MINUTES
FACULTY SENATE
May 11, 2015

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1. CALL TO ORDER
The meeting was called to order by Vice Chair of the Faculty Michael Brewer at 3:02 p.m. in the Old Main Silver and Sage Room.


Vice Chair Brewer thanked outgoing Senators Bourget, Brock, Brooks, Finnegan, Hamilton, Higgins, Jones, Joseph, Kohler, Lega, Miller, Najafi, Netherton, Nfonsam, Polakowski, Rees, Richardson, Ritter, Silverman, Spece, Trump, Vercruysse, and Yeager. Parliamentarian J.C. Mutchler was absent.

2. ACTION ITEM: ELECTION OF UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT, COMMITTEE ON CONCILIATION, UNIVERSITY HEARING BOARD, SHARED GOVERNANCE REVIEW COMMITTEE, GRIEVANCE CLEARINGHOUSE COMMITTEE AND SENATE EXECUTIVE COMMITTEE
Brewer instructed Senators to cast votes on the orange ballot, fold it in half and place the completed ballot in the center of the table. Secretary McKean will gather the ballots and tally the votes. Election results will be announced later in the meeting.

3. APPROVAL OF THE MINUTES OF APRIL 6, 2015
The minutes of April 6, 2015 had two corrections and were approved as amended.

4. QUESTION AND ANSWER PERIOD FOR ASUA, GPSC AND APAC REPORTS
There were no questions.

5. REPORT FROM THE FACULTY OFFICERS
Brewer reported that the UA will host the next PAC 12 Academic Leadership Coalition scheduled for February 26-28, 2016. A Senate planning meeting will be held on Wednesday, May 13, 2015 from 8:00 a.m. to 11:00 a.m. in the Silver and Sage room. Refreshments will be served, and this will serve as a time to gather ideas and suggestions on the format and content of the Senate meetings.

6. REPORT BY PROVOST COMRIE
Provost Comrie was absent.

7. REPORT FROM PRESIDENT HART
An effort was made to alter tuition and fees proposals of each of the Universities. An amendment was made to Arizona State University’s first tuition and fees proposal. The amendment was based on the feeling of some Regents that the cost of education should be shifted by one-third of total increases from resident students to both foreign and domestic non-resident students. The amendment failed by a vote of 6-2. The UA maintains an alignment with its tuition nationally with its peer research institutions. A review of the three Arizona University proposals indicated that all three Universities have a tuition cost of just over $11,000 per year, that the debt for undergraduates at graduation is essentially constant, with the UA having the lowest percentage, and the average cost of each Bachelor’s degree for each University being just over $58,000. The Regents are moving forward with a change in policy to create a new tuition category for Arizona high school graduates who are no longer legal residents, but who have attended three of the four years of high school at Arizona high schools. A 150% tuition category will apply to DACA and other eligible students, and will move forward in June 2015. Hart said that UA Foundation CEO James Moore has left the UA Foundation and accepted a position at the University of Illinois Foundation. The UA has no oversight over the leadership of the UA Foundation. Ordinarily, at most public Universities, the President/CEO of a Foundation will have a dual report to the Board of Trustees and the President of the University. The process to find a replacement will consist of the Foundation issuing a Request for Proposals from search firms, select a firm, create the job description, and finally assemble a ten to twelve person search advisory committee. The arrangement between the UA Foundation and the UA is specified in an annually renewable Management Services Agreement.

8. QUESTION AND ANSWER FOR PROVOST, PRESIDENT AND FACULTY OFFICER REPORTS


1) Senator Brock asked Hart if the 150% applied to non-traditional students. Hart said that students who leave Arizona and wish to return will be eligible for the lower tuition rate. 2) Senator Martin asked for clarification on the cost of $58,000 per Bachelor’s degree. Hart replied that this amount is what it costs the UA per student, the $11,000 that the students pay includes room and board. 3) Nadel asked how the amount is calculated. Hart said that it includes the total expenditures to provide a Bachelor’s degree. Standards are provided nationally.

9. ACTION ITEMS: NON-CONSENT AND CONSENT AGENDA FROM UNDERGRADUATE AND GRADUATE COUNCILS – DENNIS RAY AND KOEN VISSCHER

Brewer introduced the first item on the Non-consent agenda, Approval to Create Student Engagement Policies and Guidelines. [Motion 2014/15-22] passed and is detailed at the end of these minutes. Brewer introduced the second item, Approval to Simplify the General Education-Tier One Study Area Requirements, [Motion 2014/15-23] passed and is detailed at the end of these minutes. On the Consent agenda, Request for Authorization to Implement a New Degree Program for the Bachelor of Science in Environmental Engineering, [Motion 2014/15-24], Request for Authorization to Implement a New Degree Program for a Bachelor of Science in Geographic Information Systems Technology, [Motion 2014/15-24], Request for Authorization to Implement a New Degree Program for Master of Public Policy, and [Motion 2014/15-27] Request for Authorization to Implement a New Degree Program for Information MS all passed and are detailed at the end of these minutes.

10. INFORMATION ITEM: REPORT ON THE SENATE TASK FORCE ON OPEN ACCESS (OA) – CO-CHAIRS DAN LEE AND DAVE KILLLICK

Lee explained the charge of the committee, “The task force will review how we as a faculty might act in order to expand access to our scholarly and research outputs. This would involve reviewing what other faculties and universities have done in this area, summarizing the options/approaches, and then bring back recommendations on next steps or options to Faculty Senate for further discussion and/or action. The faculty officers propose we charge the Task Force to submit its report no later than March, 2015.” The committee met to first define Open Access, the scope of work and discuss the 2013 White House mandate for all Federal Agencies with $100M in Research and Development funding to implement Open Access policies. The committee looked into OA policies of peer universities, and Co-chair Killick met with the Director of UA Press. Many peer universities have made recommendations to emphasize open access, but no demands have been made to publish in open access journals, with the exception of the United Kingdom. Several campuses have a “Harvard Style” policy where the faculty commit the accepted manuscript version of journal articles to be published in the campus repository.

A survey was sent out to faculty and graduate students on the open access experience with 155 responses received. Of the responses, 90% were faculty with seven graduate students. Publishing in open access journals results showed that 10% of the respondents said they mostly do, 13% said they sometimes do, but would like to do more, 25% said they sometimes do, 28% never have published, but are interested in doing so, 21% prefer not to, and 3% don’t know. The three biggest publishing concerns were shifting the cost of publication to authors, quality of open access journals and reputations of the journals. Most respondents archived publications irrespective of copyright issues, and over 64% would likely use the UA’s open access repository. Respondents indicated that researchers should make their articles on research available to the public and that the process for obtaining articles should be easy and straightforward.

11. OPEN SESSION

Senator Bourget made a suggestion to fine-tune the Academic Program Review procedure manual for the every-seven-year Academy Program Review (APR) process. A provision in the APR procedure manual states, “The unit head may also provide a two-page letter of response to the dean, Senior Vice President for Academic Affairs and Provost (and, as appropriate, the Senior Vice President for Health Sciences), and the Senior Vice Provost for Academic Affairs regarding the conclusions and recommendations in the report from the Joint Internal/External Review Committee prior to this final meeting.” In the spirit of shared governance, Bourget suggested that language be added in this sentence to give the faculty of the unit concerned the opportunity to participate in the response if they wish to do so. There are already provisions for the faculty to be involved at various stages of the process, but Bourget firmly believes that there should be provisions for faculty to be involved if they wish to do so until the end of the process. Bourget addressed a previous Senate discussion where the start-up cost of $1M for a biological sciences faculty member was mentioned. How long does it take for the UA to recoup its investment on the faculty hire? Limits need to be set on the financial packages offered to incoming faculty, and the research mission intertwined with the teaching mission makes the UA a world-class university.

12. INFORMATION ITEM: A STRUCTURED DISCUSSION AMONG SENATORS ON DIVERSITY - VICE PROVST TOM MILLER AND DEPUTY DEAN FOR DIVERSITY AND INCLUSION COLLEGE OF MEDICINE, FRANCISCO MORENO

Moreno said that in fall 2014, the Provost asked for input to form a group on Diversity and Inclusion. One goal with forming a group specializing in Diversity is the advancement of excellence at the UA. The trend in undergraduate/graduate/faculty recruitment has steadily improved, but retention for faculty is on the decline. UA is number one in diversity among the Public AAU, number one in PhDs to American Indian/Alaskan Natives (AIAN), and number nine in PhDs to Hispanic/Latino (H/L). Table discussions included three questions; “What approaches could you use in your units to address diversity,” “What kind of diversity matters,” and “How should we structure ourselves as a university with respect to diversity, e.g., Chief Diversity Officer or not?”

Senator Finnegan said that international exchange students that come to the University experience a language barrier and lack good communication with other students. Partnering with another student to receive mentoring in language can be helpful. Nadel said that Northern Arizona University has a small program that assigns mentors to international students. Hart mentioned that international students that stay within their community isolate themselves from the University. Senator Moreno said that diversity means different things in different disciplines. Nadel said that gender, race and ethnicity are some of the ways to think about diversity, but other perspectives are orthogonal, cultural, economic, and political. Senator Paiewonsky mentioned devising a system of metrics where tracking is possible. Hart
said that faculty need to be supportive of students leaving the University to have other experiences instead of staying in their comfort zone and planning to wait for a faculty position to become available locally. When Universities hire their own students, new hires need to be taught lessons in independence to foster the concepts to become independent scholars. Diversity hiring can sometimes be construed to mean that the faculty member was only hired for that purpose. Senator M. Witte said that problems arise without the help of extramural funding. Witte’s recent visit to New York University showed that half of the faculty graduated and remained at the institution providing a very stable infrastructure. Senator Ray stressed the need for a support system within the institution for both students and faculty in order to succeed. Miller said that African American and American Indian graduation rates are 46.9% and 45%, respectively, compared to whites at 61.9%. Retention rates for new freshman for African Americans is 73% compared to 83% for whites. Rates are not improving as significantly as the percentage of students recruited. Paiewonsky said that he is the only Hispanic person in his department, and has been a member of two search committees. Both times, colleagues involved in the search suggested focusing on ethnicity and gender over and above the candidate’s qualifications. Paiewonsky did not agree that diversity was more important than a candidate’s qualifications. A Diversity Officer could be employed as a source of gathering and providing information rather than a vehicle for enforcement.

13. ELECTION RESULTS FOR UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT, COMMITTEE ON CONCILIATION, UNIVERSITY HEARING BOARD, AND FOR FACULTY REPRESENTATIVES TO THE SHARED GOVERNANCE REVIEW COMMITTEE, GRIEVANCE CLEARINGHOUSE COMMITTEE, AND SENATE EXECUTIVE COMMITTEE

The Senate conducted its annual elections in accordance with the General Faculty Bylaws. Votes were cast using written ballots and tallied by Secretary of the Faculty Bobbi McKean, Senator Moises Paiewonsky, and Senator Teresa Moreno. Those elected are:

**COMMITTEE ON CONCILIATION**
Beth Grindell  
Alfred Quiroz  
Daniela Zarnescu

**UNIVERSITY HEARING BOARD**
Jennifer Aubrey  
Elizabeth George  
Scottie Misner  
Edward Reid

**FACULTY SENATE EXECUTIVE COMMITTEE**
Teresa Moreno

**FACULTY SENATE REPRESENTATIVE TO THE GRIEVANCE CLEARINGHOUSE COMMITTEE**
John Leafgren

**UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT**
Paul Bennett  
Manish Keswani

**FACULTY SENATE REPRESENTATIVE TO THE SHARED GOVERNANCE REVIEW COMMITTEE**
Michael Polakowski

12. OTHER BUSINESS

There was no other business.

13. ADJOURNMENT

There being no further business, the meeting adjourned at 4:56 p.m.

Barbara McKean, Secretary of the Faculty  
Jane Cherry, Recording Secretary

Appendix*

*Copies of material listed in the Appendix are attached to the original minutes and are on file in the Faculty Center.

1. Ballot and Biostatements for Senate Elections  
2. Minutes of April 6, 2015  
3. Report from GPSC  
4. Report from the Faculty Officers  
5. Report from the Provost  
6. Report from the President  
7. PowerPoint on the Senate Task Force on Open Access  
8. PowerPoint on Diversity with Statistics  
9. 2015-2016 Senate Schedule  
10. 2015 Committee Annual Reports  
11. ASRS Annual Report
Motions of the Meeting of May 11, 2015

**Motion 2014/15-22** Seconded motion from Undergraduate Council *Approval to Create Student Engagement Policies and Guidelines.* Motion carried.

**Motion 2014/15-23** Seconded motion from Undergraduate Council *Approval to Simplify the General Education-Tier One Study Area Requirement.* Motion carried.

**Motion 2014/15-24** Seconded motion from Undergraduate Council *Request for Authorization to Implement a New Degree Program for the Bachelor of Science in Environmental Engineering.* Motion carried.

**Motion 2014/15-25** Seconded motion from Undergraduate Council *Request for Authorization to Implement a New Degree Program for a Bachelor of Science in Geographic Information Systems Technology.* Motion carried.

**Motion 2014/15-26** Seconded motion from Graduate Council *Request for Authorization to Implement a New Degree Program for Master of Public Policy.* Motion carried.

**Motion 2014/15-27** Seconded motion from Graduate Council *Request for Authorization to Implement a New Degree Program for Information MS.* Motion carried.

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