

**MINUTES  
FACULTY SENATE  
THE UNIVERSITY OF ARIZONA®  
January 26, 2004**

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**CORRECTED**

**1. CALL TO ORDER**

The meeting was called to order by Vice Chair and Presiding Officer Wanda Howell at 3:02 p.m. in the College of Law, Room 146.

Present: Senators Arabyan, Benedict, Baughman, Burd, Conway, Cusanovich, Dahlgran, D. Davis, G. Davis, Green, Gruener, Hancock, Hildebrand, Howell, Jenkins, Joens, Jones, Kiefer, Likins, Miesfeld, Mitchell, Pintozzi, Pitt, Radebaugh, Rainer, Schlager, Silverman, Songer, Strittmatter, Tatman, Timmermann, Vierling, Warburton, Willerton, Witte, Zizza, and Zwolinski. Robert Sankey served as Parliamentarian.

Absent: Senators Bixby, Borden, Bui, Chandler, Christenson, Diaz, Erickson, Garrett, Impey, Kim, Larson, Lynch, Powell, Spece, Swanson, Tomanek, Weinand, S. Wright, and Wysocki.

**2. OPEN SESSION**

There were no speakers for the Open Session.

**3. REPORTS**

**3A. ASUA President J. P. Benedict**

ASUA President Benedict reported that he will attend the state budget hearings this week along with ASUA senators to show student support for the legislature to adequately fund faculty salaries, particularly for retention of key faculty. ASUA is also working on "advising contracts" to create accountability to help prevent students from receiving incorrect information about their progress toward their degrees.

**3B. GPSC President Jani Radebaugh**

GPSC President Jani Radebaugh reported that GPSC continues to work on childcare and family housing issues as well as continuing to try to protect TAs, RAs, and needy students from tuition increases. GPSC is also continuing to work with a coalition of students from across the country on academic visa reform to assist international students in coming to the United States and returning after home visits.

**3C. Vice Chair of the Faculty Wanda Howell**

Vice Chair Howell reminded Senators that the faculty elections are upon us. She asked Senators to encourage their colleagues to run for office in the upcoming faculty elections. Petitions are available from the Faculty Center and are due February 13.

**3D. Secretary of the Faculty Robert Mitchell**

No report.

**3E. Chair of the Faculty Jory Hancock**

Faculty Chair Hancock described an event last week that focused on early childhood education and which was planned and hosted by his Legislative Advocacy Group. This event was attended by legislators and a delegation from the Governor's office and included a workshop on early childhood development and UA's research and practical applications. As a result of this event, House Representative Pete Hershberger has invited some faculty to speak to legislators in Phoenix. Chair Hancock said future events are planned on subjects of interest to other legislators which will help the faculty to make inroads with these representatives and build support for higher education. The January merit-market salary adjustments have benefited about 30% of qualified faculty and Chair Hancock stressed the critical need, which the administration is committed to, for subsequent rounds of

merit-market salary adjustments. Money for these salary adjustments was generated by the All-Funds Budget. The Strategic Planning and Budget Advisory Committee is identifying 3-5 major strategic issues including impact on community, enrollment management and General Education. Chair Hancock also asked Senators to take time to complete the on-line survey regarding the proposal for a "Faculty Club" in the Reddington Room.

**3F. Provost George Davis**

Provost Davis commended Dave Cox and Beth Mitchneck for the exemplary jobs they performed as interim vice-provosts this past semester. Juan Garcia has been appointed Vice-Provost for Academic Affairs and will oversee faculty recruitment and retention, the Teaching Center and the Assessment group, and many aspects of the Diversity Action Plan. He will also represent academic affairs on the University Compensation Advisory Team. Jerry Hogle has been appointed Vice Provost for Instruction and will be involved with instructional budgeting, particularly for General Education, foundations, and a review of General Education that will begin in February. Bill Fee of Articulation will now report to Dr. Hogle. The Finance Committee has approved \$3M to be added to the \$4.4M approved last year for foundations courses including basic science courses. This is the first time that the institution has been firmly committed to permanently funding the instructional budget at the lower levels. This planning is profoundly helpful in allowing colleges and units to plan and recruit faculty, instructors and TAs and will allow the dollars to stretch farther for upper division courses. Academic Council received the report from the Focused Excellence Study Team on Cognitive and Neurosciences. Provost Davis said the administration is committed to continuing the salary adjustment packages next January and has issued a call to the Deans to identify the most egregious instances of salary inequities for the next round. He told the Board of Regents that Post-Tenure Reviews are worth doing if annual salary adjustments can be expected and can be deployed on the basis of merit.

**3G. President Peter Likins**

President Likins will be attending and testifying at the state appropriations committees' meetings this week. He shared that he was asked to attend an American Council of Education workshop with about twelve other presidents of public institutions and some consultants in Washington D.C. earlier this month. The workshop was designed to explore the changing relationships between state governments and public universities. In the U.S., for the past several decades, states have accelerated their withdrawal from public universities. To some extent, this is an international trend as well. Arizona's situation is actually less critical than that of other states such as Colorado, Wisconsin, Virginia, Maryland, Texas, Nebraska, Massachusetts, Florida, Georgia, and South Carolina, and these states all look to Arizona as the best example of a strategy for recovery. The strategy involves 1) faculty who can garner research dollars, 2) a set of constituents who are prepared to provide private philanthropy to the institution, 3) control of tuition, and 4) control of enrollment. The latter two of these strategies have only been recently made available by the Board of Regents "Changing Directions" initiative of 2002, and their acknowledgement that the three state universities have three very different missions. The governor's support of higher education and the understanding of the state house and senate's leadership of the importance of higher education's impact on the state's economy and workforce are important for our recovery. It had been difficult to get the governor's staff to understand that the UA generates 75% of the state university system's research dollars. Last year 77 faculty left the UA, and 49 of them had brought in \$68M research dollars in the past three years. Helping state leaders and legislature understand that it needs to make a special investment for retention of key personnel at UA, and to understand the importance of differential funding for the universities is critical to continued recovery and growth.

**4. QUESTION AND ANSWER PERIOD FOR AGENDA ITEM 3**

There were no questions on the reports.

**5. APPROVAL OF THE MINUTES OF DECEMBER 1, 2003**

The minutes of December 1, 2003 were approved.

**6. APPROVAL OF CONSENT AGENDA ITEM FORWARDED AS A SECONDED MOTION FROM THE INSTRUCTION AND CURRICULUM POLICY COMMITTEE (attachments)**

The consent agenda item detailed at the end of these minutes [Motion 2003/04-37] was approved.

**7. INFORMATION ITEM: REPORT FROM THE OFFICE OF INTERCOLLEGIATE ATHLETICS**

Director of Intercollegiate Athletics (ICA) Jim Livengood reported to the Senate detailing the academic progress of student athletes and the self-supporting funding for athletics. This has been ICA's most successful year ever, with an all-time high of a 65% graduation rate projected for May 2004 and with 34% of the student-athletes carrying a 3.0 or better GPA. UA student-athletes are making better choices of majors and are valuing their education more. About five years ago, UA was the first Pac-10 school to move academic advising out of the Athletics department and into the University. Two other PAC-10 schools have since followed suit. The ICA program creates better citizens through its unique Commitment to an Athlete's Total Success (CATS) program, in which 232 student athletes contributed over 2400 hours of community service to 99 non-profit organizations.

Student-athletes also participated in 152 projects and visited over 40K youngsters in Southern Arizona last year, speaking on a variety of subjects such as reading, substance abuse, the importance of education, and staying in school. As of June 2003, UA became one of fewer than ten out of 129 Division I schools in which Intercollegiate Athletics receives no funding from the institution and is running without a deficit. Corporate sponsorship is at an all-time high but the department is cutting back and being more creative wherever it can, to maintain a balanced budget. Any new buildings will have to come from within the ICA's own revenue base, but there are ceilings on fundraising and ticket prices. Mr. Livengood emphasized, however, that ICA has never run in red ink and never will, and also that that all athletic budgets have to be approved by the UA Administration. He would like to change the perception that ICA is a separate and autonomous entity at the University, but rather that ICA is very much a part of the University of Arizona. Senators' questions and comments included the following: 1) Is it conceivable that ICA might, at some future time, give a tithe back to the University, similar to the \$500K that ICA contributes annually to the new Student Union debt service? Mr. Livengood responded that is absolutely a possibility, if revenues increase to a point to enable such giving. He also reminded the Senate that in addition to the Student Union debt service, the ICA currently contributes about \$600K annually to a jobs-on-campus program for students who are not athletes. President Likins commended ICA for accomplishing the remarkable steps of becoming financially independent within the first year of its proposal. President Likins is the Presidents' Representative from the PAC-10 League to the NCAA Division I Board of Directors this year. He said that NCAA academic reforms will place additional demands on student-athletes, and UA has an excellent start with a 65% graduation rate. 2) Will the financial independence of ICA allow UA to compete for the quality of coaches? Mr. Livengood said yes, and that ICA intends to hold salaries as best it can. 3) Does the ICA pay tuition for its students? No, however about 400 student-athletes come to UA with tuition waivers and when the state pays the 22:1 formula funding for these students, that generates about \$4-5K of revenue for the University.

8. **SECOND READING: POLICY ON MISUSE OF UNIVERSITY ASSETS (attachment)**

Senator Pintozzi explained that the "Misuse of University Assets" policy is actually a new policy, not a revision to an existing policy. This was not clear to the Senate Executive Committee which forwarded it to the Senate for a first reading in December. Since it is a new policy, the Senate Executive Committee determined that it should be properly vetted by a Senate standing committee. The RPC has since met three times to thoroughly examine the policy and identify questions for General J. Parker who has worked on drafting the policy, as well as Vicki Gotkin of the University Attorneys Office. The version distributed on Senators' desks today is significantly different from the original policy of December 1, 2003. Some of the changes include: 1) omission of the dollar amount that triggers a report to the Provost; 2) added language to specify that anyone can make a report of suspected misuse of University assets to the Provost or any appropriate University official; 3) added language stating that a person should determine whether the suspected misuse is at a level that violates policy; 4) since misuse is covered in a number of other policies and policy manuals; added citations of complete policies and policy manuals rather than section names and paragraph numbers, 5) added the right to counsel for anyone being investigated; and 6) changed the language about being placed on leave with pay, which could conflict with other University policies. Senators' and observers' questions and comments included the following: 1) RPC is to be commended for the steps taken to date to create this improved policy, 2) General J. Parker brought the original policy to the Appointed Personnel Organization Council and the Staff Advisory Council and advised us that this policy would be going into effect. Would you please send APOC and SAC a copy of this revised version? 3) Relating to the question about the precursor in the "Appropriate Use of Computers and Networks at the University of Arizona" policy, this policy delineates the process for misuse of assets. Senator Pintozzi requested that all issues and concerns be sent to her prior to the next Senate meeting so that the RPC can address all of them before bringing the policy back to the Senate for action. The more feedback the RPC receives, the better the policy will be.

9. **THIRD READING AND POSSIBLE ACTION: SECONDED MOTION FROM THE RESEARCH POLICY COMMITTEE: ACCEPTABLE USE OF COMPUTERS AND NETWORKS AT THE UNIVERSITY OF ARIZONA POLICY (attachment)**

Senator Pintozzi led the Senate's third reading and continued discussion on the "Acceptable Use of Computers and Networks at the University of Arizona" policy, which is carried over as seconded motion [Motion 2003/04-34]. She reported that the RPC had received no feedback since the last meeting, so the Research Policy Committee (RPC) has addressed the questions and concerns raised at the December 1, 2003 Senate meeting and has revised the wording of Article IV, 4. The committee acknowledged that the policy can't really limit people in how they set up listservs, but addresses the inappropriate use of listservs such as not going through the moderator of a closed listserv or using a listserv to send SPAM-type email. The RPC also added a link to the Stanford University website on Copyright and Fair Use in Article IV, 7. The RPC and the Center for Computing and Information Technology have vetted this policy and believe that it will not inhibit research. Senators' and observers' questions and concerns included the following: 1) The policy does not appear to have any precursor specifying that someone accused will be subject to the recourse actions and sanctions described in Article V. 2) In Article V, an opening statement could be inserted: "Aforementioned policies in this document include action steps to be taken to determine whether or not a user, in fact, misused University computer network resources." 3) Article IV, 7 on copyrights is too vague. Senator Pintozzi responded that "fair use" is a complicated concept, determined by each individual answering a set of questions about the intended use, which are too lengthy for inclusion in this policy, but which are available on the Stanford website. 4) The revisions to Article IV, 4, about "circumventing the moderator" might fit more appropriately under Article IV, 2, which addresses security measures. Senator

Pintozzi requested that all issues and concerns be sent to her prior to the next Senate meeting so that the RPC can address all of them before bringing the policy back to the Senate for action.

10. **INFORMATION ITEM: REPORT FROM THE OFFICE OF ENROLLMENT MANAGEMENT**

Vice President for Enrollment Management Patti Ota presented the Senate with a Powerpoint presentation detailing the demographics and modeling, the recruiting challenges and retention goals and strategies, and the various committees that are involved in shaping and managing UA's enrollment for the future. She acknowledged Noel Levitz, the leading enrollment management consulting firm that spent about 2 days at UA and contributed some of the slides. She defined Enrollment Management as the coordinated effort to influence the size and characteristics of the institution's student body. Her office is now engaged in the study of the processes of student college choice, transition to college, student attrition and retention, and student outcomes, to guide practices in the areas of new student recruitment and financial aid, student support services, curriculum development and other academic areas that affect enrollments, student persistence, and student outcomes. Arizona is rapidly growing in the number of high school graduates. The University's physical size limits the maximum number of UA students to about 40K. Changes in the mix of graduate and undergraduate students, returning students, transfer students, and incoming freshmen, residential versus commuter students, traditional and non-traditional students, and in-state versus out-of-state students might involve increasing the percentage of graduate students from the current 22% to about 30%, decreasing the number of freshmen by about 1K and increasing the number of transfer students by about 1K. Increasing admission standards, diversity, academic standards, and the percentage of out-of-state students are all being considered, along with the financial implications of such strategies. The Vice President for Enrollment Management in developing a research-based strategic enrollment plan that includes long- and short-term recruitment plans, goals and strategies; developing customized and personalized recruitment and financial aid/scholarship processes for targeted students, developing long- and short-term retention goals, and organizing to systematically address all enrollment management issues and facilitate University-wide participation and communication with the assistance of four committees; the Enrollment Management Policy Group, the Undergraduate Recruitment Coordinating Group, the Undergraduate Retention Coordinating Group and the Graduate and Professional Student Enrollment Management Group. Vice-President Ota is available to meet frequently with the Faculty Senate and other standing committees because the entire campus community must embrace the plan.

11. **ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:02 p.m.

Robert L. Mitchell, Secretary

**Appendix\***

1. Consent Agenda item forwarded from the Instruction and Curriculum Policy Committee.
2. "Acceptable Use of Computers and Networks at the University of Arizona" RPC-revised 12-22-03.
3. "Misuse of University Assets" policy from Joel Valdez revised 1-23-04.
4. Powerpoint slides from Patti Ota's presentation on Enrollment Management.

\*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 January 26, 2004**

Motion 2003/04-37 Seconded motion from the Instruction and Curriculum Policy Committee to approve the name change of the Department of Speech and Hearing Sciences to the Department of Speech, Language and Hearing Sciences. Motion carried.

Semin/2003-04/1-26-04semin

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