



Academic Personnel Policy Committee

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APPC Annual Report 2020-2021

2019-2020 APPC Members:

Tessa Dysart, **Co-Chair**, LAW (6/18-5/21)
Ronald Hammer, **Co-Chair**, COM (6/16-5/21)
Khadijeh Alnajjar, Post Doc (6/20-5/21)
Jennifer Beyer, GPSC (6/20-5/21)
Janet Cooley, COP (6/19-5/21)
Daniel B. Ferguson, RDI (1/19-5/21)
Martin Reimann, ELLER (6/20-5/21)
Judd Ruggill, COH (6/18-5/21)
John P. (Pat) Willerton, SBS (6/10-5/21)

APPC met 6 times during the 2020-21 year (9/17, 10/15, 12/10, 1/12, 2/11, 3/25) to review issues & policies summarized below. We may also meet in April if needed.

9.17.2020 Meeting

Guests: Mary Beth Tucker, Interim Associate Vice President, Equity and Title IX Coordinator
Ilya Smith, Chief Compliance Officer, Chief Privacy Officer; Danielle Oxnam, Executive Assistant, Office of University Initiatives

Summary: Tucker updated the committee on extensive new regulations connected to Title IX that were released in May 2020. She provided an overview of Title IX and added it has never had extensive regulations until then-Secretary of Education, Betsy DeVos published the current regulations. Committee members asked questions. Smith informed the committee the Interim Public Health and Safety Policy was effective as of September 1, 2020, but was in a 30-day stakeholder feedback period that could change the policy. Committee members asked questions and posed concerns.

10.15.20 Meeting

Guest: Andrea Romero, Vice Provost, Faculty Affairs

Summary: Romero introduced proposed revisions to the annual performance review process and provided background information regarding how these proposed changes came about. She added the proposed changes were still in draft form and APPC was the first group outside of OGC to see the changes and provide feedback. Romero said the goal of the proposed changes was to reduce burdens on faculty, department heads, and directors while increasing the meaningfulness of post-tenure reviews for award nominations and feedback on promotion to Full Professor. Committee members asked questions and posed concerns.

12.10.20 Meeting

Summary: Hammer provided information regarding changes to the revised UHAP APR language since the last APPC meeting including simplifications to the peer review process. Committee members posed additional questions and concerns.

1.12.21 Meeting

Guest: Michael Brewer, Senior Information Resources Officer

Summary: Brewer discussed policy changes, proposed by UITS, regarding email services for emeritus faculty, employees who leave the University, are terminated, retire, or are no longer DCCs. The proposed changes would also apply to staff. Brewer said the causes of the proposed policy change came from constraints on the number of seats for software, including the Microsoft 365 office suite. He added UITS had looked into the percentage of employees who retire and continue to use their UA email and found roughly 80% stopped using their email. Brewer added UA email could become an opt-in service instead of granting access automatically after separation from the University. Committee members asked questions.

2.11.21 Meeting

Guests: Kasi Kiehlbaugh, Senior VP Health Sciences

William Neumann, Professor of Practice (Career Track), Eller College of Management

Summary: Neumann provided an overview of ongoing work that related to career track faculty titles. He stated this item would reach the Provost as a recommendation and would be shared at an upcoming Faculty Senate meeting. He also provided details of the career tract faculty ad hoc committee's makeup. Neumann stated the motivation behind improvements to career track faculty titles was the need to explain the structure of career track faculty. There were over 235 titles for career track faculty and UAIR was asked to put titles into buckets. Information was collected on inconsistencies and/or career advancement based on titled. A salary equity study was completed last year for tenure and tenure track faculty and the Provost was interested in conducting a similar study for career track faculty. Committee members asked questions and posed concerns. Hammer also discussed the latest iteration of revision to APR and committee members continued to ask questions and pose concerns.

3.25.21 Meeting

Guest: Lucas Schalewski, Director, Assessment – Research

Summary: Schalewski asked the committee for feedback on survey guidelines and processes previously distributed to members. He stated the guidelines and processes document was created because there had not been a coordinated, transparent process for surveying the UArizona campus community. He added there was need for ethical practices associated with surveying the campus to ensure employee and student privacy. The guidelines and processes presented by Schalewski were also geared toward removing survey fatigue, especially found within over-surveyed vulnerable populations on campus. Committee members asked questions and suggested that this item ultimately go to Senate.

Respectfully submitted,



Tessa L. Dysart, Co-Chair, APPC