

**MINUTES  
FACULTY SENATE  
UNIVERSITY OF ARIZONA  
December 5, 1994**

**1. CALL TO ORDER:**

**Present:** Senators Abrams, Adamowicz, Atwater, Barrett, Brichler, Buras, Desai, Dvorak, Emrick, Erlings, Ewbank, Feltham, Fernandez, Garcia, Gerber, Goggans, Gruener, Hallick, Hill, Joens, Larson, Lei, Marchalonis, Mare, J. McElroy, K. McElroy, Mitchell, Mount, Neuman, J. O'Brien, S. O'Brien, Parsons, Pintozzi, Pitt, Reiter, Reynolds, Silverman, Smith, Spece, Sugiyama, Sullivan, Sypherd, Troy, Trujillo, Warburton and Zwolinski. Observer Booth (SAC). Robert Sankey served as Parliamentarian.

**Absent:** Senators Coons, DaDeppo, Dahlgran, Huete, Impey, Manke, Melcher, Milligan, Pacheco, Troth, Williams, Wilson, Witte, and Zukoski. Observer Jull (APOC).

**2. REPORTS:**

**2A. Faculty Chair J.D. Garcia:**

- (A) Arizona Faculties Council met with the Council of Presidents to discuss tenure; no one favored tenure abolishment on any campus of the University system. Each campus has a committee studying tenure accountability; the UA committee will report to the Senate with recommendations during 1994-95.
- (B) At the Board of Regents meeting last week, they voted that undergraduate degree programs beginning in 1996 cannot exceed 120 units unless ABOR approves otherwise. Consensus was reached that the Senate Executive Committee should organize a committee or some type of mechanism to address this issue, which would involve alleged "credit creep" and other related matters and make recommendations to the Senate about the issue.
- (C) Core curriculum proposal drafts probably will be ready for consideration in January. The Senate Select Committee on Undergraduate Education should be in place within the week.
- (D) The President's Cabinet is reviewing the mission, purpose and format of Lo Que Pasa (LQP). He invited comments about LQP, which he will transmit to the Cabinet.

**2B. Provost Paul Sypherd:**

- (A) The Board of Regents has expressed interest in reducing the number of students who graduate with more than the required number of units (approximately 250 students in the 1992-93 graduation year) by assessing out-of-state tuition on those who exceed a to-be-determined cap. It has referred the issue to the Council of Presidents.
- (B) The budget is tight this year and, as a result, the Provost has no funds he can draw upon for new projects.

**2C. Presiding Officer Malcolm Zwolinski:**

- (A) He welcomed the three newly elected College Representatives: Herbert Abrams and Patricia Goggans (College of Medicine) and Robert Feltham (College of Arts and Sciences).

- (B) Vice Provost Gilliland has established a committee to integrate and coordinate the activities of several committees working on the following related personnel issues: faculty reward, performance-based compensation system, tenure policy, performance management, and faculty development.

3. **APPROVAL OF THE MINUTES:** The minutes of November 7, 1994 were approved.

4. **DISCUSSION AND ACTION ON CURRICULUM PROCEDURE POLICY: TEMPORARY COURSES:** Senator Lynn Joens, Chair, Instruction and Curriculum Policy Committee, presented as a seconded motion changes to Policy 2, Temporary Courses, in the Curriculum Procedure Handbook. The motion was approved by voice vote:

**Motion 1994/95-19:** Policy 2, Temporary Courses, was amended as follows:

The current category of 'experimental or temporary course' is to be redefined as 'temporary course.' A temporary course is to be designed as a short-term ad hoc offering. **THE COURSE STATUS SHOULD BE CHANGED TO PERMANENT AFTER EITHER THE FIRST OR SECOND OFFERING IF THE DEPARTMENT INTENDS TO CONTINUE TO OFFER THE COURSE.** ~~The introduction of a temporary course is not a method to introduce an addition to the curriculum or to speed courses through the review process. Any course that a department intends at the outset to teach more than twice is not an appropriate candidate for a temporary offering and, ordinarily, a third offering will not be allowed.~~ This change will entail two other changes. First, the University curricular form titled 'Recommendation for Experimental or Temporary Course' should be changed to 'Recommendation for a Temporary Course.' Second, the recommendation form for a temporary offering should be modified to include ~~essentially the same~~ information ~~required for a permanent course, in particular the information included~~ in the section titled 'Course Justification and Analysis.' **THE STEPS IN THE REVIEW PROCESS FOR THE TEMPORARY COURSE WILL BE COMPLETED WITH THE APPROVAL FROM THE UNIVERSITY CURRICULAR OFFICE.**

5. **DISCUSSION AND ACTION ON CHANGES TO SHARED APPOINTMENTS POLICY:** Senator Nathan Buras, Chair, Academic Personnel Policy Committee, presented as a seconded motion changes to the Shared Appointments Policy. The motion was approved by voice vote:

**Motion 1994/95-20:** Shared Appointments Policy amended as follows: On page 2, combine the paragraph beginning "With all shared appointments..." with the paragraph following it, which begins "With department/department appointments...". In that second paragraph, delete everything after the first sentence. In the paragraph beginning "Appointments are shared...", delete everything after the first two sentences.

6. **DISCUSSION AND ACTION ON TENURED LINES IN INTERDISCIPLINARY PROGRAMS:** Senator Nathan Buras, Chair, Academic Personnel Policy Committee, presented as a seconded motion a change to one section of the Shared Appointments Policy. The motion was approved by voice vote, with one negative vote recorded:

**Motion 1994/95-21:** That the Provost inform the Senate every time a faculty line is assigned to an academic program not housed in an academic department, within a reasonable time period of time following such an assignment.

7. **DISCUSSION ON COMMITTEE OF ELEVEN RESOLUTION REGARDING FACULTY EVALUATION OF ADMINISTRATORS:** Dr. Dipankar Chakravarti, Chair, Committee of Eleven, introduced for discussion the following resolution which was passed by the Committee of Eleven:

Each administrator at the level of President, Provost, Vice President and Vice Provost shall be evaluated each three years (with one-third of all such administrators evaluated in each year), by means including a questionnaire distributed to all faculty of the

university. This questionnaire shall be constructed by the Committee of Eleven, which is elected campus-wide, and returned to and evaluated by the Committee of Eleven. The Committee of Eleven shall meet with the President of the University to present, with recommendations, the results of the evaluation of the Provost, Vice Presidents and Vice Provosts. On the years in which the President is evaluated, the Committee of Eleven shall meet with the President of the Arizona Board of Regents to present, with recommendations, the results of his or her evaluation.

Discussion included the following points: (a) Because Deans, Directors and Department Heads are reviewed every five years, the time period of three years was questioned. (b) Senator K. McElroy suggested that the initial review should be within three years of appointment, with reviews scheduled every five years following that; and (c) Provost Sypherd suggested inclusion of students and staff in the process while Senator Silverman suggested addition of staff and students to those surveyed. There appeared to be consensus that the concept of administrator accountability and evaluations was good and should be pursued. Senator Silverman proposed that the matter be transmitted to the Faculty Senate Executive Committee to figure out some mechanism, whether a standing or a special committee, to address this issue and bring back recommendations to the Senate during the Spring, for implementation in the Fall. Presiding Officer Zwolinski said he would do so.

8. **FURTHER DISCUSSION ON CONFLICT OF INTEREST AND COMMITMENT POLICY:** Dr. Fulvio Melia, Chair, Research Policy Committee (RPC), opened the floor to questions and comments on the Conflict of Interest and Commitment Policy; action on the proposal is scheduled for the January 23, 1995, Senate meeting.

Some of the matters which were brought up during the discussion were: (a) The requirement that outside income of \$250 or more must be reported is too small and not in line with federal guidelines; (b) any activities not directly related to research should not be included in the policy; (c) what started out as a conflict of interest policy has become a conflict of commitment policy; and (d) that faculty members on the Institutional Review Committee should be selected by the Senate and not chosen by the President. It was requested that the Senate be provided information as to what portions of the policy are required by federal and state law and granting agencies and what University policies currently exist concerning outside employment.

9. **REPORT OF THE ACADEMIC PERSONNEL POLICY COMMITTEE:** Senator Nathan Buras, Chair, Academic Personnel Policy Committee, reported that the committee has a full agenda which includes faculty evaluation procedures, conditions of faculty governance, and performance-based compensation plan.
10. **1993-94 ANNUAL REPORT OF THE COMMITTEE OF ELEVEN:** Presiding Officer Zwolinski noted that the Senate had been presented with the Committee of Eleven's 1993-94 Annual Report.
11. **ADJOURNMENT:** The meeting adjourned at 5:15 p.m.

Andrew Silverman  
Secretary of the Faculty Senate

#### **Appendix**

1. Memo from Academic Personnel Policy Committee concerning Guidelines for Shared Appointments.
2. Committee of Eleven memo concerning Faculty Evaluation of Administrators.
3. Committee of Eleven 1993-94 Annual Report.