
Substitutes: Allison Ewing for Mark Bartlett, William Verdini for Betty Craft


Guests: Gail Hackett, Provost Office, Breandon OhUallachain, Geography, Rosie Renaut, Mathematics and Statistics, and Jim White, Chemistry and Biochemistry

1. Call to Order.

The meeting was called to order by Senate President Tony Garcia at 3:17 p.m.

2. Approval of the Previous Minutes (October 27, 2003).

The agenda was sent by email to senators. The previous minutes and the agenda were posted to the Academic Senate Web site: (http://www.asu.edu/provost/ senate) prior to the meeting. Hearing no objections to the October 27, 2003 minutes, they stand approved. Please send any corrections to darby.shaw@asu.edu.

3. Announcements and Communications.

3.A Senate President’s Report (Tony Garcia).

I want to begin today with a few items from my report. Last week at the Board of Regents meeting, we had a few meetings of the Arizona Faculties Council. The Arizona Faculties Council is a group of faculty governance leaders from all three universities. We met with the ABOR staff to discuss one of the proposals that was approved last week (first reading) by the Board; it has to do with off campus credit course work. In meeting with the AFC, we recommended to the Board that instead of having the wording that the courses that will be given off campus--this is an ABOR policy, 2-205 Off Campus Courses and Programs--the Board was reviewing these for modifications because they have been on
the books for a long time and are basically out of date. NAU was the one most interested in updating them. AFC recommended to the Board that we have a statement that any courses or programs that are given off campus would go through approval by the existing faculty governance structure, and originally the wording had been that it would be approved or governed by the faculty--and there was a lot of discussion about what was meant by "the faculty." We believe that by changing that wording to be "the existing faculty or existing governance structure" made that off campus courses and programs will go through the same process that we have on campus. That was presented to the Board for a first reading.

The second item from the AFC last week was a task force on salary compressions. This item was presented to the Board on Friday. The AFC was going to do a study on faculty salaries, faculty compression, also looking overall at compensation and the AFC plans to invite a few of the Regents in a workgroup to discuss these issues, as well as to look at some ways through Changing Directions that some of the rules governing faculty employment could be modified in order to account for greater flexibility in faculty being able to augment their salaries through other structures. This is a process that we are going to start in the spring semester. A proposal and report will be given to the Board of Regents at the beginning of fall 2004.

Last week at the Senate Executive Committee meeting, we met to discuss the university Senate idea and passed a motion in the Executive Committee to create a committee and the committee is comprised of the presidents and president-elects and past presidents from all three ASU campuses, as well as their student government leaders; at ASU Main we have two groups, GPSA and USG and both presidents will serve. This committee will come together and develop the membership of a task force to look at specifically two basic components of a charge: 1) to develop a university wide governance structure, a structure that is a university wide body that would consider university wide issues. 2) To look at how campus wide bodies consider campus issues would be composed. There is a bit more language in that motion but basically the process would take up most of the spring semester and this motion was passed by our Executive Committee, including the ASU East and West leadership and our undergraduate student leader as well. We are in the process of getting this committee to meet so they can develop a task force list of people who will then be charged with developing this new proposal on governance for consideration by the academic senates in the spring semester.

The last item is the consent agenda. The last time we met I mentioned the idea of a consent agenda and we actually have CAPC which uses a consent agenda in their meetings, so, what we are going to for the December 8 meeting is have a motion to consider the adoption of a consent agenda. It was thought in the Executive Committee that we should not just go ahead and run with the idea of a consent agenda, so that people could take a look at it and make sure that we are all comfortable with the details about how long there should be between a consent agenda and the time when a senator could remove an item off the consent agenda. We will draft the motion and target the December 8 meeting to present it for a first reading.

That is the end of my report, are there any questions?

Senator Mulvihill: The committee has been created for the university senate idea. The committee that has been created will appoint a task force. Is that right?

Senate President Garcia: Yes, to appoint a task force, because there was discussion at the Executive Committee about how large the task force should be, who should be on it, especially the student
representation, then being able to look at both campus wide faculty governance as well as a university wide body in detail. I believe it was thought it would be better to particularly broaden the membership of this committee, rather than just having the senate leaders get together. We hope to have a meeting in December.


Thank you, Tony. I will be brief today. First, we have had about 12 open forums on all of our campuses. The next will be at the Downtown Campus tomorrow to hear people's reactions to some issues related to the University Design Team Report. We have three more forums scheduled for right after Thanksgiving. They have gone from very rich to rather vacuous, so we have read the whole range of emotions and it is our intent to synthesize what we have learned during December and make some recommendations to the president. We think those should eventually come to this body.

Secondly, as you know, last year we appointed a promotion and tenure task force from all the campuses to talk about how we would revise the promotion and tenure policies and practices in line with some of the issues that the president has raised. That task force has now given us a document and your president was on that Task Force. We will be sharing this with the academic senates at the campuses, the personnel committees, for them to start working on it, to see what they think and at the same time we are going to put it up on our web site and ask anyone who wishes to comment to please do that. We will make that web site contain all the comments so that you will be able to watch the traffic on this issue and put your two cents in as you wish. We will also meet with the deans and chairs and talk about it, and any group that invites us, particularly if there are groups that would like more insight, we will probably ask a couple members of the task force to go and explain what their thinking was.

We are working to understand how to design a university college, and again, we hope that by the time we are ready to make some recommendations vis a vis this project, the Design Team will also be ready to make recommendations on a University College. We have had a group meeting with Maricopa Community College to talk about the alliance that you have read about lately, with the goal being how do we encourage more community college students to track through the baccalaureate degree? That is obviously in the best interests of the State, the more students who get baccalaureate degrees--there is a set of students who would be very good university students but they are probably served well by starting at the community college. Our problem is the transfer rate isn't near high enough and one of the things we want to do is allow the students who moved from the community colleges to the university when they get their baccalaureate degree, or perhaps even before, to get an associates degree, so that they could back transfer in essence some of those courses here. We would end up with more students having associate's degrees and bachelor's degrees.

Finally, there is a lot of energy going into ABC, the Arizona Biomedical Consortium, which will be building facilities on the Phoenix Union site, and it will a joint effort of the UofA, ASU and NAU and it will house a place where ASU faculty can have active engagement with clinical research. A better picture of that project was presented to the Board this week, to get their permission to start on the first building, which will be a $17 million clinical research building for which ASU will be paying $10 million and the UofA $17 million. Before I ask for questions, let me wish all of you a very happy Thanksgiving. I hope that you will all get to be with your family over the holiday on the kind of joyous occasion that we all look forward to. I would be happy to answer any questions or comments you have at this time. I see Doug Johnson up on the top row; he has being doing yeoman's work on
health insurance and working with the Department of Administration, and we are beating on them as hard as we can to try to make sure that they will give us a place at the table, and that we will get a plan that actually better meets university employees' needs.

**Senator Landers:** In this morning's State Press, there was an article there about the last Board of Regents meeting where we were unraveling and separating some of the performance measures for us versus UofA, etc. It was a brief article, sketchy, and what they did put in for the UofA were some measures regarding the research and graduate program and I did not see any of that in ours. Do we have something like that?

**University Provost Glick:** We have five measures. Three of them are about undergraduate education: 1) graduation rates and particularly two things there--one is what is the six-year graduation rate for people who start as freshmen that graduate, what fraction do it in four years? It is quite fascinating--of those students who start as freshmen and graduate in six years, 85% do it in four years. We are more a four year institution than we give ourselves credit for. It is just not enough of them graduate period. Also, freshman persistence. 2) Funded research--contract and grant totals. 3) Community embeddedness and it was geared toward how many teachers out in the field are we helping annually--not how many we produce but how many we help, especially through the induction program. We know that there is a huge learning curve the first year, until students go through a teaching course. I think we have a very powerful program to help people survive that learning curve, since the dropout in our teaching is very high. I can't remember the other two items, so I will defer to the end of the meeting.

**Senator Hirata:** In response to the question, the Board proposed some general measures for all the institutions, and then there was a set of measures recommended for each institution. As I understand it, the Board will go back and try to consolidate if possible what the three institutions recommended, but still leave the option of each institution recommending their own measures.

**University Provost Glick:** What we will do is get a copy of that put up on the web. That is an important document. One of the things that I am so pleased about, as you know, ten years ago the Board wanted to mandate teaching loads and we convinced them that rather than the teaching loads, they ought to be interested in the outcome measures, and that led to the Hurwitz measures which changed into the UCAR measures and they kept expanding them--What kind of teaching loads? How much do students see tenured and tenure track faculty? How much they see other types of faculty? etc. The Board this year invited us to come back with a much more streamlined view and that view as Ernie said, is 5 or 6 Board measures that will look at the universities combined, not at each university separately. It won't break them down. Then each university gets 5 measures.

**Senator Johnson:** Several Board members indicated a preference to continue receiving the UCAR set of measures as well as a common data set. Do you think that will happen?

**University Provost Glick:** We are going to continue to collect the UCAR measures as well as the common data set that nationally gets set and dye cast. We will make those available to any Board member who wishes to see them but we will not have goals for them and we will not be having a public presentation, unless a Board member asks that we do that. I think it is a real step forward. At the same time, Joe Matt did a brilliant presentation on what makes up the *US News* metrics; why they are important and why they are fair and why they are unfair, and it was to really get the Board focused on not how you spend your days, but on what kind of results we get.
If there are no more questions, thank you and again have a very and good and prosperous Thanksgiving.

**Senate President Garcia:** Thank you Milt. We will post those measures on the Academic Senate Web page.

**3.C Senate President-Elect's Report** (Barb Kerr).

I just wanted to add a few comments to Tony's presentation. One of the concerns that we have is that we have been hearing a lot from the FA's, lecturers, advisors, in fact the entire group of people that go by many names but essentially have very little voice in governance of the university. Something that Tony has done in an attempt to remedy that is to suggest that if we come up with an overall structure for university governance for all three campuses that it includes more representation of that particular group. We are trying to gather information and figure out what can we do to make sure that this group of people not only have a voice but that there be a way that their excellence can be a part of the university's career path.

Is this group aware of the new designation of clinical professor and professor of practice? These new designations are coming up, and I would like to see us doing is going back to the departments and colleges and really observing the roles that exist right now—the structure of your department as it is—how many lecturers you have and what do they do. We found out there is almost no consistency across colleges on what is considered to be a lecturer and what is considered to be a visiting professor and what is considered to be a faculty associate. I would really appreciate hearing from you (bkerr@asu.edu) on how that is done in your department and what it means to the people that are there. We have a good report on this but what we really need to find out is where the rough edges are? Where is it not working? On the other hand, with these new designations, such things as professor of practice, we would really like to get a feel for where that would work and how that would work in your particular department. So, please email us at the Academic Senate Office if you have comments about that or if people in your division or department have comments that you would like to share with us about that, so that we can stay on top of these issues.

My only other comment would be to reinforce that what the Regents have done in changing the policy on online courses, it is really breathtaking when you think about it. We had a conference call to shape up the AFC position on that. It really means a lot when all of us no longer have to be thinking about, ok, I have to have this many hours of face time with my students and this many hours of this, and I have to figure out how to justify it—we are now going to be able to decide that within our departments, what is going to qualify as contact—what does contact mean? That gives us a lot of freedom and also a lot of new responsibility that we have not had before. When we can simply say, ok, a course is 45 minutes of a professor talking to students that was easy. It won't be as easy anymore. It puts a lot of responsibility on us to really define what contact means online, essentially what does teaching mean, in this new context of distance learning, of having courses where classes meet in a number of different places and in a number of different ways. So, again, we would like you to let us know how it is working where you are. That is all I have today.

**Senator Dwyer:** When you were talking about the career paths for lecturers, adjuncts, etc. Are you working with the Provost Committee that is dealing with non-tenure track recommendations?
Senate President-elect Kerr: Yes, Susan Mattson is working with them, do you have a question?

Senator Dwyer: I know of that work and there are also some gender issues that have come up.

Susan Mattson: They have met a couple of times, and are getting their mission and objectives of forming the task force, the advisory committee drawn up. They will be looking at all these issues that have been established and any new ones that may be coming up.

Senate President-elect Kerr: What we are hearing about are not only gender issues with regard to lecturers, and teaching large graduate sections, but gender issues are popping up in a lot of different ways through everything from the University Design Team recommendations to promotion and tenure issues. Any observations that you have along those lines, please send them to me.

Senator Martinez: Just as a general point, when you mention gender issues, people always confuse that with sexual orientation. There are other issues that are silenced with the mention of gender issues, such as race and sexual orientation. Just to remind people that there are other issues to consider.

University Provost Glick: I just thought of the fifth measure--percent of graduates ranking their educational experience as good or excellent. It is very high by the way--more than 90%, and we would like to raise the excellent number. The other thing I want to add is that we are having three consultants in to examine our information technology capacity. We are bringing in Joel Hartman from the University of Central Florida and Ken (?) from the University of Colorado and Jim Button, who was the head of the Supercomputer and is now at Purdue. We have not had such a review in over a decade, and if any of you would particularly like to talk to them, we will try to get your messages through.

Senate President Garcia: On the Board policy for reconsidering off campus courses, we can get the latest modified language posted on our Web page, and as Barb has mentioned there are lot of interesting things about that proposal.

3.D USG President's Report (Brandon Goad). No report.

3.E Past President's Report (George Watson) No report.

3.F ASU West Senate Report (Fran Bernat).

I have a few items. In regard to promotion and tenure process; there was a motion that had a first reading to change the tenure review cycle from 2/4/6 to 3 and 6, to coincide with the other senates. We believe that will pass right away, but we did separate out discussion on how to divide annual reviews of faculty. I know that you also have discussed chair's annual reviews and having progress toward tenure be part of that annual review process. That is going to be discussed within our Senate Personnel Committee. We thought that as a matter of due course, it would be simpler if we dealt with the 3 and 6 year clock proposal and then deal with recommendations concerning annual reviews as a separate matter. Of course, that could take a little more time. I wanted to make sure that we were giving constructive advice to persons in process, and to make sure that we created a six year clock that would move along quickly. We are working on that.
In addition, we have created an ad hoc committee to review the task force report submitted to us from Provost Glick (P&T II).

University collaboration. We were concerned with the motion that had been presented in the Senate Executive Committee, and we did not approve of it. Our Senate voted strongly to reject that initial model because we felt it would affect our faculty voice and our ability to work collaboratively with the other senates and with our central administration. We are quite supportive of the idea that we need to collaborate, and we think that the greater the diversity of voices localized to the individualized campuses, the stronger the faculty voice of the Senate, and we know how best we want to proceed in a shared governance model.

Faculty Raises. They are still a concern to the faculty at West campus and I am sure at every other campus. We want to make sure that equity and market value, and pay compression does not exist. Ten years ago we did not have much of that, but over time we are beginning to see more of that at the West campus. I know that this campus has experienced greater pay compression and concerns about equity and market value—than had previously existed at the West campus, but we are beginning to see a concern about that there as well.

Convocation. I have not attended a lot of the meetings of the Main Senate because they conflicted with my representation for my Senate on our convocation task force, and I am missing that meeting today to come here and give a general report to you at the end of the semester. Our convocation is set for December 19, Friday, which is the day after graduation—as you know we will be having one graduation ceremony for all the campuses but each campus will have a convocation. We are going to have our convocation on the grounds of the West Campus, which provides a delicate balance for us. We are hoping for no rain because we will be outside and some of the areas where we will be doing break out groups are in retention water basin areas—so if it rains a couple of days before, we might have some soggy soil. We tried to keep the costs down but also provide an exciting convocation. You can imagine how many sessions we have had about the convocation, it being our first ever, and wanting to make it make it fancy and sweet but at the same time practical. We will see how it works. Just pray for no rain!

AFC and ABOR. I had some discussion with our Senate Executive Committee. and also I sent around the proposal that went to ABOR, to our curriculum committee. Some of the concerns that we discussed on conference call with members of the AFC and in our Senate Executive Committee, were also expressed by the curriculum committee on the West Campus. The main concern was with oversight and whether or not faculty would have the ability to have a say over these courses, and we felt strongly about not wanting to sacrifice quality for the sake of the convenience of having an off site program or course.

The University Design Team process. Our faculty has been very active and engaged individually and by department; the Senate invited Milt Glick over to talk to us. It was very low key but there has been a lot of discussion on our campus. At our last meeting of the Senate on Wednesday, there is a proposal circulating its way around the campus, and will be emailed to Milt Glick that strongly supports all the basic principles of the University Design Team. We really think it is important for faculty to be engaged, to find their own destinies, to have strong faculty that deal with research, community engagement, and graduate programs, and strong undergraduate curriculum concerned over multidisciplinary issues that affect all of us collectively, and students in particular. We are also strongly opposed to the derivative model where one side will oversee the curriculum across the
campuses and across the university, because, again, we think that the best curriculum decisions are made by the faculty at the different locations where they reside in the different departments and programs--they are more strongly connected to the faculty and the governance of the university campus when faculty have control over such matters as curriculum, admission, and such matters as how to progress as a community.

Finally I think Milt is right we ought to say Happy Thanksgiving to everybody!


From the East Campus, we have had our President and our Executive Vice President and University Provost visit and talk to us about promotion and tenure, and the University Design Task Force Report.

At the last ABOR meeting, our program in Computing Studies was approved. We will have forthcoming from our curriculum committee a proposal on General Engineering. That has been delayed a bit. I anticipate that it will get out of our Curriculum Committee in December and hopefully be presented in January to the Board of Regents for approval.

At the previous ABOR meeting, David Camacho from NAU, the president of the Arizona Faculties Council, asked the Regents to appoint a study committee on faculty compensation. However, at the last meeting on Friday, the chair of the Strategic Planning Committee, Ralph Bulla, indicated that he would like to see the university presidents include in their strategic plans, a plan for a salary compensation for faculty. I thought that was a good move on our part to ask for a committee on faculty compensation. One of the items that came up at the AFC meeting was that the AFC constitution and bylaws are rather dated and therefore we will study them and make recommendations to the AFC in revising the bylaws. One item that the AFC intends to get going, in light of the New American University--it was suggested that we study compensation for faculty, in terms of the research salaries, the amount that we can earn during the summer and the percentage of time in terms of our salaries that we can earn during the academic year. Those issues were brought up by the AFC members there, and hopefully they will be addressed with no formal assignment made, but I think some of us are interested and will continue to press in terms of looking at these issues. The example was raised that during the summer there is a limitation on how much we can earn in research related projects and summer teaching. I think I have reached the end of my notes from that meeting, but if you have any questions or anything that you would like the AFC to address let me know and I will try to get it on our next agenda in January.

4. Unfinished Business.

4.A. Curriculum and Academic Programs Committee (Michael Mayer).

4.A.1 Senate Motion #1(2003-2004): The Curriculum and Academic Programs Committee recommends Academic Senate approval of a proposal submitted by the College of Liberal Arts and Sciences for the Implementation of a Degree Program, B.A. in Biochemistry. **Rationale:** The purpose of the B.A. program in biochemistry is to provide a complementary program to the B.S. program in biochemistry similar to the way in which the B.A. program in chemistry complements the B.S. program in chemistry. The B.A. program allows for a broader base of study, allowing for more courses to be taken outside of the chemical and biological core courses. This degree program is also
designed to accommodate students who are attracted to biochemistry through experience in the life sciences.

**Senator Mayer:** I invited Jim White to come to the meeting today to represent this proposal. Are there any questions for him?

**Senate President Garcia:** Is there further discussion on this motion? We will do a voice vote. All in favor say aye. Senate Motion #1 passes.

I have one question about this that had nothing to do with the motion itself. This was presented to the Board last week and there is a typo.

**University Provost Glick:** Yes, that typo was corrected at the table by Regent Boice.

**4.A.2 Senate Motion #3 (2003-2004):** The Curriculum and Academic Programs Committee recommends Academic Senate approval of a proposal submitted by the WP Carey School of Business to Change the Name of an academic unit from School of Health Administration and Policy to School of Health Management and Policy and to Change the Name of a Degree from Master in Health Administration to Master in Health Sector Management. **Rationale:** The request reflects changes in program mission in MHSA as the result of careful analysis of the changing marketplace for leadership and management in the health sector, and changes that have occurred in business school based programs in several schools to which compare to SHAP.

**Senator Mayer:** I do not have a guest for this one, are there questions or comments?

**Senate President Garcia:** It goes straight to a vote and we will have a voice vote; all in favor of this motion please indicate by saying aye. Senate Motion #3 carries.

**5. New Business.**

**5.A Executive Committee** (Tony Garcia). I basically already gave that report in my announcements.

**5.B Committee on Committees** (Ernest Hirata). Darby tells me that 140 Academic Preference Survey forms have been received, out of the 1650 members of the Assembly. (So, we are not even close to our United Way participation on this one.) Therefore, we will send out another broadcast email to remind everyone to send in the forms on the web.

**Senate President Garcia:** So, please go to the web site and fill out the forms if you have not already done so. Go back to your departments and remind everyone also. The Academic Senate Web page address is http://www.asu.edu/provost/asenate. We are trying to get all the forms in by the end of the semester.

**5.C Curriculum and Academic Programs Committee** (Michael Mayer).

**5.C.1 Information Item.**

The Curriculum and Academic Programs Committee on October 29, 2003, approved a curricular proposal from the Ira Fulton School of Engineering to establish a concentration: MSE in Engineering Science, Executive Embedded Systems.
5.C.2 Action Items.

Senate Motion #4 (2003-2004) (First Reading): Request from the College of Liberal Arts and Sciences for the name changes of a degree program from: MS in Computational Biosciences to: Professional Science Masters (PSM) in Computational Biosciences. **Rationale:** The content of the program remains unchanged. The name change is requested to best reflect the national picture and to also recognize the professional status of this program of study for its future development and success.

Rosie Renaut from Mathematics and Statistics is present to answer questions.

Senate Motion #5 (2003-2004) (First Reading): Request from the College of Liberal Arts and Sciences for the Establishment of an Undergraduate Certificate - Geographic Information Science. **Rationale:** This certificate will show the student has achieved competency in the concepts and applications of Geographic Information Science (GIS) through the successful completion of 19 credit hours of focused study and capstone project. The certificate is cross disciplinary and designed: (a) for undergraduates wishing to pursue a GIS related career; (b) to meet the requirements for educational certification of professionals working in the fields; and (c) as a professional development basis for agencies such as Arizona Bureau of Land Management, USDA – Forest Service and local park, planning and recreation departments. The goal of the new certificate is to give students sufficient exposure to the changing fields of Geographic Information Science (GIS) to improve their employment opportunities.

Breandan OhUallachain from Geography is present to answer questions.

Senate Motion #6 (2003-2004) (First Reading): Request from the College of Liberal Arts and Sciences for the Establishment of a Graduate Certificate -- African and African Diaspora Studies. **Rationale:** African American Studies proposes to offer a graduate certificate in the field of African and African Diaspora Studies. The aim of this certificate program is to provide interdisciplinary training in four areas of emphasis: African Studies, African Diaspora Studies, Women and Gender in Africa and the African Diaspora Studies, and Comparative Studies. As our communities become more diversified and our interest with the world outside of the U.S. becomes more intertwined, there is a greater demand to understand the intricate complexities of diverse cultures both within and outside our own geographic boundaries.

There was not a representative present on this proposal.

Senator Haynes: I am from a department that is currently recruiting someone from that area, so I am interested in the extent to which the requirements of this program admit courses outside of liberal arts?

Senator Mayer: Outside of Liberal Arts? There are two Justice Studies courses listed, those are 501 and 575 -- *Race, Gender, and Crime*. The first is *Justice Theory*. There is an MCL Class, *Race, Gender and Media* and there is a Communication class, *Intercultural Communication Workshop*.

Are there other questions?

5.D Personnel Committee (Susan Mattson). No report.

5.E Student Faculty Policy Committee (Craig Allen).
Our committee is beginning to look at safety policy, so we are accepting whatever input there may on that. We are just started so we will have more to tell you at our next meeting.

5.F University Affairs Committee (George Watson). George is ill; there is no report.

Senator Johnson: I just wanted to call your attention to the opportunity to sign up for the flexible spending accounts until the end of the month. With the holiday approaching, that is right on top of us. It will let you pay for health care costs with pre-tax dollars.

Senator Keim: They have also expanded the coverage to a lot of over the counter medications. So you really ought to take that into consideration.

Senator Mayer: I believe that is limited, however, to what a Physician signs for.

Senate President Garcia: I recommend that you contact the Benefits Office of the Human Resources if you have questions on that. Also, each college has their own HR representative.

Move to adjourn.

The meeting adjourned at 4:16 p.m.

Recorded and Edited by:
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