

MINUTES OF MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, November 3, 1980 Room 146, College of Law

The Faculty Senate convened in regular session at 3:00 p.m. on Monday, November 3, 1980, in Room 146 of the College of Law. Sixty-nine members were present with Vice President Weaver presiding.

SENATE MEMBERS PRESENT: Ahmad, Altschul, Armstrong, Atwater, Berger, Bidleman, Birnbach, Briggs, Butler, Calder, Chiasson, Clark, Cole, Crowder, Cunningham, Davis, Eckhardt, Edwards, Erickson, Ferrell, Flick, Frank, Gallagher, Green, Henderson, Hull, Ingram, Johnson, Jorgensen, Kassander, Kay, Kellogg, Kettel, D. Laird, H. Laird, Matsuda, Munroe, Munsinger, J. O'Brien, S. O'Brien, Odishaw, Paplanus, Paulsen, G. Peterson, Quinn, Rehm, Roby, Roemer, Rollins, St. John, Scott, Selke, Shanfield, Sigworth, K. Smith, Sorenson, Spera, Steelink, Stubblefield, Thompson, Tindall, Titley, Tomizuka, Weatherly, Weaver, Wilson, Windsor, Young, and Zukoski. Dr. Robert Sankey served as parliamentarian.

SENATE MEMBERS ABSENT: DeArmond, Dresher, Fleming, Gaines, Gibbs, Goodwin, Gourley, Hetrick, Jones, Mautner, Metcalfe, Nelson, Olson, Pergrin, R. Peterson, Rosenblatt, Schaefer, T. Smith, Svob, vonTeuber, and Witte.

APPROVAL OF MINUTES: The minutes of the meeting of October 6, 1980, were approved as distributed.

ELECTION OF PRESIDING OFFICER OF THE SENATE: Dr. Weaver reminded the Senate that President Schaefer had informed this body at its last meeting that he wished to relinquish the chair of the Senate and that the Senate at this meeting should select its presiding officer who would serve until the fall of 1981. Faculty Chairman Sigworth announced that four nominations had been forwarded to him for presentation today. These were Cornelius Steelink, Professor of Chemistry; Marlys Witte, Professor of Surgery; Rebecca Kellogg, Head Central Reference Librarian, and Raymond Thompson, Director of the Arizona State Museum and Professor of Anthropology.

Dr. Zukoski reported that he had been asked by Dr. Witte to withdraw her name from consideration. Dr. Steelink withdrew his name, saying he would prefer to be free to function as an advocate for causes he wished to support from the Senate floor. The floor was then opened to additional nominations. There were none. It was then moved, seconded, and unanimously passed to close nominations and balloting proceeded. The first ballot resulted in a tie vote of 31-31. Several additional senators having arrived after the voting, a second ballot was called for and Rebecca Kellogg was then elected chair of the Senate for 1980-81. When her election was announced, Ms. Kellogg was asked by Dr. Weaver if she would like to take the chair. She said she would do so for the first time at the December Senate meeting.

REPORT FROM THE CHAIRMAN OF THE FACULTY: Faculty Chairman Sigworth informed the Senate that the Senate Executive Committee had appointed June Gibbs, Extension Specialist, to the Committee on University Planning, replacing Robert Altschul.

Dr. Sigworth reported that following the recent meeting in Tucson of representatives of the Arizona State University Faculty Association and interested U of A faculty members a meeting had been held of persons interested in formally organizing a U of A faculty association. Plans are underway for this, he said, and further information would be widely distributed shortly.

REPORT FROM THE ASSOCIATED STUDENTS: ASUA President St. John reported that upcoming lectures sponsored by ASUA would include Dr. Gerard O'Neill on November 6 discussing space exploration; Pat Paulsen on November 12 discussing the 1980 election; and hypnotist Wayne Perkins appearing on November 25. Mr. St. John indicated that ASUA had tentative plans to present concerts the second semester by Stix and by Chicago.

Ron St. John reported that David Birnbach had been selected as the student representative to the Senate Committee on Academic Procedures and that Francis Bidleman had been selected as a student member of the Committee on University Planning.

REPORT FROM THE COMMITTEE ON ACADEMIC PROCEDURES: Dr. Rehm, Chairman of the Senate Committee on Academic Procedures, reported that that committee had received a resolution from the Student Senate expressing concern about the scheduling of "mid-term" examinations by faculty members very late in the semester, sometimes on the last two class days of the semester. The students' resolution had urged that policy be established so as not to allow "mid-term" examinations to be given on the Monday or Tuesday before final exams (before Wednesday "dead day") and further that in case that "dead day" does not fall on Wednesday, not to allow "mid-term" exams to be given during the same week final examinations commence. Dr. Rehm reported that the Committee on Academic Procedures had forwarded the recommendation to the Undergraduate Council for consideration by that body.

REPORT FROM THE COMMITTEE ON UNIVERSITY PLANNING: Dr. Steelink, Chairman of the Committee on University Planning, reported that the Committee was studying the state's retirement and insurance programs available to University employees with the intent of developing recommendations to the Arizona Legislature. The committee would appreciate receiving information and suggestions about these matters from interested members of the faculty. Such material should be forwarded directly to Dr. Steelink.

APPROVAL OF CATALOG MATERIAL AS REPORTED IN "CURRICULUM" BULLETIN: The Senate approved catalog material furnished Senate members in "Curriculum" bulletin Vol. 8, No. 25 (October 27, 1980) with certain revisions. Upon the request of Dr. William Noyes, Assistant Executive Vice President, the following proposed course deletions listed in this issue are to be withdrawn:

Withdraw the proposed deletion of Chemistry 325
" " " " " Entomology 450

Withdraw	the	proposed	deletion	of	Philosophy	147a-147b
"	"	"	"	"	Physics	147a-147b
"	"	"	"	"	French	696d
"	"	"	"	"	"	696e
"	"	"	"	"	"	696f
"	"	"	"	"	"	696g
"	"	"	"	"	"	696h
"	"	"	"	"	Portuguese	696h
"	"	"	"	"	"	696i
"	"	"	"	"	Spanish	696d
"	"	"	"	"	"	696e
"	"	"	"	"	"	696f
"	"	"	"	"	"	696g
"	"	"	"	"	"	696i
"	"	"	"	"	"	696j

APPROVAL OF DEGREES COMPLETED SEPTEMBER 1, 1980: It was pointed out that each Senate member with the agenda of today's meeting had received a list of the names of students completing degree requirements September 1, 1980. The total number of degrees completed September 1 was 1,233 and included 658 bachelor's degrees, 462 master's degrees, 1 Juris Doctor degree, 46 Doctor of Medicine degrees, 3 Specialist degrees, and 63 Doctor's degrees (Graduate College). A motion to approve the degrees was made and seconded and carried unanimously. (A list of the names of these degree recipients and each respective degree is attached to the Secretary's official file copy of these minutes.)

CONSIDERATION OF RECOMMENDED CHANGES IN FACULTY BYLAWS TO BRING THEM IN CONFORMANCE WITH THE CONDITIONS OF FACULTY SERVICE APPROVED BY THE BOARD OF REGENTS: Dr. Weaver asked Dr. Rehm to chair the Senate discussion of changes in the Faculty Bylaws proposed by the Committee on Academic Procedures to bring the Bylaws into conformance with the Conditions of Faculty Service approved by the Board of Regents in April 1980. At this point Dr. Sigworth requested the Senate's permission to permit Dr. Donald Myers to present certain proposed revisions in the changes proposed by the Academic Procedures Committee, such revisions having been recommended by the University of Arizona Chapter of the American Association of University Professors. Dr. Weaver suggested that Dr. Rehm be allowed to complete his presentation first and then reaction would be in order from anyone present. The first person to speak then would be Dr. Myers, Dr. Weaver said.

Dr. Rehm pointed out that at its October meeting the Senate had completed its consideration of the changes that should be made in the Faculty Constitution to bring that document into conformance with the Conditions of Faculty Service. Consideration was now proceeding on proposed changes in the Bylaws to bring them into conformance. He then referred to the "changes in the proposed changes" recommended by the U of A Chapter of AAUP, a copy of which had been provided each senator as he or she arrived at today's meeting. He said he had only seen these proposals today but at first reading believed he agreed with all of the AAUP proposals except 9, 10, 12, and 14.

At this point Dr. Myers was recognized. He said he and his AAUP colleagues were troubled by a certain change in procedure for a tenured faculty member recommended for dismissal or suspension or a nontenured faculty member

who is suspended or dismissed before the end of a current contract.* The proposed new version of Bylaw 7-c-iii-(g) would read:

" 1 x (g) A tenured faculty member who is recommended for dismissal or
2 x suspension, or a nontenured faculty member who is suspended or
3 x dismissed before the end of a current contract period has the right
4 x to the more formal 'due process hearing' procedures described here,
5 x and in Section X.C. of the Conditions of Faculty Service, in which
6 x the faculty member is afforded certain rights as indicated:
7 x (1) The faculty member shall state, in writing to the President of the
8 x University and within 15 days after verified receipt of notice
9 x of suspension or dismissal and detailed statement of charges,
10 x whether or not a formal hearing on the charges is desired.
11 x Failure to request a hearing within the 15 day period shall act
12 x as a waiver of any right by such faculty member to a due process
13 x hearing before the Committee on Academic Freedom and Tenure or
14 x any other university committee. In addition the faculty member
15 x may request the Presiding Officer of the Committee to terminate
16 x the hearing at any time after its inception."

Dr. Myers said that he and his AAUP colleagues wished to delete proposed lines 7-16 and insert the following: "(1) The faculty member will be accorded a hearing unless the faculty member in writing requests the presiding officer of the Committee on Academic Freedom and Tenure not to hold a hearing or to terminate it if in progress." His point was, Dr. Myers said, that the language of this Bylaw in the version now before the house, if it were not revised as recommended by the AAUP, would take away the responsibility of the Committee on Academic Freedom and Tenure to initiate a hearing and place it on the faculty member to request a hearing. He referred to action by the Faculty Senate on February 4, 1980, providing that Section X-C-3 of the Conditions of Faculty Service statement be revised 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." The language of Bylaw 7-c-iii-(g) unless changed would shift the burden of proof, Dr. Myers said, from the CAFT to the faculty member.

Dr. Myers commented further that he felt the proposed changes in the Faculty Constitution, in the Bylaws, and in Chapter VIII should be distributed to the Faculty so that they could provide feedback to the Senate. He felt all discussion of these documents should be delayed until the Faculty have seen them, studied them, and responded. Dr. Zukoski then moved that all of the material submitted to the Senate, so far concerning bringing the Constitution, Bylaws and Chapter VIII in conformance with the Conditions of Faculty Service statement be sent to each member of the faculty and that a General Faculty meeting be called to discuss them, before further consideration proceeded in the Senate. There were several seconds to Dr. Zukoski's motion.

Dr. Rehm said he thought a preferable procedure would be to complete the Senate's consideration of the documents, then send them to the General Faculty for study and any action the faculty wished to take. He pointed out

* See the 12/1/80 Senate minutes (p. 45, 2nd paragraph, for Dr. Myers' full statement.)

that the charge of the Faculty Senate to the Academic Procedures Committee was to review the Constitution, Bylaws and Chapter VIII, determine what must be done to bring these in conformance with the Conditions of Faculty Service document, and then recommend necessary changes to the Faculty Senate. Once the Senate had completed its review, the documents as revised by the Senate must be furnished every faculty member. A General Faculty meeting must be held at which the proposals would be discussed. Then the Faculty must vote approval of the changes by mail ballot. Dr. Rehm felt that the originally agreed upon procedure should be followed.

Dr. Tindall asked Dr. Myers if, under his recommendation, the faculty member would be unable to avoid a hearing. In other words, would Dr. Myers' proposal require that a hearing be held no matter what? Dr. Myers replied that there should be a hearing unless the faculty member wished otherwise. Further, the faculty member should be able to terminate the procedure at any time, if he so wished. However, he should not have to take the initiative to request the hearing in the first place.

Dr. Weaver commented that it is the practice at this University for the administration always to consult with the faculty member to determine his wishes in such matters.

Dr. Kassander said he thought he remembered an earlier action by the Senate in 1975 concerning this matter. Dr. Myers said again that the latest action by the Senate was that taken in February, 1980.

Dean Henderson asked what would be the difficulty in following the procedure recommended by the AAUP. Dr. Rehm said that the sequence provided by the Conditions of Faculty Service statement provides that a faculty member should request a hearing within a logical time sequence, if he desires one. He pointed out that in practice such a situation would not come to the faculty member as a bolt from the blue. Prior to this point, the individual would have had the matter discussed with him by his department chair, as well as by the Executive Vice President. Dean Henderson asked how the faculty member would receive formal notification that it had been recommended that he be dismissed or suspended. Dr. Rehm said that a letter would be sent by registered mail, return receipt requested. The individual would be told that he was being considered for suspension or dismissal. The charges would be stated, and the letter would state that within 15 days after verified receipt of notice of suspension or dismissal and detailed statement of charges, he must indicate whether or not a formal hearing on the charges was desired. Dean Henderson asked what if someone else signed for the letter and the faculty member concerned had not actually received it. He thought as a lawyer he saw a danger in the procedure which could mean that cases might end in court. He thought it would be much better automatically to provide for a hearing in all cases so that everything would be brought into the record, unless the faculty member specifically stated he did not want a hearing.

Dr. Rehm said that if the Senate agreed with that point of view, it would be necessary to ask the Board of Regents to change the procedure presented in the Conditions of Faculty Service. Dr. Sigworth asked if this particular point had been considered by the Regents Counsel. Dr. Rehm replied yes. The Regents Counsel was on the committee that drafted the document. Several Senators wondered if this change proposed by AAUP could be accommodated without being in

basic conflict with the Conditions of Faculty Service statement of the Regents. Dr. Sigworth and several others said that if this procedure should be in conflict with Board of Regents' policy, the Senate still should do as it thinks best. The University Faculty also should act as they think best, and then if need be ask the Regents to reconsider.

Dr. Paplanus spoke in support of Dr. Myers' remarks. He said the language in Bylaw 7-c-iii-(g) proposed by the Academic Procedures Committee shifted the burden of proof from the administration to the professor. Dr. Rehm said no, the burden of proof still fully remained the responsibility of the institution. The only change was the point of formal notification. The time sequence provided a period of 15 days during which the faculty member must ask for a hearing. It would always be the administration's responsibility to prove its case, he emphasized.

Dr. Tindall said that if the faculty member did not want a hearing he could decline one. He could even simply go ahead and resign. But he felt that every faculty member had an absolute right to a hearing without having to initiate having one, and a proposal for any other procedure would be wrong.

Dr. Tomizuka pointed out that if a faculty member has done something so grave as to be subject to dismissal or suspension, obviously this amounts to a personal tragedy for the individual. We do not know what mental state the individual may be in, yet we say, "If you don't formally take action requesting a hearing in 15 days, you are out!" He thought such a procedure would lack compassion. Maybe an individual would not have the emotional energy to take the initiative to formally request a hearing. A hearing automatically ought to be available in all cases, he said, in the interest of basic fairness.

Professor Peterson said he thought the question of burden of proof was spelled out plainly enough in the revised Bylaws as presented by the Committee on Academic Procedures.

Dean Henderson said he thought it would be well to go back to the Regents on the point of an automatic guarantee of a hearing unless it was declined. "If we are fair and orderly in every detail of our procedures," he said, "we may very well keep our business out of the courts. If we leave one loophole and don't go all the way in protecting, down to the smallest detail every right of an individual, we could find ourselves at the mercy of the courts, inviting action to turn over our affairs to them for resolution."

Dr. Weaver said that U of A policy has always been to have a hearing unless the individual did not request one, or resigned. He said that up to this time the courts have ruled that U of A procedures do provide fair due process to its employees.

Dean Henderson said he thought that the procedure outlined in the Bylaws as most recently revised was just fine up to the final step, but we should not fail, even in that, he said, to give due process. "Everything will be all right if we just automatically assure that every case may have its hearing," he reiterated.

Dr. Steelink then moved that the Senate reaffirm its previous position on this point. It was pointed out that this motion was out of order

because another motion was before the house. Dr. Zukoski commented he was glad that the discussion would now return to his motion made some time earlier.

Dr. Thompson, referring to Dr. Zukoski's motion that the Senate delay further consideration of proposed changes in the Bylaws and in Chapter VIII and refer them as well as the proposed changes in the Constitution to the Faculty to obtain faculty feedback, said he indeed could see the value of obtaining faculty opinion but he felt the delay required by this procedure would be unfortunate. He saw no reason why the proposed changes to bring the documents in conformance with the Conditions of Faculty Service document should not go out to the Faculty, perhaps with the minutes of this meeting, but "we must not delay Senate action or we'll lose our timetable." Dean Odishaw urged that the Senate complete its consideration of the proposals before they went to the Faculty. He wondered if Dr. Zukoski would withdraw his motion. Dr. Zukoski agreed to do so as did his seconds.

Dr. Thompson then moved that the proposals before the Senate go to the Faculty with the minutes of today's meeting, with the request that comments be sent to Dr. Rehm. There were several seconds. Dr. Scott asked if the material should go out as presently written so far as procedure for a hearing for a faculty member for whom dismissal or suspension has been recommended was concerned. Should not the Faculty have the benefit of the sense of today's Senate discussion? Dr. Sigworth said that the Bylaw in question should be sent out as it had so far been amended.

The question was asked, "Are we governed under the 1975 Constitution?" Dr. Rehm answered, "In a sense, yes, although the Constitution has never been ratified by the Board of Regents. Further, some changes approved by the Senate in 1978 have never gone to the Regents," Dr. Rehm continued. "Are we heading for trouble if we send something to the Faculty before we are through with it?" Dr. Sankey said he saw no danger here.

A vote on Dr. Thompson's motion was called for. There was uncertainty on the voice vote. A hand vote was then called for and the motion carried 42-12.

Dr. Zukoski then moved that all of the changes proposed by the AAUP be adopted. Dr. Sigworth seconded the motion. Dr. Rehm pointed out again that the AAUP proposal concerning whether a hearing would be automatic or granted only if the faculty member requested it would have to be reconciled with the Conditions of Faculty Service. He questioned another proposal of the AAUP. AAUP would delete the following provision on the hearing procedure under Bylaw 7-c-iii-(g)-(4): "The faculty member shall provide the committee and the Executive Vice President with an accurate, detailed statement of the faculty member's position or rebuttal to the charges at least ten days prior to the hearing date." He said he felt the CAFT needed such a statement. Several senators asked Dean Henderson if he thought this provision was reasonable. He answered yes. Both sides of an issue of this sort have the responsibility to provide as much information as it can to the other side. Dr. Steelink said he could not understand why it was proposed that this paragraph be deleted. Dr. Tindall said perhaps the wording should read "may" provide rather than "shall". An individual should have the privilege of being silent if he chooses. Dr. Tindall suggested that this provision be retained--in other words, not deleted as recommended by AAUP--but that the word "shall" be changed to "may". Dean Henderson pointed out that in a hearing of this sort discovery procedures are not provided as in a court of law. Therefore, it is

not unreasonable to have certain material collected ahead of time. If the procedure requires that a hearing be held, unless the individual wishes there not to be one, then he thinks the provision here should be "shall" rather than "may". However, he would change the phrase "an accurate, detailed statement" to simply "a statement". Professor Peterson supported Dean Henderson's view. Professor Peterson asked Professor Tindall that if there is to be a hearing why should the individual choose to be silent. Professor Tindall said if the burden of proof is on the administration, the professor cannot be required to give a statement. Dean Henderson, on the other hand, said that if there is a charge then the charge must be proved. The individual charged, however, must make a plea. Even in court a criminal must plead one way or the other.

After some rather confusing discussion without action being taken on Dr. Zukoski's latest motion, Dean Henderson moved to consider the first 8 of the AAUP proposed revisions as a group, and to consider the remainder ad seriatum. This motion was seconded and carried.

Several motions were then made to approve AAUP items 1-8. Several seconds were heard and that motion carried.

AAUP proposal 9, which would provide that in all suspension/dismissal cases there shall be a hearing unless the faculty member requests it not be held was then passed on motion, duly seconded. The vote was unanimous.

AAUP proposal 10 which would have deleted the requirement for the faculty member to provide a statement of his or her position was not approved but it was agreed that the language would be changed so that the words "an accurate, detailed statement" would become "a statement".

AAUP proposal 11 calling for a slight change of wording was passed.

AAUP proposal 12 would delete certain words in Bylaw 7-c-iii-(g)-(10) concerning the procedure of legal counsel in a hearing if utilized by either party. It was moved and seconded to accept the AAUP recommendation that part of the statement be deleted but it was pointed out that to follow the AAUP recommendation would result in leaving a senseless remainder of a sentence. It was then agreed that the motion should be to delete the entire second sentence of this paragraph, leaving only the first sentence in place. Dr. Thompson asked Dr. Myers why it was proposed to take out this sentence. Dr. Myers said it was felt to be unnecessary, that lawyers did not need such admonishment. The question was called for. The chair was uncertain on the voice vote. The motion to delete the sentence then carried on a hand vote.

AAUP's proposal 13 was approved. It made only a minor language change.

Ms. Cunningham moved that AAUP recommendation 14 which would delete the words ".....on the contrary receipt of evidence should be permitted if it would, in the judgment of the Panel be the type that would be considered by prudent persons in the management of their own affairs." (This is in the final sentence of 7-c-iii-(h).) Dr. Rehm pointed out this language was included so that no one would feel that there was an obligation to go through formal judicial evidence procedures. The effort here was simply to be fair to everyone concerned. Dr. Kassander asked why this statement was being deleted.

Dean Henderson noted that it had already been provided that rules of evidence would apply. "So why do we need this?", he asked. "We shouldn't throw it wide open." He proposed an amendment to the proposal. He would delete in the first part of that sentence the words "of Arizona law" and put a period following the words "judicial hearings". In the next sentence the three words "on the contrary" would be replaced by "However" and the word "only" would be inserted after the words "evidence should". The revised wording would then read as follows: "The admissibility of evidence shall not be restricted by the rules applicable in judicial hearings. However, receipt of evidence should only be permitted if it would, in the judgment of the Panel, be the type that would be considered by prudent persons in the management of their own affairs."

Professor Tindall said he thought we were reinventing the wheel here. Virtually all activity under these procedures would be governed by the state's Administrative Procedures Act. He thought it would be better to say that hearings would be held in conformance with the Arizona Administrative Procedures Act.

Dr. Rehm pointed out that earlier in this section there probably would be mention of that Act. Certainly some administrative procedure must be identified.

Dean Henderson said, "Yes, we shall indeed be under certain administrative procedures but I would be more comfortable if our own rules were also as well defined as possible in our own documents."

The question was then called for on the motion to revise AAUP recommendation 14 as amended. Several seconds were heard and the motion carried.

Dr. Stubblefield asked if at this point the proposed revisions of the Faculty Constitution and the Faculty Bylaws as approved by the Senate should go to the General Faculty. Dr. Rehm said he would rather submit them all at once when the Senate has finished its consideration of changes in the Faculty Manual.

Dr. Steelink urged that Dr. Rehm review all actions of the Senate taken at the October meeting to be sure that nothing done today was in conflict with action in October or vice versa.

Dr. Thompson then moved to approve the Bylaws as amended. Several seconds were heard and the motion carried.

Dr. Roemer moved to reopen Senate consideration of the revisions of the Faculty Constitution. Several seconds were heard and the motion carried. Dr. Roemer then moved to amend Section III,G of the Constitution to read as follows (underlined words added):

"III.G. Faculty Senate Standing Committees: The Faculty Senate may establish standing committees, two of which shall be a committee on Academic Procedures, and a University Planning Committee. Such committees should have a majority of their members from the Senate membership itself. The names from which the Executive Committee of the Senate appoints the members of standing committees should be furnished by the Faculty Committee on Committees."

Dr. Sigworth seconded the motion and the motion carried,

Dr. Stubblefield moved that action taken thus far on the Constitution and Bylaws now be forwarded to all members of the faculty. Several seconds were made. Dr. Kassander recommended that the revised documents not go forward to the Faculty until after the revisions proposed in the Faculty Manual have also been approved by the Senate.

Dr. Sigworth agreed, saying he felt it would be better to hold all the material and let it go to the Faculty the first week of classes in January. Dr. Stubblefield asked if consideration of the Constitution by the Faculty could be delayed. Dr. Rehm answered yes, explaining that the timetable for review was carefully spelled out. The question on the motion to forward to the General Faculty the proposed revisions in the Constitution and Bylaws at this time was called for and the motion lost.

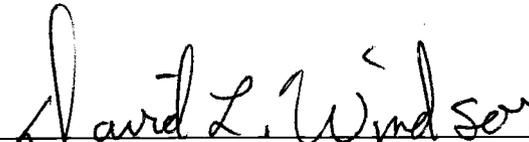
Dr. Thompson said he hoped that when the Senate considers Chapter VIII, "we can figure out a way to de-sex the language without using 'their' with a singular subject." Dr. Kay said, "We might as well bow to usage and think of 'their' as now having a singular sense in our vocabulary."

REFERENCE TO THE REPORT OF THE CHARTER COMMITTEE ON ACADEMIC REORGANIZATION:

The next item on the agenda was discussion of the report of the Charter Committee on Academic Reorganization. Dr. Weaver recognized Dr. Thompson, Chairman of the Charter Committee. Dr. Thompson explained that the committee was "back to square one". President Schaefer had asked that the committee go back to work and the members were now developing perhaps new recommendations in view of much campus-wide discussion of the committee's earlier report. He therefore felt it would be counterproductive at this time for the Senate to discuss the matter. He assured the Senators that the committee would welcome comments from any interested faculty member and would be willing to meet with interested groups. The committee was restarting its consideration with an open slate, he said.

Dr. Steelink agreed that it would not be appropriate for the Senate to discuss this matter at this meeting. He said he hoped the Senate would discuss it whenever the Charter Committee's next report was ready, however.

The meeting adjourned at 4:50 p.m.



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF NOVEMBER 3, 1980:

1. Approval of minutes of meeting of October 6, 1980.
2. Election of Rebecca Kellogg as chair of the Senate for 1980-81.
3. Approval of "Curriculum" bulletin Vol. 8, No. 25 (October 27, 1980), with revisions.
4. Approval of motion to approve degrees completed September 1, 1980.
5. Approval of a number of motions to amend the Faculty Bylaws to bring them in conformance with Conditions of Faculty Service statement approved by the Board of Regents.
6. Approval of motion to retain in Bylaw 7-c-iii-(g) provision that a tenured faculty member recommended for dismissal or suspension or a nontenured faculty member suspended or dismissed before the end of a contract period will in all cases automatically be accorded a hearing unless the faculty member requests the presiding officer of the Committee on Academic Freedom and Tenure not to hold a hearing or to terminate it if in progress. (It was noted that this point contradicts the procedure provided for in Conditions of Faculty Service and will require negotiation with the Board of Regents.)
7. Approval of motion to approve entire Faculty Bylaws document as amended.
8. Approval of motion to reopen Senate consideration of revisions of Faculty Constitution and expand the language in Section III.G. relating to Faculty Senate standing committees.

ACTION ITEMS PENDING:

1. Consideration of recommended changes in Chapter VIII of the Faculty Manual to bring these documents 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.