

MINUTES OF THE MEETING OF THE FACULTY SENATE OF THE UNIVERSITY OF ARIZONA
Monday, April 4, 1983 Room 146, College of Law

The Faculty Senate convened in regular session at 3 p.m. on Monday, April 4, 1983, in Room 146 of the College of Law. Sixty-one members were present. Senate Chairperson Kellogg presided.

SENATE MEMBERS PRESENT: Aleamoni, Antinoro, Antley, Atwater, Barber, Barrett, Battan, Berliner, Butler, DeWalt, Duffy, Epstein, Erwin, Ewbank, Fahey, Farr, Foster, Fox, Frank, Gallagher, Garcia, Geiger, Goetinck, Gourley, Henderson, Jensen, C. Jones, D. Jones, Kellogg, Koffler, Laird, Leebron, L'Heureux, Maddock, McCullough, Moffatt, Myers, Nevins, J. O'Brien, S. O'Brien, Parisi, G. Peterson, Prosser, Reeves, Rehm, Roby, Roemer, Rollins, Scott, Shanfield, Sigworth, Sorensen, Spece, Steelink, Svob, Thompson, Tomizuka, Vogel, Windsor, Witte, and Zukoski. In the absence of Parliamentarian Sankey, Senator Ewbank served as Parliamentarian.

SENATE MEMBERS ABSENT: Bleibtreu, Cardon, Chiasson, Cole, Cosart, Crowder, Dickstein, Edwards, Escamilla, Gaines, Goodwin, Hegland, Irving, L. Jones, Kettel, Kinkade, Maher (on sabbatical), Mautner, Mayersohn, Munsinger, Odishaw, Paplanus, Paulsen, R. Peterson, Sippel, Smith, Titley, von Teuber, and Weaver.

ACCEPTANCE OF MINUTES: The Senate accepted the minutes of the March 7, 1983 meeting as distributed, with one revision. Senator Myers asked that the minutes include the individual questions put by members of the Senate to Athletic Director Dempsey and his staff, and the responses. (This additional material for the March 7 minutes is distributed with these April 4 minutes.)

REPORT BY THE PRESIDENT OF THE UNIVERSITY: President Koffler reported that the budget committees of the Arizona Senate and the House of Representatives were that week meeting jointly to consider the universities' budgets. He was hopeful that the approved amounts would be at the level originally appropriated for 1982-83 before the 10% cutback imposed later, plus a very modest increase in a few categories. He also hoped that action would be taken to provide the administrations of the universities greater flexibility in the expenditure of appropriated funds. It appeared the Legislature might adjourn on April 23, he said.

Senator Koffler reported that the University's internal investigation of charges raised by the National Collegiate Athletic Association had been completed. The University's response would be discussed by NCAA personnel and U of A representatives and then would go before the appropriate NCAA review committee for formal consideration. He hoped this could take place by early May.

The President announced that Dr. Ellen Altman, Director of the Graduate School of Library Science, was being appointed Acting Dean of the College of Education for 1983-84, following Dr. Robert Paulsen's stepping down as Dean on June 30, 1983. Dr. Koffler said he had asked that a review and planning process

for the College of Education be carried out. It would involve the University as a whole, since the preparation of teachers involved students studying many disciplines in the University. The review would be in several stages and he hoped the process could become a model for later similar reviews of other programs in the University. Having the results of this study would be helpful later in the seeking of the new dean of the College of Education.

Dr. Koffler noted that all concerned could take pride in the latest survey of college science research and development expenditures conducted by the National Science Foundation. The survey placed the University of Arizona among the top universities in the nation. For the 1981 fiscal year the U of A moved up to 21st place in overall expenditures. In 1976 the U of A was 33rd. In five years the amount had increased by 150%, Dr. Koffler said. Such a distinction reflected the superb quality of the faculty of the institution, he stated.

The President concluded his remarks by noting that Senator Gallagher, Dean of the College of Engineering, had recently brought further honor to the University of Arizona by his election to the National Academy of Engineering. Dr. Koffler asked his Senate colleagues to join him in applauding Dean Gallagher's latest recognition and the Senate body complied with enthusiasm.

REPORT BY THE CHAIRMAN OF THE FACULTY: Senator Sigworth, Chairman of the Faculty, reported that the Committee of Eleven had been meeting with candidates for the position of Academic Vice President of the University, at the invitation of President Koffler. Senator Sigworth said he believed it was the first time ever that elected faculty members had been involved in the search for a high level administrator of the University. This indeed was a forward step in faculty participation in the governance of the University, he said.

Next, Senator Sigworth announced the results of the recent faculty elections. The new faculty chairperson would be Dr. Sarah M. Dinham. The five new members of the Committee of Eleven would be Jean-Jacques Demorest, Jose D. Garcia, Jr., Rebecca Kellogg, Robert H. Parmenter, and Elizabeth Roemer. The three new members of the Committee on Academic Freedom and Tenure would be Richard F. Curlee, John A. Garcia, and Andrew W. Nichols.

Senator Sigworth said he would not read the names of the 20 new members-at-large of the Faculty Senate but their names would be released to the press shortly.

He reported further that all proposed changes in the Faculty Constitution and Bylaws had been approved by faculty vote. The only controversial issue had been the rewording of Bylaw 7.c.iii (k) to bring the procedures to be followed subsequent to the imperative suspension of a faculty member into accord with those specified in the Conditions of Faculty Service. This had been approved 295 to 199.

REPORT FROM THE ASSOCIATED STUDENTS: Senator Duffy reported that student representatives were continuing their effort in opposition to particular "private enterprise" legislation hoping that certain alternative legislation about this subject would be passed instead.

The bill that would make the student Regent a voting member of the Board seemed to be in trouble, he said. Students would continue their efforts to bring about voting status for the student Regent. For 1983-84 the student Regent would be Kathleen Clark of Northern Arizona University.

Senator Duffy said that students had been sorry to learn that it appeared the Board of Regents would be imposing a tuition surcharge in 1983-84 in addition to the increase in registration fees already approved.

Mr. Duffy said that Spring Fling 1983 had been a great success with excellent attendance.

Senator Duffy announced that Mike Proctor, the new Associated Students President for 1983-84, as well as the other new student body officers would be inaugurated at 1 o'clock on Wednesday afternoon, April 13, in the Student Union Ballroom. He invited all members of the Senate to attend the ceremonies.

Senator Duffy thanked the members of the Faculty Senate for their support of a variety of student efforts during the past school year. The Senate applauded Senator Duffy as he returned to his seat.

REPORT FROM THE PRESIDING OFFICER OF THE SENATE: Chairperson Kellogg noted that Parliamentarian Robert Sankey was absent from today's meeting and said she had asked Senator Ewbank to serve as acting parliamentarian.

Senator Kellogg said the Executive Committee had discussed the possibility, beginning in the fall of 1983-84, of scheduling Senate meetings twice a month rather than once, probably on the first and third Mondays. The Senate was becoming heavily involved in a greater variety of issues than heretofore, she stated. Many more reports are being generated which must be considered. In order to keep up with the Senate's responsibilities it seemed apparent to the Executive Committee that the Senate must meet more often. Ms. Kellogg asked the Senate members to be thinking about this matter and to be prepared to discuss it at the May meeting.

REPORT FROM THE COMMITTEE ON UNIVERSITY PLANNING: Senator Frank, Chairman of the Committee on University Planning, opened his report by saying he agreed with the comments made by President Koffler about the status of the budget before the Arizona Legislature. He said it appeared possible that between 3 and 5 per cent of the current personal services budget might be available for salary increases for 1983-84. How deficits in the state treasury would be overcome remained to be seen. While the Governor was supporting a temporary increase in the sales tax, there was considerable opposition to this.

Senator Frank referred briefly to Senate Bill 1385 which would provide an attractive early retirement opportunity for some state employees. A one-time opportunity, to be taken advantage of by December 31, 1983, would calculate retirement benefits on a different basis from the standard retirement procedure and in a manner that could be quite advantageous to those persons deciding to take advantage of this option. The Bill had passed the Arizona Senate and was now before the House of Representatives. Its future was uncertain.

Senator Frank reported that he had received a letter from President Koffler informing him that he had asked Vice President Munsinger to study the matter urged upon the administration by recent action of the Senate to press for legislation that would provide state employees a tax deferral on their contributions to the Arizona Retirement System.

Senator Frank said a task force of the Planning Committee had met with Vice President Munsinger to consider the decrement packages developed by various

departments and units. A number of questions had been asked and answered. There had been much faculty input into the process. The hope of course, Senator Frank said, was that it would not be necessary to implement the decrement packages.

Senator Frank said that the "long-run issues" subcommittee of the Planning Committee would shortly be examining five-year projections for the University taking into account future employment opportunities at the institution and the mission of the University.

ACCEPTANCE OF CATALOG MATERIAL AS FURNISHED SENATE MEMBERS IN "CURRICULUM" BULLETIN: The Senate accepted without question catalog material furnished Senate members in "Curriculum" bulletin Volume 9, No. 24, issue date of March 3, 1983.

ELECTION OF FACULTY MEMBER OF THE COMMITTEE ON INTERCOLLEGIATE ATHLETICS: Members of the Senate had been furnished ballots with which to elect the new faculty member of the Committee on Intercollegiate Athletics. The ballot had carried the names of two nominees, Dr. James Blanchard of the Department of Pharmaceutical Sciences and Dr. Frederick W. Stevenson of the Department of Mathematics, plus biographical data. Voting by ballot proceeded and Dr. Frederick Stevenson was elected the new faculty member of the committee.

Dr. M. Paul Capp of the Department of Radiology and Dr. Richard A. Scott of the Department of Marketing will be the carryover members.

DISCUSSION OF DOCUMENT TITLED "FACULTY STATUS IN THE ACADEMIC COMMUNITY": Next the Senate discussed the Report on Faculty Status in the Academic Community prepared for the Faculty Senate Committee on Academic Procedures by Sarah M. Dinham, Thomas R. Rehm, and Leslie Toczko in the summer of 1982. The report had been distributed in January, 1983 to Senate members by Dr. Ray Thompson, then Chairman of the Committee on Academic Procedures, with a statement saying that the report represented an important step forward in developing a full array of procedures for all classes of faculty at the University of Arizona. The Committee on Academic Procedures was submitting the draft report for discussion purposes. It had solicited comments from the members of the Senate and today the Senate as a body was invited to discuss the report.

Dr. Thompson led today's discussion. He emphasized that the report was not a document to be implemented. Rather, it was a statement providing important background data. Following study of this report and discussion of it, it was hoped that the Senate then could help the committee determine what should next be done. He acknowledged that the report would stimulate a number of "what if?" questions. The Committee on Academic Procedures, he said, needed to hear the discussion and the advice of the Senate before it could later develop implementation recommendations. Wide faculty input would be essential.

Dr. Thompson pointed out that during the same period a special committee of the Board of Regents had also been studying this matter and that Rebecca Kellogg, Chairperson of the Senate, was a member of that Regents' committee.

Senator Epstein said she had no particular quarrel with the report, but she thought it avoided some basic issues in its consideration of different groups of University personnel.

Senator Myers said he wished the committee had given more thought to distinguishing why people want to be in a certain group. If the same perquisites one group has are made available to other groups, then individuals might not feel such a need to be put in the same group as the people first having those perquisites.

Senator Battan said he felt the authors of the report should be commended. It was obvious that much labor had gone into its preparation. He said he wondered, however, why the study had been conducted in the first place. Was it to bring about a better faculty and a better university, or was it to develop better labor relations with better pay and better fringe benefits for University employees? He referred to discussion in the report about certain exhibits it included which showed various models for the grouping of "other" employees than faculty. He referred to a sentence in the report which reads, "Exhibit One, which reflects the most conservative view of 'faculty', subtly implies that non-staff employees who are not academics have lower status." He lamented use of the word "conservative" and said he would have preferred such wording as "traditional view" or "classical view". What word could be used other than "faculty"? He thought academic professional was a satisfactory term. He felt a great quantity of discussion sometimes obscured issues. What are the responsibilities and functions of a faculty member? Considering the conditions for employment is not an appropriate way to approach this matter, he said. The essential fact is that the faculty are the people responsible for teaching courses leading to degrees. There are other people on the campus engaged in scholarly endeavor. But "faculty" should refer to those persons whose primary responsibility is teaching students. A member of the faculty is someone who is responsible for a course listed in the University catalog. It is true, he said, that many other people contribute to the teaching enterprise, but teaching is not their primary job. Personnel like librarians and research scholars provide essential support services but they are not "faculty" in the classical sense. If the concern is that these academic professionals are not being treated properly, with adequate stability in their positions and appropriate salary levels, then adequate treatment and support must be sought. This should not be mixed up with the definition of who is a faculty member.

He said he would like to emphasize again that "faculty" should refer to those persons whose principal responsibility is for a course leading to a degree.

Dr. Thompson said it should be pointed out that the original motivation for this study had not been a complaint from or the disaffection of any group. The original stimulation had been that the administration felt that some groups were not being fairly considered in promotion and tenure issues.

Senator Shanfield pointed out that the Committee on Academic Procedures when it was reviewing the Faculty Manual a year or so ago had come to a stop when it came to Chapter X, Academic Professional Policies and Procedures, because it was so hard to reconcile that chapter with Chapter VIII, Academic Personnel Policies.

Then it was decided to obtain a grant to conduct a survey of other institutions on this matter. The grant was obtained and the survey was made. It was found that attitudes and practices varied from the most traditional classical definition of faculty to very, very broad concepts. He thought this study did an excellent job dealing in general terms on broad issues. In terms of specifics, however, many people were left in limbo.

Senator G. Peterson said that in his judgment no college or university in the country had any better a system for dealing with this issue than did the

University of Arizona. No institution has found a satisfactory system. Certainly Exhibit I with its graphic presentation of four different groupings of categories gave interesting alternatives to consider.

Senator G. Peterson said the trouble he had with Senator Battan's point of view was in looking at the exhibits. What do you do with all those people in boxes who are not directly responsible for courses?

The key issue, Senator Peterson continued, was that of academic freedom. Employment security is a complicated matter. There are a number of acceptable ways to provide employment security. However, academic freedom is something else again, and the right for someone freely to express himself or herself on an issue must be protected. Many persons besides classroom teachers need protection, he said. What about the county agricultural agent who might offend an influential local rancher?

Senator Peterson also noted that there are emotional connotations involving status that evolve around the word "faculty".

Senator Douglas Jones said that he was a science librarian and he wished to emphasize that the issue of academic freedom affected librarians greatly. He thought the committee that developed this document had done very well, collecting, reviewing, and analyzing a large body of information from a wide variety of sources. It was important to note that the committee's recommendation clearly recognized the need that librarians and other non-teaching faculty have for academic freedom.

Senator Jones said that, speaking as a librarian, he would like to make the following points regarding what faculty status for librarians should include: (1) Access to continuing status based on peer review and established academic and professional criteria. (2) Academic freedom including the privileges and responsibilities that go with it. (3) Procedures equivalent to those of the teaching faculty regarding retention, promotion, and dismissal. (4) Access to sabbatical and similar leave. (5) Access to grievance procedures equivalent to those of the teaching faculty. (6) The right to participate in University governance.

Librarians on this campus have long recognized the importance of this issue and have developed a strong peer review mechanism, have actively participated in University governance, and have in a variety of other ways served in the spirit of full faculty status, Senator Jones said. He urged the Committee on Academic Procedures to incorporate these suggestions in its final report to the Senate.

Senator Myers said he thought that much of today's discussion related not to faculty status as much as to academic freedom and other issues. Matters of academic freedom should not be confused with faculty status.

Dr. Tomizuka said that there seemed to be confusion between academic freedom and job security. Everybody wants job security. It is an issue that should be negotiated between employer and employee. Academic freedom is something else that has to do with the transfer of ideas to students and the freedom to do so. The two matters should not be confused.

Senator Witte said that there are those, including most teachers' rights lawyers, who define academic freedom as simply the right to free speech in an academic setting. That includes the first amendment combined with the right to due process and the right not to be fired when you have a claim of entitlement before you have a hearing. And that's all it is. It is nothing more elaborate,

and if teachers had that they would probably have more than they have now.

She said she disagreed with any claim that staff personnel easily have job security. When staff persons speak out on issues they can be very vulnerable. They may be speaking out on matters of great importance to the academic community when they report on nefarious behavior or fraud or improper budgeting or whatever. They may be quickly punished without adequate protection of their rights. Staff people indeed can suffer denial of free speech.

Senator Spece said that without job security there is no academic freedom. The two are bound together. He said he would like to ask a question. Do librarians feel that whatever university title they carry is that important? Senator D. Jones said that what they were called was not so important as the privileges to which they were entitled. Referring again to academic freedom, he said that the legal history of academic freedom demonstrated that there is such a thing as intellectual property rights. Librarians need the protections of academic freedom. He described a variety of ways in which librarians function as teachers. In collection development issues of censorship sometimes must be met. Librarians in their reference duties counsel graduate students and assist them in their research. Librarians frequently do speak out. They participate in institutional governance. They undergo review by administrators and by peers. They instruct students in library orientation programs. Many of these activities would not be included in the classical definition of faculty.

And librarians do conduct research and publish, he emphasized.

Senator Sigworth said that librarians have held faculty status on this campus for many years. He said it was his observation that when the Committee on Faculty Status dealt with who should and who should not be given faculty status, the question that came up was not about academic freedom and tenure. Rather it was how a particular group would fit under Chapter VIII or X. To be under Chapter VIII they must undergo some sort of review as other faculty members do. Moreover promotion and tenure related to one's research record. It was a disadvantage not to have conducted much research. Under President Schaefer and Vice President Weaver, you were not a faculty member if you did not fit under Chapter VIII. Senator Sigworth said he thought the name was not so important. However, this document did help clarify matters. What is wanted is peer review. Continuing status is part of academic freedom. What is needed in this deliberation is substance, and this document provides that.

Senator Battan said we live in a world of words, and this is important. There are 32,000 students on this campus, most of them seeking degrees. They must meet certain requirements. Requirements for those degrees are set by a body of teachers. The teachers are then responsible for the classes which must be taken to meet those degree requirements. If it is desired to use the word "faculty" broadly, then we must find a new word for those people who have the fundamental responsibility for courses leading to degrees. He said he felt some of his colleagues were still mixing two matters. All the categories discussed are needed, he said. All have certain rights and privileges. But they are distinct groups.

Senator D. Jones said that the report did emphasize the importance of academic freedom. He said it should be realized that certain conditions for a job are not descriptions of a job.

Senator Shanfield said it should not be forgotten that librarians already have a form of tenure. He supposed the critical issue was finding the proper way to

equalize matters. The classical definition of faculty is no longer appropriate, he said. He spoke for equalization.

Senator Epstein said she had no dispute with Senator Battan's point of view for persons whose primary responsibility was teaching, but what about those people who are involved in research or public service? She would oppose limiting the definition to the classical one.

Senator S. O'Brien said that an important feature that should be present is one of parallel rigor.

Senator Antinoro asked if library peer review was a similar process to that of faculty peer review. Chairperson Kellogg answered in the affirmative, saying it could be described as "up or out".

Senator Peterson noted that Chapter VIII was closely tied to the classical teaching function, and it could not, therefore, encompass a number of other categories. A separate chapter was essential.

Senator Rollins said that everybody could be put in one category. Washington State had done something like that. But budgeting issues arise if everyone is grouped together. He gave as an example the variation in teaching credit loads from one college to another within an institution.

Senator J. O'Brien reminded the Senate that three years ago this body could not come up with a satisfactory definition of faculty and therefore had referred the matter to the Committee on Academic Procedures.

Senator Thompson pointed out that a definition of who is faculty is not in the Faculty Constitution either.

Senator Battan said he hoped it was understood that he was not picking on librarians when he referred to them. He had considered them to be an example of a number of "other" categories including Cooperative Extension members, research project professionals, hospital house staff, etc.

Senator D. Jones asked if Chairperson Kellogg would comment on the study by the Regents committee on this issue. Senator Kellogg said that the committee was developing its first draft. Its next meeting would be on the 10th of May. The U of A representatives to the Regents committee would be interested in having the thoughts of any University of Arizona persons. The other committee members, in addition to Ms. Kellogg, she said, were Senator G. Peterson and Dr. Charles Sonett. She said that the draft would probably cover many of the same points made in today's discussion. That draft could become a good base for the U of A to develop into a proposed implementation document. Meanwhile, she hoped the Committee on Academic Procedures would feel free to develop its draft of an implementation document as well.

Dr. Zukoski asked Ms. Kellogg what she thought of the Regents' document. She said she had some concern about some details. However, much of the language is identical with that of the Conditions of Faculty Service. There has been considerable input, she said. She said she would like to emphasize again that it was only a first draft.

Senator Garcia said he didn't think the document the Senate was discussing today made a choice. It reported some practices but showed no preferences.

Senator Epstein said she hoped that today's discussion plus other input that Dr. Thompson indicated he had received would go to the Regents' committee. Senator Kellogg said she was sure the Regents committee would be happy to meet with the U of A Academic Procedures Committee, for example.

Senator Myers asked what groups were encompassed by the Conditions of Faculty Service. Senator Kellogg said originally they were faculty and academic professionals. There had been some regrouping, however, and now there were three different professional groupings plus a fourth category of classified personnel. Which groups are the Regents committee concerned with, Senator Myers asked. Academic professionals and highly technical specialists, Senator Kellogg answered.

Senator Laird said it should be pointed out that while there are 280 staff members employed by the University Library, only 60 of those are librarians in the professional sense. He said he did feel that Senator Battan's classical definition of faculty was too simplistic. Teaching goes on throughout the library all the time, he said, for examples, across the reference desk and in bibliography research.

Senator McCullough said it should be pointed out that the classical definition of who is faculty goes back for a very long time.

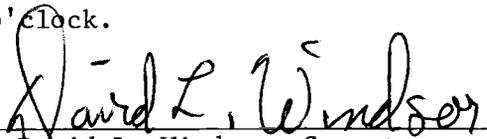
Senator Battan said he recognized the instructional function of various persons in the educational enterprise, but he wanted a valid definition of those people who are primarily responsible for the basic element of education, that is, the individual courses announced in the catalog which lead to the degrees the institution is offering.

RESOLUTION RELATING TO FACULTY SALARIES: Senator Frank presented to the Senate the following resolution sponsored by the Committee on University Planning and the Committee of Eleven:

"The University of Arizona Faculty Senate affirms its support for both cost-of-living and merit pay components in determining faculty salaries."

The resolution came to the body as a seconded motion. Without discussion it carried unanimously.

The meeting adjourned at 4:30 o'clock.



David L. Windsor, Secretary



David Butler, Assistant Secretary

MOTIONS PASSED AT MEETING OF APRIL 4, 1983:

1. Approval of "Curriculum" bulletin, Vol. 9, No. 24, issue date of March 3, 1983.

MOTIONS PASSED AT MEETING OF APRIL 4, 1983: (CONT'D)

2. Election of Frederick W. Stevenson as new faculty member of Committee on Intercollegiate Athletics.
3. Approval of resolution affirming Senate support for both cost-of-living and merit pay components in determining faculty salaries.

ACTION ITEMS PENDING:

1. Further consideration of Revised Code of Academic Integrity.