

**MINUTES
FACULTY SENATE
UNIVERSITY OF ARIZONA
September 12, 1994**

1. **CALL TO ORDER:** The meeting was called to order by Presiding Officer Malcolm Zwolinski at 3:15 p.m. in Room 146 of the College of Law.

Present: Atwater, Barrett, Brichler, Buras, DaDeppo, Dahlgran, Desai, Emrick, Erlings, Ewbank, Fernandez, Garcia, Gerber, Hallick, Hill, Huete, Impey, Joens, Larson, Lei, Manke, Marchalonis, Mare, J. McElroy, K. McElroy, Melcher, Milligan, Mitchell, Neuman, J. O'Brien, S. O'Brien, Pacheco, Parsons, Pintozzi, Pitt, Reiter, Reynolds, Silverman, Smith, Sugiyama, Sullivan, Sypherd, Troy, Trujillo, Warburton, Williams, Wilson, Witte, Zukoski and Zwolinski. Dr. Robert Sankey served as Parliamentarian.

Absent: Adamowicz (Sabbatical), Coons, Dvorak, Gruener, Mount, and Troth.

2. **OPEN SESSION:**

Darci Thompson, Employee Wellness, discussed the employee assistance and employee wellness services, now available both in central campus locations and in departmental work areas.

Mitzi Forbes, President, Graduate and Professional Student Association discussed Student Showcase '94, to be held during Homecoming, on November 5. She asked Senators to encourage students in their departments to submit their work by October 12. Those interested can telephone the ASUA Office at 621-2782.

Senator Jim O'Brien, School of Music, led the Senate in a sing-along concerning the recent pay raises for administrators.

3. **REPORTS:**

- 3A. **President Manuel Pacheco:**

- (A) Proposed budget presented to ABOR at meeting last week contained the following decision packages:
- \$4.5 million: new learning technologies (student computer facilities and funding for courses integrating into technology-base of learning methodologies)
 - \$2.5 million: developing a competitive workforce for Arizona (including better outreach to public schools, improved laboratories for Engineering and Mines, and partnership for Faculty of Science and public schools, to improve the teaching of mathematics and science)
 - \$1.5 million: supporting Arizona's priorities (improve support to selected industry clusters in Arizona and to some cross-border initiatives to economic development)
 - \$4.6 million: employee development and career progression (improved performance-based compensation system, graduate teaching assistant and faculty increases)
 - \$4 million: biotechnology for emerging agricultural and medical industries (thermal stress for plants and animals, neurotechnology, and insect-borne diseases)

(B) The Regents also approved seeking State funds for an integrated instructional building, providing focus to incoming students for the first two years of a restructured undergraduate program.

(C) The Regents approved the Mission Statement and Guiding Principles for the new four-year campus in Pima County. The next step is to appoint an Advisory Committee which will include UA faculty and others to proceed with academic planning.

(D) Salary increases for 15 senior administrators. None of the funds came out of the \$1.9 million in equity funds provided by the Legislature for faculty salary increases. Increases were made pursuant to the same process used to distribute equity funds, by looking at salaries at peer institutions.

(E) Strategic planning: Later in September Provost Sypherd will submit his recommendations for academic program changes; the President will make his decisions as to which proposals he will endorse, with minimal delay, and will then forward them to the Senate. Final recommendations will reach ABOR in time to influence budget allocations for 1995-96.

(F) General Education: No agreed-upon timetable, but we do need to press ahead with all due speed if we are going to have new arrangements in place by the Fall of 1996. The Provost will provide more details on this.

- 3B. **Provost Paul Sypherd:**

- (A) Performance-Based Compensation Plan: The joint faculty/administrative committee will be making its

recommendations very shortly (material presented on an overhead projector included in Appendix).

(B) **Market Equity Funds:** Indicated that about \$1.9 million of market equity funds were distributed to colleges, and \$82,800 was kept in reserve in the Provost's Office for purposes of adjustments where necessary.

- 3C. **Faculty Chairman J. D. Garcia:** On the ABOR agenda this year will be the matter of tenure and faculty accountability. Thus, faculty governance is in the process of forming a Task Force on Tenure and Accountability, projected to be a four-to six-week duration study of how our tenure system works on this campus, what it means, and how we can improve it. Those interested can contact Dr. Garcia or Dr. Zwolinski (621-1342).
- 3D. **Presiding Officer Malcolm Zwolinski:** The Provost is joining the Faculty Senate Executive Committee. Membership lists for 1994-95 Senate standing committees were placed on Senators' desks today (copy included in Appendix).
- 3E. **ASUA President T. J. Trujillo:** ASUA priorities for the year are: Voter registration and turnout drive, with forums for candidates; instructional computing including availability of software; General Education restructuring; teacher evaluations, and how the information flow from student-to-student can be improved; and a managed tuition policy.

4. **APPROVAL OF THE MINUTES:** The minutes of April 18 and May 2, 1994 were approved.

5. **CALL FOR NOMINATIONS:** Zwolinski called for nominations for two positions on the Faculty Budget and Strategic Planning Committee; nominations must be received by September 23.

6. **COMMITTEE REPORTS:**

6A. **Academic Personnel Policy Committee:** Senator Buras, Chair, reported APPC is working on: a good channel of communication with the Provost and Vice Provosts; Sabbatical Leave; Promotion and Tenure Guidelines; Sexual Harassment; and Faculty Workload.

6B. **Faculty Budget and Strategic Planning Committee:** Senator Reynolds, Chair, noted that the Committee's Annual Report had been distributed with today's meeting call (copy placed in Appendix). Recently the committee has been looking at the process through which the market equity salary adjustments to the faculty were made. The committee will meet on September 16 with Dr. Kenneth Smith, to discuss coordinating University budget planning efforts with this committee.

6C. **Instruction and Curriculum Policy Committee:** Senator Joens, Chair, reported that the committee will be looking at the proposal for the Sierra Vista campus, the undergraduate writing proficiency examination, and in conjunction with ASUA, the possible publication of teacher evaluations.

6D. **Committee of Eleven:** Dr. Dipankar Chakravarti, Chair, reported the committee met during the summer with the administration to develop more effective communications; it also met to discuss reorganization procedures and the faculty workload. Its priorities for the year include how the faculty can be more actively involved in CORE and the contributions it is making to the campus.

7. **FACULTY WORKLOAD:** Dr. Sypherd made a presentation similar to the one he made to the Board of Regents last week concerning Faculty Workload (i.e., addressing the Hurwitz issues) and the core curriculum idea (copy of materials shown to Senate attached in Appendix).

After discussion, Senator Silverman moved the following in order to address and oversee the core curriculum idea. The motion was seconded and approved by a voice vote:

Motion 1994/95-6: The Faculty Senate shall create a Select Committee on Undergraduate Education, the members of the committee to be appointed by the Senate Executive Committee.

8. **APPROVAL OF REORGANIZATION:** The Faculty Senate Select Committee on Reorganization made the following seconded motion, which was approved by voice vote:

Motion 1994/95-7: Approve the merger of the American Indian Studies and Office of Indian Programs, and transfer of the combined unit to the Graduate College.

9. **UPDATE: THE PROCESS OF AWARDING MARKET EQUITY FUNDS:** Senator Reynolds, Chair of the Faculty Budget and Strategic Planning Committee, provided an update of the FBSPC activity concerning the monitoring of the process of awarding the market equity funds. The committee is reviewing how colleges distributed the funds to departments and departments to faculty members.

10. **COLLEGE GOVERNANCE PROPOSAL:** Senator Garcia made the following motion, which was seconded and approved by voice vote:

Motion 1994/95-8: Resolution on College Governance

Whereas, State law requires the faculty to share in the governance of the University through their elected representatives,
and

Whereas, there is no current policy or uniform practice within colleges for faculty input into the affairs of each college,
and

Whereas, the Faculty Senate is interested in as much representative input as is possible,

Be It Resolved, that the Faculty Senate hereby requests each college to have a committee or council of faculty members, elected by the faculty of that college, to provide a voice for the faculty in the administration of that college.

Garcia indicated that Provost Sypherd will assist the Senate in getting the resolution implemented in every college. Silverman asked that a report be made to the Senate concerning the results of the implementation.

11. **RESPONSIBILITIES OF FACULTY GOVERNANCE REPRESENTATIVES:** Senator Desai indicated that he felt that the previously passed Responsibilities of Faculty Governance Representatives needed to be modified in order to strengthen it. He therefore made the following motion to revise the policy (revisions are indicated in caps). The motion was seconded and approved by voice vote:

Motion 1994/95-9: Revised RESPONSIBILITIES OF FACULTY GOVERNANCE REPRESENTATIVES (Approved by the Senate April 18, 1994; revised September 12, 1994):

In accepting a position as a faculty governance representative to a University, COLLEGE AND DEPARTMENTAL committee, COMMISSION, task force, team, etc., a faculty member also accepts certain responsibilities, ~~and~~ expectations AND ACCOUNTABILITY REQUIREMENTS. Among those are:

* Acting in the best interests of the University, COLLEGE, AND DEPARTMENT ~~with departmental, college, or self interest set aside.~~ FOR HIGHER LEVEL (UNIVERSITY, COLLEGE) ASSIGNMENTS, DEPARTMENTAL AND/OR COLLEGE OR SELF-INTEREST SHOULD BE SET ASIDE.

* Being responsive to the needs of the faculty, including those articulated by the elected representatives.

* BEING FAIR AND OBJECTIVE IN APPLYING EXISTING CRITERIA AND GUIDELINES ESTABLISHED BY THE UNIVERSITY, COLLEGES AND DEPARTMENTS WITH FACULTY INPUT, DELIBERATIONS AND APPROVAL. THIS IS BECAUSE ANY EFFORT ON THE PART OF A REPRESENTATIVE AND ASSOCIATED COMMITTEES, ETC. TO USE CRITERIA AND GUIDELINES THAT ARE NOT THUS APPROVED, AND ARE IN ANY WAY NARROW OR PAROCHIAL IN NATURE, COULD UNDERMINE THE ~~SANCTIFY~~ INTEGRITY OF THE FACULTY GOVERNANCE SYSTEM.

* Reporting back on a regular basis to the parent or appointing governance unit, and soliciting from that unit points of view to take to the task. The report should take the form of a memo, no more than one page dealing with (a) the issues addressed; (b) decisions made, policies, actions agreed upon.

* Faculty governance representatives are accountable, for effective performance purposes, to the parent or appointing governance unit. IN THE CASE OF THE VIOLATION OF FAIR AND OBJECTIVE ENFORCEMENT OF THE EXISTING CRITERIA AND GUIDELINES, A REPRESENTATIVE WILL BE SUBJECT TO INVESTIGATION AND INQUIRY BY THE FACULTY SENATE, SIMILAR TO THOSE AVAILABLE UNDER UNIVERSITY RULES FOR ADMINISTRATORS, AND IF FOUND IN VIOLATION, WILL BE SUBJECT TO DISCIPLINARY ACTIONS, INCLUDING REMOVAL FROM THE ASSIGNMENT.

12. **ADJOURNMENT:** The meeting adjourned at 5:25 p.m.

Andrew Silverman
Secretary of the Faculty Senate

Appendix*

1. The University of Arizona: Proposed Measurable Goals for Linking Faculty Teaching Effort to the Improvement of the Quality of Undergraduate Education.
2. Comment on "Proposed Measurable Goals for Linking Faculty Teaching Effort to the Improvement of the Quality of Undergraduate Education," (memorandum from Dr. Nathan Buras and Dr. Dipankar Chakravarti, dated August 30, 1994.
3. Faculty Salary Analysis -- FY 1993-94 Faculty Salary Adjustments.
4. The University of Arizona: Directions for the Future (Baselines, Goals, Time Frames, and Actions Required).
5. Membership list: 1994-95 Faculty Senate standing committees.
6. Faculty Budget and Strategic Planning Committee 1993-94 Annual Report.
7. Memoranda concerning the Merger of American Indian Studies and the Office of Indian Programs and the Transfer of the Combined Unit to the Graduate College.

*Documents listed in the appendix are attached to the original copy of the minutes and are kept in the Faculty Center.