

**MINUTES
FACULTY SENATE
THE UNIVERSITY OF ARIZONA®
November 3, 1997**

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1. CALL TO ORDER

The meeting was called to order by Presiding Officer Jeffrey L. Warburton at 3:00 p.m. in Room 146 of the College of Law.

Present: Senators Aleamoni, Atwater, Caldwell, Carlson, Chen, Clarke, Coons, Dahlgran, Davidson, D. Davis, T. Davis, Dvorak, Dyl, Emrich, Emrick, Erickson, Erlings, Ervin, Feltham, Fernicola, Garcia, Gerber, Glittenberg, Gruener, Heckler, Hogle, Howell, Hurt, Joens, Larson, Levy, Likins, Love, Maré, McCaslin, Medine, Miller, Mishra, Mitchell, Myers, O'Brien, Pepper, Poss, Reeves, Romer, Schiffer, Schooley, Silverman, Sypherd, Troy, Warburton, Weinand, Witte, and Zwolinski. Robert Sankey served as Parliamentarian.

Absent: Senators Gore, Montanaro, Nelson, Pitt, Spece, and Szilagyi.

2. OPEN SESSION

(Please note that speakers at the Open Session are expressing their personal opinion, which may not reflect the position of the Faculty Senate.)

Ms. Janolyn LoVechhio, a classified staff member, spoke about what she characterized as an inequity in state retirement benefits during long-term disability: Employees who begin working for the State of Arizona at age 30 or older need 25 years or less to retire with 80 points. When they become disabled and receive service credit for a total of 25 years, they receive the same number of service years they would have earned if they were still working. However, employees who begin working for the state at age 29 or younger need 25 years or more to retire with 80 points. When they become disabled and receive points for a total of 25 years, they do not receive the same number of points they would have earned if they were still working. This results in a lower retirement benefit for the latter group of employees. She noted that State Senator Victor Soltero has introduced a bill to restore equity, and she encouraged Senators to write to their representatives urging support of this bill. She referred Senators to materials distributed on desks containing legislative addresses, sample letters, and other information.

Senator Medine commented that the provisions of the Teaching Incentive Program (TIP) appear to reflect a distrust of the University and a perception that the institution is not managing resources responsibly. He added that the situation in one department may warrant such distrust: Eleven of the 55 current faculty are former administrators still drawing their 11-month administrative salaries, despite the fact that they have been on academic appointments with no administrative duties for years. This year these 11 faculty will receive a total of approximately \$170,000 more than they would have been paid if their contracts had been reduced to reflect their academic appointments (i.e., 80% of their 11-month administrative contracts). Senator Medine said the lesson is plain: The University provides its greatest awards not for teaching excellence, distinguished scholarship, or dedicated service, but for administrative positions. The University has thus built into the salary structure a disincentive for teaching, research, and service, he concluded.

3. REPORTS

3A. ASUA President Gilbert Davidson

Highlights of Senator Davidson's remarks: (1) The Agricultural Extension offices located in every county in Arizona represent an incredible opportunity that the UA is not currently utilizing. At minimal cost, staff and volunteers in these offices could be trained to recruit and provide outreach to top high school students throughout the state. (2) The University Learning Center provides excellent support services to students (e.g., tutoring and free workshops), but it is severely under-funded. Senator Davidson encouraged the faculty to promote the center as a good resource for students. (3) Funding for the Student Union/Bookstore renovation/expansion project will be put to a referendum on Nov. 18-19, when students will vote whether to authorize a mandatory \$40-per-student fee each semester to partially finance the project. Senator Davidson urged the faculty to consider supporting the project with voluntary contributions. He said he would introduce a resolution to that effect later in the meeting. (4) Senator Davidson said he would present some academic issues at the next Faculty Senate meeting, particularly regarding the withdrawal policy. (5) Homecoming is this week. Faculty support of the student activities planned for Homecoming would be appreciated.

3B. Presiding Officer of the Faculty Senate Jeffrey Warburton

Presiding Officer Warburton's announcements: (1) The Committee of Eleven outreach notice that was included with the Sept. 8, 1997, Faculty Senate minutes mailed to the General Faculty was also enclosed in Senators' packets for today's meeting, since several Senators apparently discarded the General Faculty mailing without realizing there were inserts. (2) The Faculty Center was burglarized about two weeks ago, and several internal components were stolen from a computer. Senator Warburton thanked

Faculty Center staff for their patience and perseverance in restoring the center to its previous order. (3) Senator J.D. Garcia, a former Chair of the Faculty, recently received the Edward A. Bouchet Award of the American Physical Society. This honor, sponsored by the Tucson-based Research Corporation, is intended to promote the participation of under-represented minorities in science by recognizing individuals in physics for their distinguished contributions. Dr. Garcia received the award for his research on the theory of quantum methods and for providing an effective role model. (4) Welcome to new Senator Frank Romer, recently elected by the College of Humanities to complete the term of a Senator who left the UA to take another position. (5) The inauguration of President Likins will take place on Thursday, Nov. 6, starting at 9:00 a.m. Faculty should contact the Faculty Center if they intend to participate in the procession. (6) Additional discussion and action on the proposed changes to the sexual harassment policy have been postponed until the December or January Senate meeting, so that recently received input can be incorporated and reviewed by all appropriate parties.

3C. Secretary of the Faculty Rose Gerber

Secretary Gerber reported that 246 completed surveys regarding the Faculty Senate minutes had been received thus far. They are currently being analyzed, and based on the results, the Faculty Senate Executive Committee will make a recommendation to the Senate at the December meeting. Dr. Gerber thanked Senators for their helpful input.

3D. Chair of the Faculty Jerrold Hogle (Attachments)

Chair Hogle discussed three topics: (1) Shared governance - The Task Force on Extending Shared Governance has begun meeting to discuss how to include other campus groups in the shared governance process. Recalling the signing of the shared governance agreement at the Oct. 6 Senate meeting, Senator Hogle apologized for neglecting to thank Provost and Interim President Sypherd at that time for his support of shared governance and his extraordinary efforts in negotiating the agreement. (2) Arizona International Campus (AIC) - Senator Hogle referred to his statement to the Faculty Senate regarding the agreement that the UA reached with a former AIC faculty member; this statement, included in Senators' meeting packets, is what will be disseminated to the press. Dr. Hogle thanked all parties involved in effecting the agreement, including former Chair of the Faculty John Schwarz, Provost Sypherd, President Likins, and the faculty member. Referring to the petition signed by 27 UA faculty members, Chair Hogle noted that it had been circulated prior to many recent changes at AIC. He noted that, despite his initial prejudices regarding AIC's alternative curriculum, he had been impressed during visits to the campus with the hard work and dedication of people there. He urged main campus faculty to be respectful of the AIC faculty and students during this transitional time. He also noted that the Faculty Senate Task Force on AIC will continue its oversight of the campus; Task Force Chair Roy Emrick will present a report later in today's meeting. (3) Faculty Workload - Using overhead transparencies, Chair Hogle summarized the discussion of faculty workload at the October meeting of the Arizona Board of Regents (ABOR) and previewed points from his planned presentation at the December ABOR meeting. He asked for faculty input, either during the question-and-answer period today or by e-mail later. He noted that his presentation had been reviewed by the faculty workload council, the Committee of Eleven, and others. Dr. Hogle commented that here had been a notable change in Regents' attitude since the faculty workload study was implemented early last spring; the initial hostility and skepticism has been replaced by a desire to find ways to support faculty and make a case to the State Legislature. The faculty workload measures that the Arizona Faculties Council (AFC) is currently developing are based on five assumptions: (a) that the measures should consider a university aggregate rather than micro-managed, localized detail; (b) that it is not good to separate research, teaching, and service activities in order to measure workload; (c) that there are many professorial activities that involve working with students, as evidenced by the informational sheet distributed on Senators' desks today; (d) that different measures of faculty workload each have their advantages and disadvantages, so to use just one or two sets of measures would misrepresent the actual situation; and (e) that faculty workloads encompass many duties beyond classroom hours, some of which can be measured and some not. Chair Hogle also noted that the AFC had divided the measures into three broad categories—quality of the student learning experience, faculty instructional activity, and institutional performance—and each of these areas was subdivided, with a notation regarding the anticipated source of the data for each measure. At the December ABOR meeting the AFC will present data from each university, recognizing that because each state institution has a particular mission and set of goals, teaching measures appropriate to one university may not be right for the others. Chair Hogle again requested faculty input for this presentation.

3E. Provost Paul Sypherd (Attachments)

Provost Sypherd began by complimenting the Arizona Faculties Council on their help in "defanging" the Teaching Incentive Program issue. Through a great deal of effort, both in developing criteria to assess faculty workload and in making personal contact with individual Regents, AFC members have done a tremendous service for faculty throughout the state, he said. A year ago, the Regents were prepared to impose a minimum teaching requirement on all faculty; however, the hard work of the AFC during the last six months has turned the situation around. Using overhead transparencies, Provost Sypherd then briefly reviewed the UA's current situation regarding TIP: Based on data from previous years, it was expected that approximately 45% of UA faculty would qualify for TIP funds by teaching at least six credit hours this semester. However, after the imposition of TIP, the number of qualifying UA faculty, excluding Agriculture and Medicine, was 57%. After the definition of credit hours was broadened to include independent study, theses, studio, and similar activities at a ratio of 7 to 1, the percentage of qualifying faculty rose to 68% (again excluding Agriculture and Medicine). Thus, TIP seems to have had the effect desired by the Joint Legislative Budget Committee—to increase faculty teaching loads. However, Provost Sypherd said, there are several less positive aspects of the incentive this program apparently provided: (1) ASU and NAU have also experienced similar increases in qualifying faculty, with the result that the \$4 million total allocated for TIP funding throughout the state will have to be distributed among more faculty. If the UA's share of the TIP allocation is not enough to fund 2% increases for all qualifying UA faculty, funds may have to be taken from the \$1.25 million

of internal funding the UA set aside to provide increases for non-qualifying faculty here. (2) If faculty qualified for TIP increases by shifting their teaching responsibilities from the spring semester to the fall semester, or by delaying sabbaticals and leaves, who will be teaching in the spring? Given that the proportion of course offerings from fall to spring traditionally has been slightly imbalanced (approximately 55% to 45%, respectively), an even greater shift to fall classes could be a problem. The Provost said he would be monitoring the situation carefully this spring to ensure that students are not put at risk.

3F. President Peter Likins

President Likins briefly described the first ABOR meeting he had attended, on Oct. 30-31. He noted that it was very different from Board of Trustees meetings he had participated in at Lehigh University, where he could not recall a dissenting vote in 15 years. He also expressed the opinion that we need to work with the Regents in a more deliberate and structured way than in the past, becoming more political in the process. Dr. Likins described Chair Hogle's faculty workload presentation as the highlight of the meeting, shifting the Regents' position from one of skepticism approaching hostility to one of eagerness to have the faculty define how they are to be measured. The only question now is how faculty will be measured; obviously, it would be better for faculty to determine and define the measures than to have someone else do this. President Likins noted that the faculty owe a debt to Chair Hogle and his AFC colleagues for working so diligently on this issue. He also commented that it is important to use University aggregate data rather than college, unit, or individual data in the measures; our position should be that we have no secrets, but we don't want to burden anyone with the incredible array of underlying data. With regard to the Arizona International Campus, President Likins commented that he had wanted to get this issue off the Regents' "front burner," and that the change in AIC's location and name had passed easily at the ABOR meeting. The UA now has AIC-related issues to deal with internally, and the administration has asked for three to five years to test AIC's viability. Noting that he had been impressed with the AIC faculty and students offering testimony at the ABOR meeting, Dr. Likins remarked that the concept of AIC responds to the perception that some Arizonans want an alternative to the current educational options in the state. He urged faculty restraint while AIC is housed on the main campus. Although we do not know whether AIC will succeed, we need to give it a chance to see if it "will grow wings," President Likins concluded.

4. QUESTION AND ANSWER PERIOD

Senator Silverman said he agreed with President Likins that we need to be tolerant of AIC; he added that his daughter is having a good experience at Evergreen, a public institution in Washington State similar in concept to AIC. With regard to faculty workload measures, he mentioned his concern that a dean or department head could at some point use aggregate measures to judge individual faculty members. He added that it should be memorialized in writing somewhere that that is not the intent of the aggregate measures.

Senator T. Davis noted his concern about where the money at the UA goes; recently it has gone to those teaching six or more units, he said. When the Regents identify and similarly reward other instructional activities, it will be evidence that they truly understand the kind of contribution that other faculty members make, he commented. He also noted the importance of retention statistics.

Senator McCaslin questioned Chair Hogle's comment regarding quality of teaching; she pointed out that everyone cannot be above average. Senator Hogle clarified that the data collected so far indicate that 70% of UA faculty would be rated satisfactory or better.

Senator Garcia requested that copies of Chair Hogle's faculty workload presentation be distributed to Senators, and Chair Hogle agreed. Senator Garcia also noted that the workload measures should take into consideration what learning is taking place, and he added that student satisfaction is not the same as student learning.

Senator Feltham noted that he had opposed AIC from the beginning—not the concept but the implementation process. Characterizing the current AIC site as a "real estate development project," he noted that he could support a new liberal arts college in northwest Tucson, Marana, or Casa Grande. Referring to a copy of an article from the *Arizona Republic* that he had distributed to Senators, he said he was pleased to see that the current ABOR president understands the nature of the political reality related to AIC. He also asked President Likins if AIC would retain a separate line in the budget once it moves back to the main campus. President Likins said he was not sure at this point, but there will be a need to keep separate financial data internally in order to accurately assess the viability of AIC.

Senator Witte compared what is happening in education to what has already happened in health care. The discussions regarding faculty workload are analogous to previous debate regarding medical care, with too much emphasis on productivity and not enough on outcomes, she said. We could eventually have Educational Maintenance Organizations (EMOs) if we fall into the same trap that medical professionals did, she concluded.

5. APPROVAL OF THE MINUTES OF OCT. 6, 1997

The minutes of the Faculty Senate meeting on Oct. 6, 1997, were approved as distributed.

6. **DISCUSSION AND ACTION ON ASUA PROPOSAL REGARDING VOLUNTARY FACULTY CONTRIBUTIONS TO THE STUDENT UNION/BOOKSTORE RENOVATION AND EXPANSION** (Attachments)

Senator Davidson distributed copies of a resolution he asked Senators to consider adopting in support of voluntary faculty contributions to the Student Union/Bookstore renovation and expansion project. He noted that it was patterned after a resolution that the ASUA Senate recently passed. Senator Feltham asked if students had approached the UA Foundation with respect to funding, and Senator Davidson responded that they had.

The proposed Faculty Senate resolution read:

WHEREAS the Faculty Senate of the University of Arizona are the elected representatives of the faculty;

WHEREAS the responsibility of the elected officials is to represent the concerns of the faculty, which include the University of Arizona Memorial Student Union henceforth known as the SU;

WHEREAS this Faculty Senate issues this resolution in full support of the renovations of the Student Union. The faculty of this University feel the SU is an integral part of the learning, living, and social aspects of the University experience serving over 33,000 students, in addition to the over 10,000 faculty, staff and administrators of the University, as well as the countless number of visitors to our campus. Consequently, the full attention of the University is needed in regard to the repairs and improvements of the SU;

WHEREAS numerous studies have illustrated the blatant dilapidation of the SU and numerous safety violations have been issued, it is in the best interest and safety of the University population that the administration places the SU as a priority, in terms of fundraising and additional financial support.

IT IS HEREBY SWORN by the affirmative vote of the Faculty Senate, is recommending that all financially able faculty members voluntarily contribute to the fundraising efforts of the SU.

It was moved and seconded [**Motion 1997/98-11**] that this resolution be adopted.

Senator Levy moved [**Motion 1997/98-12**] that the final paragraph of the resolution be changed to read, "The Faculty Senate hereby recommends that all financially able faculty members voluntarily contribute to the fundraising efforts of the SU." Motion was seconded and passed.

Senator Myers objected to setting the precedent of a Faculty Senate recommendation that the faculty make a contribution. Senator T. Davis said he favored setting this type of precedent in order to support students, and President Likins concurred. Senator Mitchell asked what the mechanism for contributions would be. Senator Davidson said faculty could write checks to the UA Foundation designated for the Student Union fund, and Chair Hogle reported that it would also be possible to establish a payroll deduction process similar to that used for United Way contributions.

Senator Clarke moved [**Motion 1997/98-13**] that "illustrated the blatant dilapidation" be changed to "documented the continuing physical deterioration" in the penultimate paragraph of the resolution. Motion was seconded and carried.

Motion 1997/98-11, to adopt the aforementioned resolution as amended, was passed.

7. **REPORT ON THE ARIZONA INTERNATIONAL CAMPUS** (Attachment)

Senator Emrick, Chair of the Faculty Senate Task Force on AIC, began by reviewing the Task Force report placed on Senators' desks. He noted that the report provides a brief history of the campus, including activities related to faculty hiring, curriculum, and courses; there is also a comment on conditions of service. He pointed out the Task Force goals listed at the end of the report and requested Senators' feedback on them. This AIC situation represented "too little, too soon," Senator Emrick said. In the Task Force's opinion, AIC was forced to open its doors to students at least a year too early, before it had an opportunity to present a complete curriculum. Dr. Emrick also pointed out some confusion and discrepancy in the reporting of Undergraduate Council action regarding the AIC curriculum plan: Although his recollection was that the plan was merely received by the Undergraduate Council, subsequent reports, including an ABOR executive summary, stated that the Council had approved the plan. On that basis, the Regents approved the curriculum plan and six majors. Senator Emrick thanked Senator Witte for requesting that Senators receive copies of all previous Senate discussions regarding AIC; it was this review of previous minutes that uncovered the discrepancy. Other highlights of Senator Emrick's presentation: (1) A significant number of the second-year courses at AIC are being taught by part-time, temporary faculty, since it was anticipated that all classes would be taught by regular, full-time faculty, there is no provision for evaluating such temporary instructors. (2) The Task Force has scheduled a meeting on Nov. 17 with AIC Provost Celestino Fernández to discuss some of the issues mentioned in the report. (3) Dr. Robert Sankey, Senate Parliamentarian, chairs a committee to deal with student-related issues requiring coordination between AIC and the main campus, such as transfer of credits, scholarships, and financial aid.

President Likins asked Senator Emrick to obtain for Task Force use a copy of the AIC conditions of faculty service that ABOR approved last spring. Senator Emrick agreed.

There was some discussion of the AIC faculty's exact status with regard to the main campus. Several Senators recommended that if AIC faculty are UA faculty as has been suggested, they should have the same privileges and protections as main campus faculty, including representation in the Faculty Senate, either with an elected at-large representative or a non-voting observer. Presiding Officer Warburton said he would take up this issue with the Senate Executive Committee at its next meeting. Parliamentarian Sankey added that there is precedent for appointing a non-voting observer from AIC to Faculty Senate, and this could be done immediately.

Senator T. Davis commented that we are being irresponsible in continuing to try to separate AIC faculty from main campus faculty. It is important to clarify that AIC faculty fall under the same guidelines as their main campus colleagues (including CAFT and UCEC procedures) and to treat them accordingly, because it is costing us money and time to make special arrangements and separate agreements with AIC faculty.

Referring to the concept that AIC is an experimental program, Senator Witte said it is important to clarify exactly what the experiment is, so that we will know whether it is a success after the incubation period.

Senator Medine asked about the third paragraph under Conditions of Service in the Task Force report, which describes a concern expressed by the Senate Appointed Personnel Organization Council (APOC) Observer. Chair Hogle explained that he had received a letter from the APOC representative suggesting that if AIC faculty are granted faculty privileges, there are several thousand main campus affiliated personnel who should also be considered for the same privileges. Dr. Hogle said this issue needs to be studied very carefully, because granting faculty status under the Constitution involves many complicated questions.

Senator Emrick again asked that Senators provide any input to the Task Force report directly to the members listed at the end of the report.

8. PRESENTATION ON THE UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT

Presiding Officer Warburton announced that, due to the lateness of the hour, this agenda item would have to be postponed until the December Senate meeting.

ADJOURNMENT

There being no further business, the meeting was adjourned at 5:05 p.m.

Rose M. Gerber, Secretary

Appendix*

1. The Chair of the Faculty's Statement to the Faculty Senate (regarding Arizona International Campus).
2. Copies of materials used in Chair Hogle's faculty workload presentation (four pages).
3. Copies of overhead transparencies used by Provost Sypherd in his TIP presentation (three pages).
4. Copies of materials related to Senator Davidson's resolution regarding the Student Union/Bookstore renovation and expansion project (three pages).
5. Report of the Faculty Senate AIC Task Force to the Senate, dated Nov. 3, 1997.
6. Opportunities for Departments/Faculty to Communicate with the Committee of Eleven.

*Copies of material listed in the Appendix are attached to the original minutes and are on file in the Faculty Center.

Motions of the Meeting of Nov. 3, 1997

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| 1997/98-11 | Motion to adopt the resolution supporting voluntary faculty contributions to the Student Union/Bookstore renovation and expansion project, as recorded in the text of the minutes. Motion carried as amended (see below). |
| 1997/98-12 | Motion to amend the final paragraph in the aforementioned resolution to read, "The Faculty Senate hereby recommends that all financially able faculty members voluntarily contribute to the fundraising efforts of the SU." Motion seconded and carried. |
| 1997/98-13 | Motion to amend the penultimate paragraph of the aforementioned resolution to read, "WHEREAS numerous studies have documented the continuing physical deterioration of the SU...." Motion seconded and carried. |