceptions for specific courses might be granted by obtaining prior approval from the appropriate department head and the college dean. Dr. Chiasson wondered if an exception for laboratory courses should be included in the language of the proposal.

The question was asked if the reference to the last two days of

classes referred to the last two days of the semester or to the last two sequential class meeting days of a course. Chairperson Kellogg said that Bart McLeay, a leader in the Student Senate who had been much involved in the development of this proposal, was present and asked if there was objection to his participating in the discussion. There was none, and the question about the reference to "last two days" was referred to Mr. McLeay. He said the intent definitely was to mean simply the last two days of a semester's regularly scheduled classes before the "dead day" preceding final examinations, for example, a Tuesday and a Wednesday.

Senator J. O'Brien wondered how such a policy would be policed. Senator Edwards noted that the present policy on final examinations is not well policed. Faculty members feel rather free to make their own exceptions to the University's final examination schedule. As for the proposal under discussion, he said he supported it. His office every semester receives a number of complaints from students who are being required to take an hour examination in a course the last class meeting of the course.

Senator Roemer wondered about the following situation: In a large class a request is made from the students that the final exam be held in class in lieu of during the regular final examination period. The request is voted upon and passes by 90%-plus majority but not unanimously. One motivation for such a request is so the students can be free to participate in charter flights home. What should be done? Mr. McLeay said that this question had come up in the deliberations of the Undergraduate Council and the consensus had been that if even one student wished not to have the final examination given in the regular class period in place of the scheduled time during the regular final examination schedule, the exam should be given in the regular exam period. Senator Edwards commented that in his judgment final examinations should not be given during the last class period in lieu of during the regular examination schedule. This somehow violates the spirit of the final examination concept with a free day for preparation before final exams begin, etc.

Senator Bidleman asked if an examination could be given early for a student whose charter flight left before the regular final exam was scheduled. Dr. Edwards said he felt it was unlikely a faculty member would want to make such an exception. To give the same examination might compromise the security of the exam for the remainder of the students in the course. It is an imposition on a professor to expect him to prepare a separate examination for someone wanting to take the exam early.

Senator Chiasson said he thought a longer dead period was needed before final examinations begin. Senator Weatherly said that the last class meeting period is needed for review purposes of the semester's work, and if an additional one-hour exam is felt desirable it should be scheduled previous to the last class meeting day so that there will be class time available for an end-of-semester overall review.

Senator Tomizuka said that the nature of a course must be taken into account. In certain courses the last week of class is perhaps a culmination of the entire semester's work. A rigid rule reduces flexibility and he thought should be avoided if at all possible. Let a principle as a guideline be adopted, he said.

At this point Chairperson Kellogg said that the matter would now be referred to the Advisory Council. Approval by that body would be reported in the "Curriculum" bulletin and the proposal then would come back to the Senate for final action.

Dr. Rehm said he would next like to present a report from the Academic Procedures Committee on resolving the conflict associated with Chapter VIII and Chapter X of the Faculty Manual. The Committee had held meetings with two large groups of University professionals, he said, namely members of the Cooperative Extension Service and the librarians. As a result of those meetings and additional input from the administration and deliberation of the committee's own, the committee had become abundantly aware that the reconciliation of the conflict could not and should not be approached in a trivial way. The entire relationship between "faculty" and "academic professional" as to status, perquisites, responsibilities and organization is a fundamental problem, Senator Rehm emphasized, the resolution of which is a basic tenet of cooperative and productive relationships in the professional university community.

Senator Rehm said the committee had found itself in the position of literally "being in the dark" as to the manner in which this conflict has been handled and surely resolved at other institutions of higher learning. Thus, rather than rushing into a hasty, and perhaps unnecessarily upsetting, definitive restatement of the policies in the present Chapters VIII and X, the committee had unanimously recommended that a thorough, in-depth research program be undertaken to obtain a wide range of information upon which a conscientious, responsible and workable solution to the situation could be obtained. This research program would entail obtaining, collating, duplicating and initial evaluation of the pertinent information, along with the attendant necessary correspondence. In addition, the services of outside reviewers might well be of benefit. To do a thorough job would take time and manpower before the committee could reasonably be expected to arrive at a solution which was mutually satisfactory to all parties concerned, he said.

Dr. Rehm said that the Academic Procedures Committee was therefore offering the following seconded motion: "That the Faculty Senate seek a \$10,000, two-year grant from the University administration for the purpose of obtaining, analyzing, and disseminating information on the structure, place, and organization of faculty and academic professionals in the major universities in the United States. This information would be used to reevaluate the policies associated with the status, privileges, perquisites, and responsibilities of the professional employees of the University of Arizona."

Senator Rehm added that in the interim, until a research program could do its job, a rewording of lines 4 and 5 in the proposed revision of Section 8.02 of Chapter VIII was proposed as follows: "...8.13c, and other persons who as a result of faculty action and university administration approval receive tenure-eligible faculty status."

Senator Sigworth said he strongly favored the motion. While it has

not normally been the Senate's function to make budgetary recommendations, this matter was extremely important, he said, and he thought it might be useful in establishing a precedent for obtaining financial support for University committee work, research, various studies desired by the faculty, etc. He pointed out that on the campuses of the University of California there are faculty senate offices staffed full-time. A similar situation exists at the University of Washington, he knew, and in a more limited way, at Arizona State University.

Senator Witte questioned the logic of this approach. What if the administration does not provide the \$10,000? There is too much hypothesis here, she said, and a large group of University personnel could be left in limbo.

Senator Ferrell said that the professional librarians on this campus would welcome this action. She felt to adopt this motion would be a constructive position for the Senate to take.

Senator Thompson said he thought that the information the proposed study would obtain would be very important. He wondered why a two-year period was needed. Could not the study proceed at a more accelerated pace? Senator Rehm responded that it had been felt that a staff person could be obtained only on a half-time basis. If a full-time individual could be obtained, then perhaps the project could be completed in one year. Senator Thompson said he had only one reservation about the proposal. Why specify that the grant is to be sought from the University administration? Why not some other group? There are research foundations, for example, that are very much interested in higher education. Why should the Senate set its sights so low, he asked. Why even mention the source from which the grant would be sought?

Senator Weaver pointed out that there is a great deal of relevant information already available in Vice President Munsinger's office. He said he hoped matters could be resolved more expeditiously than only after a two-year study period. Grievances have been filed already under Chapter X, he said.

Senator Tomizuka said he was glad to know that some information was already available on the campus. He said he thought there were other places than at other universities where information might be obtained, for example, the office of the Fund for the Improvement of Postsecondary Education surely should have some information about this subject.

Senator Olson noted that the motion referred to the major universities in the United States. He said that he thought land-grant institutions particularly should be studied.

Senator Munsinger commented that while there is indeed certain information available in his office, there is also considerable information available in the University library. He did not feel an extensive nationwide survey would be necessary.

Senator Shanfield pointed out that the Committee on Academic Procedures had felt that the money would be needed for professional staff

personnel rather than clerical assistance, that is, persons who would study the collected material and "put it all together".

Senator Kassander pointed out that a particularly useful function of the Office of the Vice President for Research is to provide seed grants for particular studies, for example, \$5,000. He suspected the number of academic professionals involved in sponsored research projects on this campus is a large number. He thought it would be appropriate, if the proposal were soundly made, for a \$5,000 a year grant for two years to be provided by the Office of the Vice President for Research for the sort of study being discussed.

Senator Thompson then moved to delete from the motion the words, "\$10,000, two-year" and "from the University administration". Several seconds were heard, and the motion carried.

Dr. Zukoski then moved that the words "including land-grant institutions" be added following the words "major universities in the United States." Senator Shanfield said that that indeed was the intent of the proposal. Several seconds to Dr. Zukoski's motion were heard and it carried. The question was then called for on the proposal as amended, and the motion carried. As finally adopted the motion read: "That the Faculty Senate seek a grant for the purpose of obtaining, analyzing, and disseminating information on the structure, place, and organization of faculty and academic professionals in the major universities in the United States including land-grant institutions. This information would be used to reevaluate the policies associated with the status, privileges, perquisites, and responsibilities of the professional employees of the University of Arizona."

At this point Senator Rehm asked who was to take the initiative in seeking the funding. The adopted statement simply said that the Faculty Senate will seek a grant. Chairperson Kellogg said she assumed that the Academic Procedures Committee would pursue this matter as the appropriate agent of the Senate.

REPORT FROM THE UNIVERSITY PLANNING COMMITTEE: Senator Steelink, Chairman of the Committee on University Planning, said he was pleased to see the Senate propose obtaining funding for the study of the provisions of Chapter VIII and Chapter X. He said the Committee on University Planning felt that a regular budget should be provided for the activities of the Faculty Senate as well as for the work of other groups, including the Committee of Eleven, the Committee on Academic Procedures, the Committee on University Planning, the Committee on Academic Freedom and Tenure, the Committee on Conciliation, and the office of the Chairman of the Faculty, as well as the work of the Senate in general. In 1975 providing a budget had been proposed. The University President "was receptive but was not rich", Dr. Steelink said, so no action was taken at that time. No disapproval of the idea was voiced, however. Senator Steelink indicated the Planning Committee would probably be proposing a Senate budget in the future.

Senator Steelink next referred to a distributed report titled "Recommendations for 1981-82 Compensation Package - February 2, 1981".

He said he would like to make two corrections in Appendix I-E. In footnote a. standard deduction, the "1930 tax rate" should be corrected to read "1980 tax rate." The "note" at the bottom of that same page referring to an 11.6% salary increase "(\$8,465 vs. \$2,100)" should be corrected to read "(\$3,465 vs. \$2,100)."

Senator Steelink said there were several reasons why the Senate should act on a compensation package at this time: (1) The Legislature would probably take official action on this question before the end of February. (2) The committee felt definitely the employees' benefit package should be improved. (3) the Committee wished to recognize the legitimate needs of the staff, as distinct from the faculty, though the Senate does not speak for the staff. (4) The faculty should, through Faculty Senate action, always express its views directly. Senator Steelink said he would have more to say later in the meeting when consideration of the compensation package was before the Senate.

INTERCOLLEGIATE ATHLETIC FINANCIAL REPORT 1979-80: Ms. Kellogg referred to the Intercollegiate Athletic Financial Report for 1979-80 which had been furnished each senator with the agenda for today's meeting. She said that Athletic Director David Strack and members of his staff were present to answer questions, including the Assistant Director for Financial Affairs, John Perrin. She asked if there were questions.

Senator Fleming said she was not a sports fan and not informed about procedures in the Department of Intercollegiate Athletics, but she did notice in Schedule III that expenses for the year for Women's Sports had been \$537,050 out of a total of \$4,742,637. She noticed many of the items in the report were listed by specific sport, Football, Basketball, Baseball, Track, etc. and she wondered if in any particular sport there was also allocation for women's activity, for example, in Tennis, Golf, or Swimming. Director Strack said that in this report all expenditures for Women's Sports were combined in the one figure. In that event, Senator Fleming said, she felt the allocation was inequitable.

Senator Zukoski referred to Schedule I-A, Sec. II, Permanent Advances, which read "The \$49,250 represents permanent travel advances issued to coaches and designated administrative personnel for individual travel related to University business (primarily recruiting). Each person receiving a permanent travel advance signs a promisory note which is maintained in the ICA Business Office safe." He asked if Director Strack could further explain this provision. Mr. Strack said it was a provision long established providing funding for coaches' travel and the amount issued, for example, \$2,500, is returned upon the individual's termination of employment. Senator Zukoski said that in view of some of the troubles the Department of Intercollegiate Athletics has had he was surprised this provision is still allowed. Faculty members at large are not permitted to hold a permanent advance, he said. What is to prevent an individual's depositing this money in a savings institution and earning interest?

Director Strack said that the proposal for this arrangement had come from the University's central business office.

Senator Briggs noted that the amount of money received from student fees, \$815,950, was exactly the same as that for the previous year. Mr. Perrin said that that figure was correct. He pointed out that the University administration allocates an amount of money each year from student fees to the Department of Intercollegiate Athletics and no increase was made this year. Senator G. Peterson wondered if this allocation was made without the students being aware of it. Senator Munsinger pointed out that there has been no standard allocation of monies to any particular activity supported by student fees in recent years. He said it was worth noting the dramatic increase in the amount of money given to both Women's Sports and Intramural Athletics in the last six or seven years. The source of this funding, he pointed out, is registration fees and tuition collections. The money does not belong to the students, he emphasized, but is University revenue allocated as the administration sees fit. Senator Weatherly asked if a certain percentage of student fees goes to the intercollegiate athletic program and the answer was there is no specified percentage. Senator Edwards commented that some senators might be remembering a time in the past when University registration fees included a specified student activity fee, a certain proportion of which was designated for intercollegiate athletics. For the last 15 years, however, this has not been the practice and student fees are allocated by the administration after being collected but no individual student fee is earmarked for any particular purpose.

Senator Davis asked if the revenue from concessions was only from the concessions conducted in connection with sports events and the answer was yes.

Senator Zukoski referred to Schedule III-C showing salary allocations from academic funds and athletic funds and asked for an explanation of that schedule. Director Strack explained that many of the coaches employed in the Department of Intercollegiate Athletics also hold teaching responsibilities in the Department of Physical Education. The funds for their salaries, therefore, come from two sources, partly the academic budget and partly the athletic budget. He noted that the section of the report showing the amount of dollars for salaries coming from the two sources had been specifically requested by the Faculty Senate.

Chairperson Kellogg thanked Mr. Strack and his assistants for being present for this discussion.

A copy of the complete Intercollegiate Athletic Financial Report for 1979-80 is on file with the secretary's file copy of these minutes and each member of the Senate has a copy in his or her file.

CATALOG MATERIAL AS FURNISHED SENATE MEMBERS IN "CURRICULUM" BULLETIN VOLUME 8, NO. 27, ISSUE DATE OF JANUARY 19, 1981: The Senate continued its consideration of Section III, Course and Catalog Changes, of "Curriculum" bulletin Volume 8, No. 27, issue date of January 19, 1981, which senate members had received on the date of the previous Senate meeting. There was no discussion and Section III was formally approved by the vote of the Senate.

CONSIDERATION OF RECOMMENDATIONS OF COMMITTEE ON UNIVERSITY PLANNING REGARDING A 1981-82 COMPENSATION PACKAGE: The Senate turned next to consideration of the recommendations by the Committee on University Planning for a 1981-82 compensation package. Senator Steelink asked that attention first be given to the recommendation concerning long-term disability benefits. It was pointed out that the University Planning Committee had studied the issue of disability benefits for University employees and had reviewed a discussion of this matter by the Arizona State University Senate. There are significant inadequacies under the current disability benefits plan, he said. These include no contributions to retirement for the disabled employee and, upon termination of employment, the individual receiving disability benefits cannot participate in the health insurance options previously available to him or her while on the payroll. Both of these deficiencies create substantial problems for affected employees.

Senator Steelink then said that the University Planning Committee was recommending that the Faculty Senate endorse the following, which came as seconded motions:

- " 1. The State should purchase as part of a long-term disability coverage, a retirement annuity on behalf of disabled employees. The annuity premium should be based on a contribution rate equal to the current required retirement contribution.
- " 2. Provisions should be made so that the individual receiving disability benefits can retain the right to participate in health insurance options for U of A employees even though his/her employment is terminated."

In reference to the first recommendation, Senator Edwards asked if this simply meant that, at retirement age, an individual would participate in the retirement program as if he had continued to work to the retirement age. Senator Steelink answered yes.

Senator Henderson wondered why the matter couldn't be taken care of by the University's negotiating making such a provision part of the disability insurance program. Senator DeArmond, a member of the Planning Committee, indicated that the intent of a recommendation by the faculty of Arizona State University had been that the cost actually be picked up by the program to maintain the eligibility of a disabled faculty member. Senator Steelink pointed out that all employees have disability coverage automatically by virtue of their University employment. This provision would extend that coverage to include paying retirement contributions. Senator G. Peterson wondered what the rate of retirement contribution would be if, as anticipated, the Senate shortly was going to recommend that there no longer be any contribution by an employee to the retirement program. He said he agreed with Senator Henderson that the wording of this recommendation was rather strange. Senator Steelink said that what was intended was that the retirement annuity should be based on 14% of salary. Senator Chiasson asked, "14% of the salary

at the time of injury or incapacity?" Senator Steelink replied yes. Senator Thompson said he hoped the minutes would reflect the discussion about this matter and of the concerns expressed. Senator Calder said he thought the word "required" in the 5th line of Recommendation 1 should be changed to "entire". Senator Hetrick said that the second sentence should be revised.

Senator R. Peterson said he felt there was some potential trouble with a matter this complex if what was being recommended was not very carefully worded. He said he would be glad to volunteer the services of H. Charles Sakwa, the new University Director of Personnel, to work with members of the Planning Committee in determining the correct language in which to express the wishes of the Senate in a communication about this matter going forward to the Regents and the Legislature.

The question was asked if this proposal could be redrafted and brought to the Senate at the March meeting. Senator Steelink pointed out that the March meeting would be too late. He felt that an expression should be made today by voting on the proposal before the group since action of the Legislature is expected some time in February.

Senator Kassander said that the vote approving the matter as stated in the report would reflect the sense of the Senate; the final wording could be developed by the committee with the assistance of Mr. Sakwa.

The question was called for and the motion to approve Recommendation 1 carried.

The Senate next took up Recommendation 2 concerning the right of persons receiving disability benefits to participate in health insurance options. Senator DeArmond pointed out that many individuals feel that the greatest single unaddressed problem for individuals receiving disability benefits is the matter of eligibility to participate in health insurance options after employment has been terminated. He said information had not been available as to the extent everyone's premiums would increase if coverage were extended to include this group of individuals.

Senator Chiasson wondered if he was correct in assuming that in such instances the individual would purchase the insurance without University contribution? The answer was yes.

The Senate then unanimously voted approval of Recommendation 2.

The Senate turned next to additional recommendations from the Committee on University Planning as follows, which came as seconded motions.

1. That the State assume the 7% employee contribution to retirement as part of the 1981-82 compensation package. This recommendation was made on the assumption that employees 60 or over and employees not on State retirement would be excluded.

2. That an additional 7% in across-the-board salary increase be included in the compensation package in order to reflect the increased Arizona cost of living (estimated at 14%).

Senator Steelink emphasized again that the first sentence of Recommendation 1 would be valid only so long as the Legislature went along with the provisions that employees 60 or over and employees not on State retirement were not included.

Senator Henderson questioned conditioning the recommendations in such a specific way. Why not provide for an option, he said, so that persons age 60 or over would have a choice? Senator Scott supported Senator Henderson. He then moved that Recommendation 1 be amended to read, "Recommendation 1 is made on the assumption that employees 60 or over at their option and employees not on State retirement be excluded". There were several seconds to the motion. Senator Zukoski said his retirement program was with Teachers Insurance Annuity Association (TIAA), and he'd like it to continue there. Would this recommendation affect that? Senator Steelink indicated that persons in TIAA would continue as they have been. Senator Weatherly asked if the reference to employees 60 or over having an option meant that in the future an individual would have the option of changing once he or she attained that age. The answer was no, this is a "one-shot" situation and applies only to the year 1981-82.

Senator Henderson said he thought it was important that the sense of this body be that anyone under a program that is recognized by the retirement system of the state is to be included, including TIAA (Teachers Insurance Annuity Association)-CREF (College Retirement Equities Fund), for example.

Senator Paplanus asked in whom is the additional retirement contribution vested, the individual or the State? Senator Munsinger said it would be the State, but pointed out that in most instances the net benefit to the individual in dollars received would be significant.

Senator R. Peterson then moved that the second sentence of Recommendation 1 be amended to read "and employees not on State retirement or on one of the two authorized optional retirement programs (TIAA-CREF or Variable Annuity Life Insurance Company (VALIC))". Senator Peterson stated that this motion would treat State Retirement, TIAA-CREF and VALIC participants in like fashion. The motion failed for lack of a second.

Senator S. O'Brien asked if she were correct in understanding that employees whose retirement contribution is paid by the federal government are not included in this proposal, and the answer was yes.

The question was called for on Senator Scott's proposed amendment adding the words "at their option" following the words "employees 60 or over" and the amendment carried. Chairperson Kellogg asked Senator R. Peterson if he wished to elaborate on his point made earlier. He stated

that the purpose of the phrase "not on State retirement" was intended by the University Planning Committee to apply to persons on federal retirement. The phrase "State retirement" includes for this purpose the persons electing TIAA-CREF or VALIC as optional retirement. Senator R. Peterson suggested that the minutes reflect this as the interpretation of the Senate if there were no objection. There was none.

Senator Edwards said that the Legislature did give this matter some attention last year and had indicated they would take into account the age of persons approaching retirement in calculating the base salary for determining the retirement benefit.

Senator Munsinger agreed that the Legislature had considered the matter but different actuaries could not agree on appropriate formulas so the question was dropped.

Senator Munsinger said it should be held in mind that if the State should assume the 7% retirement contribution now being paid by the employee, this would in no way provide improved benefits for people already retired. "We should understand," he said, "that what we are doing here is totally separate from the adequacy of the retirement payments made to persons already retired or to individuals who may retire in the future."

Senator Hull asked if it was legal to make discriminations on the basis of age. Senator Steelink said that retirement programs provide varying benefits for persons of various cutoff ages.

It was suggested that action be taken on the two proposals separately. The question was called for on Recommendation 1 and it was approved, with no dissenting vote heard. The question was then called for on Recommendation 2.

Senator Henderson wanted to know if the Planning Committee intended that any possible merit money be included in the 14%. Senator Steelink said that this was considered a proposed cost-of-living adjustment entirely separate from any merit money. He pointed out that the Board of Regents had already recommended that 3% of this year's salary money be available for merit increases next year.

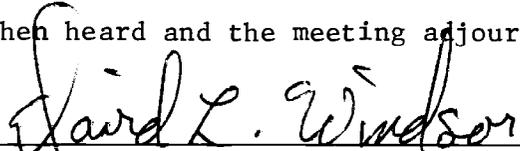
Senator Sigworth said he thought it was important that the Regents be urged to urge the Legislature to qualify the Arizona Retirement System for exemption under the Internal Revenue Service. "Our tax liability on the 7% each of us pays is a problem," he said.

He also pointed out that the Arizona State University faculty was supporting a 12½% cost-of-living adjustment compared with the 14% being proposed here. He felt the 14% proposal was in order.

Senator Goodwin asked if Recommendation 2 in any way related to Recommendation 1. Senator Steelink answered no. The question on

Recommendation 2 was then called for and it carried.

Motions to adjourn were then heard and the meeting adjourned at 4:42 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF FEBRUARY 2, 1981:

1. Approval of motion to ask the Undergraduate Council to review requirements for bachelor's degrees, particularly the minimum number of upper-division credit hours.
2. Approval of motion that the Faculty Senate seek a grant for the purpose of obtaining, analyzing, and disseminating information on the structure, place, and organization of faculty and academic professionals in the major universities in the United States including land-grant institutions. This information would be used to reevaluate the policies associated with the status, privileges, perquisites, and responsibilities of the professional employees of the University of Arizona.
3. Approval of Section III, Course and Catalog Changes, of the "Curriculum" bulletin, Vol. 8, No. 27, issue date of January 19, 1981.
4. Approval of recommendation of the University Planning Committee that the Senate endorse the following:

The State should purchase as part of a long-term disability coverage, a retirement annuity on behalf of disabled employees. The annuity premium should be based on a contribution rate equal to the current required retirement contribution.
(NOTE: It was agreed that the Planning Committee might reword this recommendation after consulting with Charles Sakwa, University Director of Personnel.)

Provisions should be made so that the individual receiving disability benefits can retain the right to participate in health insurance options for U of A employees even though his/her employment is terminated.

5. Approval of motion that:

- A. The State assume the 7% employee contribution to retirement as part of the 1981-82 compensation package. This recommendation was made on the assumption that employees 60 or over, at their option, and employees not on State retirement would be excluded. (NOTE: It was understood that State retirement also includes for this purpose persons electing TIAA-CREF or VALIC as optional retirement.)
- B. An additional 7% in across-the-board salary increase be included in the compensation package in order to reflect the increased cost of living (estimated at 14%).

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 April 1980.
- 2. Consideration of Committee of Eleven Report on Teacher Evaluation and Teaching Effectiveness.