

THE UNIVERSITY OF ARIZONA®  
**ACADEMIC PERSONNEL POLICY COMMITTEE**

Faculty Center  
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**APPC Annual Report 2016-2017**

**APPC Members:**

Moisés Paiewonsky, Music (11/10-5/17) **CHAIR**  
Alberta Charney, Eller (8/13-5/17)  
Roger Dahlgran, Agricultural/Res Economics (6/10-5/17)  
Ronald Hammer, Basic Medical Science (6/16-5/17)  
Olivia Johnson (8/16-5/17)  
James Sheldon, GPSC (9/16-5/17)  
Brad Story, Speech, Language & Hearing Science (7/10-5/17)  
Richard Vaillancourt, Pharmacology (6/14-5/17)  
John P. (Pat) Willerton, School of Gov't/Public Policy (6/10-5/17)

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**APPC will have met 4 times during the 2016-2017 year  
to review a variety of issues/policies as summarized below.**

**8/29/16 Action Item:** Review and present revisions, improvements, and suggestions regarding E-Cigarette Policy.

**Proposed by:** Faculty Officers and A. Vaillancourt to APPC and the Faculty Senate.

**Summary:** Members suggested strengthening the wording around the known dangers of nicotine addiction. The Committee was also told that not all e-cigarettes contain nicotine, but it would be impossible to know which did or did not. The allergy/pulmonary causing effects of the odorant used in e-cigarettes was also discussed. While the smoke may not bother the user, it does impact those around them. The Committee agreed to strengthening the definition of nicotine to add "a known addictive substance" and to have supporting documents explaining that not all e-cigarettes contain nicotine.

**Vote Tally:** The Committee voted to unanimously support the document with these suggested changes.

**9/28/16 Action Item:** Work with C11 on RCM and Shared Governance issues; Review and present revisions, improvements, and suggestions regarding Textbook Adoptions and Syllabi Statements.

**Proposed by:** Faculty Officers and A. Vaillancourt to APPC and the Faculty Senate.

**Summary:** Discussed with Committee members, their possible participation with the Committee of Eleven (C11). C11 has decided to talk with the deans' office in each college to try and discover whether Responsibility Centered Management (RCM) is being used transparently in each college and department within a college. The Committee is also gathering information



about each college's bylaws—how and if they are being used and what protections they provide for faculty. Members of APPC volunteered to contact various deans' offices and either speak directly with the dean or with the business managers within a college.

Members briefly discussed the impact on student costs when textbooks are not submitted by the given deadlines set forth by the University BookStores and the Federal Government. Members questioned whether there could be an enforceable policy that would incentivize faculty to submit their textbook decisions on time and have their required textbooks on the course syllabi when students are selecting classes for the following semester. The Committee also outlined situations that keep faculty from submitting their textbook decisions on time.

**Vote Tally:** The Committee voted unanimously (6/0) to help C11 with their information gathering.

**12/14/16 Action Item:** Review and present revisions, improvements, and suggestions regarding Gender Pronoun Guidelines, Syllabi and Content Warning Advisories, and UHAP Chapter 7.

**Proposed by:** Faculty Officers and A. Vaillancourt to APPC and the Faculty Senate.

**Summary:** Committee discussed the reason that pronoun usage in the classroom has been brought to the attention of this group. The Committee feels strongly that the proposed wording should remain as a guideline for the foreseeable future and not a policy that would then become a mandate and require consequences that in reality could be unenforceable, because of the need for cultural change and perception. Discussion concerning the correct pronouns followed and it was explained why he/she can be inappropriate and how "they" is becoming commonly used as a singular pronoun. Members also pointed out that having an inclusive campus atmosphere not only affects those already on campus, but those considering coming to the UA.

Members discussed the proposed differences in the current *Notification of Objectionable Materials* and the *Content Advisory Guideline* that was sent to members before the meeting. The Committee and other groups across the campus have been asked to advise L. Nadel concerning the need for the guidelines. Members discussed what pictures, text and video within a course would need to have such an advisory without restricting academic freedom. Members also discussed instances that have occurred within their classes that warranted trigger warnings for students that may have an adverse effect if they were caught off-guard by the content. Members preferred guidelines rather than a policy so that as materials and situations change, professors are not locked into disclosing course content that no longer needs a warning. Members also wanted to be sure that students who may object to how specific course content is presented are still responsible for the course materials and content and may need to discuss their particular issues with the course instructor for alternatives.

Members were asked to look at Chapter 7 of the University Handbook for Appointed Personnel (UHAP). During the meeting members specifically looked at Chapter 7.01 and the initial policy wording that is listed. Members discussed the role of department heads and deans in enforcing the current policy. Paiewonsky asked members to look at the whole chapter available below:

<http://policy.arizona.edu/university-handbook-appointed-personnel>

and asked that members talk with colleagues and be ready to discuss additions, clarifications or issue placement within the policy, at the next APPC meeting. Members would like more specific wording concerning behaviors on and off campus.

**Vote Tally:** Full consensus from members in attendance.

Respectfully submitted,

*Moisés Paiewonsky*

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Chair, APPC