

**MINUTES
FACULTY SENATE
December 7, 2015**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Michael Brewer at 3:03 p.m. in the Old Main Silver and Sage Room.

Present: Senators Abraham, Aleamoni, Armstrong, Ayoun, Brecci, Brewer, Brock, Colina, Comrie, Conway, Cuello, Cuillier, Dahlgran, Dai, Finnegan, Fountain, Galilee-Belfer, Ghosh, Hammer, Hart, Hazen, Hildebrand, Labate, Leafgren, Lee, Martin, McKean, Meixner, Miller, Moreno, Nadel, Netherton, Neumann, Pietz, Ray, Russell, Schwartz, Silverman, Simmons, Smith, Snyder, R. Vaillancourt, M. Witte, R. Witte and Parliamentarian J.C. Mutchler.

Absent: Senators Cox, Duran, Felix, Fregosi, Guertin, Harris, Johnson, Jull, Najafi, O'Keeffe, Paiewonsky, Pau, Polakowski, Rees, Richardson, Ritter, Spece, Story, Sun, A. Vaillancourt, Valerdi, Visscher, and Yeager.

2. APPROVAL OF THE MINUTES OF NOVEMBER 2, 2015

The minutes of November 2, 2015 were approved as amended with one abstention.

3. REPORT FROM THE FACULTY OFFICERS

Nadel reported that the November 20th ABOR breakfast was a big success. Twelve exceptional students reported on their experiences outside of campus. The Research Policy Committee will be re-starting with Erica Corral from Materials Science and Engineering as the new Chair. A Faculty Listening Tour will be meeting with students from the six campus cultural centers to listen to the students talk about their experiences at UA. Vice Chair Brewer thanked the faculty for their outstanding response to the Non-tenure track survey. 38% of those surveyed answered the poll.

4. QUESTION AND ANSWER FOR ASUA, GPSC AND APAC REPORTS

Vice Chair Brewer asked GPSC President Netherton when it will be announced who the new student regent to ABOR will be. Netherton replied that they are hoping from an announcement from Governor Ducey in January or February. Brewer also asked for clarification of the Navigator Program. Netherton explained that is something being established with a broad network of people who students already come to for help that will help facilitate students better understand their options for issues that are not being met on campus.

5. REPORT BY PROVOST COMRIE

Provost Comrie reported on the appointment of Dean of UA Libraries Karen Williams at the Interim CIO. The search committee for a permanent CIO is being formed and will have fifteen to twenty members. Other job search updates: Job ads are published for the UA Foundation President being facilitated by the UA Foundation Board of Trustees; a national search is underway for a chief Diversity Officer with the goal of on-campus interview in mid-spring; and the search for an Eller College dean is in its final negating stage with results being announced soon. Comrie also explained that he is visiting many colleges and departments for informal talks and is looking forward to many more. He reminded Senators that the induction ceremony for new Regents' Professors, Distinguished Professors and Distinguished Outreach Professors will be on Wednesday, December 9th.

6. REPORT FROM PRESIDENT HART

President Hart updated the Senate concerning the interaction she and other University administrators had with leaders of cultural centers and multi-cultural advisory committees across campus. She complemented the Faculty Senate leadership on their immediate addressing of the issues brought forth by students by conducting Listening Tours. Those involved in the Tours emphasized the differences in lived experiences across campus. President Hart thanked Lynn Nadel-Chair of the Faculty, Sarah Netherton-President of the Graduate and Professional Student Association and Manny Felix-President of the Associated Students of the University of Arizona for their work involving the Listening Tour. She also thanked the Black Student Union team for their willingness to share their views and concerns. President Hart updated the Senate concerning the discussion between the three university presidents, the President of ABOR, the Governor and his staff and the Chairman of the Arizona Board of Regents. The refrain seems to be from the legislature that there is no money. The excess revenue collected this past fiscal year will not be ongoing and may even result in a tax cut. The sense is that due diligence on behalf of UA about the future will not be wasted. A lot of people at UA, Provost Comrie, CFO Goldman and senior staff at the Foundation and teams at the deans' level will be working even harder on philanthropy. At the last ABOR meeting, held on the UA campus, the UA committed to new 2025 goals aligned with the *Never Settle Strategic Plan*. The goals emphasized retention and

graduation rates that are a stretch, but attainable. President Hart also made a comment about the strategies being used to address threats of violence on campus. There have been changes made to security at McKale Center that are taking place immediately that should make everyone safer.

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

Questions and comments included: 1) Senator Silverman had two questions for President Hart. First, were suggestions given to Governor Ducey about university funding and second what about university presidents' bonuses versus presidential salaries. What should be said to faculty and the community to help explain this? Dr. Hart replied that the presidents put forth a suggestion to the Governor that is based on the Arizona constitution that says that the state needs to commit to fund in-state Arizona college students costs at 50%. Currently, state appropriations fund at 34% meaning the universities have to finance 66% through higher tuitions to out-of-state and international students. Other suggestions include ending tuition remission, allowing the universities to change their health plan costs to better reflect the real cost of the universities to the state plan, and allow the universities the use of commercial paper as short-term loans. Although there was philosophical support for the modernization agenda, the presidents were told that there could be no change until 2018. President Hart wanted to clarify that she has not received any bonuses, when she was hired her compensation package contained a one-year at-risk component and a three-year strategic component addressing stated goals. She did not achieve all her goals, and those at-risk components are paid out only if the goals are met at 100%. She also reminded Senators that there have been some raises to faculty this past year. 2) Senator M. Witte asked of the Chair of the Faculty Lynn Nadel that she continue to be included on the newly revitalized Research Policy Committee and that the agenda include all the items that she has brought to Senate previously. Nadel said, yes, she would be on the Committee. There were two replacements, including the new Chair. He said that the agenda will be set by the Committee and not by him. 3) Senator Lee questioned the policy of non-enrolled minors and will that include the 4H programs. Vice Chair Brewer suggested that if he knows of anyone who could be on the committee that he suggest them to Brewer. President Hart also suggested that everyone be aware and that the UA takes minor's safety seriously. 4) Senator Tom Meixner asked if Muslim students are included in the groups on the Listening Tour. Nadel said that they are not included at this point, but that there are other students groups who are also not included yet. 5) GPSC President Sarah Netherton commented that she will be meeting with the Muslim student group in the upcoming week. Nadel asked that he be included.

8. ACTION ITEM: APPROVAL OF THE GENERAL EDUCATION WRITING GUIDELINES TO POLICY

Chair of the Undergraduate Council Dennis Ray explained the history of the document that has been in place since 1998. This policy is to help review all undergraduate courses and discern which courses are still necessary. It is not mandatory that faculty follows the writing guidelines in their course. Questions were asked how assessment is defined and how it will be evaluated and how faculty were notified that their course would be affected. Jennifer Ricketts current chair of the University-wide General Education Committee (UWGEC) explained how the process is being set up to start reviewing programs. Is the gen-ed program serving the purpose that it was designed to? If the program is never reviewed how can faculty know what is expected? Tom Fleming former chair of UWGEC wants to make guidelines into policy in a systematic way. Senator Simmons explained how policy leads to changes, if assessment is driving this-policy doesn't address this. What was that actual assessment? Who was assessed, who did the assessment? Ray answered they are working to inform all the faculty who teach gen-ed courses about current guidelines and how they will now become policy. Gail Burd explained how the assessment was carried out. Senators discussed whether there is value in writing in a student's education. The item comes as a seconded motion. The hand vote was 20 for, 11 against and 9 abstentions. The **Motion 2015-16-6** passed.

9. OPEN SESSION

GPSC representative Jared Brock address the Senate with his concerns about a proposed athletic fee that would be paid by all UA students. He raised two issues: One, the fee is a way around raising tuition, but still raises money that impacts graduate students whose tuition is usually covered, but their fees are not and the diverse, under represented students who are told they can attend the University on a full-ride scholarship only to find out that fees are not part of the waiver; two, higher education is not a for-profit business that needs to maximize profits. The UA is a land-grant public institution with world-class research. Brock strongly opposes a mandatory athletic fee.

10. A STRUCTURED DISCUSSION AMONG SENATORS ON THE CAMPUS CLIMATE FOR STUDENTS LED BY THE FACULTY OFFICERS

Secretary of the Faculty Bobbi McKean introduced the discussion by reminding the Senators of the faculty survey that was done this Fall. The respondents prioritized their concerns: 1. The effect of the high costs of education on students. 2. Broad campus climate for students and 3. Assisting or managing Students of Concern. That led to discussion about what students think of campus climate and classroom climate and that led to the Listening Tours at the campus cultural centers. The faculty involved in the tours found there are many issues that need to be addressed. Senators will be given two questions for discussion about the role of faculty. Someone in each group was asked to share three things from each question. This is an opportunity for each of the Senators to listen to each other and discuss faculty responsibility as it relates to campus climate.

1. What is the faculty responsibility for creating a supporting and inclusive classroom? Is this a core value in your college or department and how can faculty learn to support learning? McKean asked that each table start by reporting one item that came from their discussion.
1. One responsibility of faculty is to follow the law. 2. Spoke about power in the classroom and the faculty position of authority at the beginning of the course, whose job it is to lay out the expectations and rules for the classroom. 3. Multidimensional- document that compiles best practices developed by experts and other institutions to educate faculty to increase their awareness of cultural differences.
4. Faculty responsibility to understand their own positionality and their own bias when they walk into a classroom and reverse those and

then listening to students' voices in the classroom who might not normally be listened to in the classroom. 5. It should up to the departments to instruct faculty on focusing on recognizing ethnic diversity and inclusivity and looking at different cultures and making things more accessible and then educating and supporting faculty on how to approach change. 6. Inclusivity as creating and supporting an inclusive classroom environment, there is wisdom and experiences, but the challenged is with buy-in. What we need to do is find a way to discourage benign neglect and nudge it into a more active and concrete ways of having an inclusive environment. 7. Inclusivity articulated well at the department level and although varied from place to place learned to be creative and supportive of inclusiveness from our peers. 8. Faculty's role should be to present issues from diverse sources and to allow discussions of those and hear all points of view nonjudgmentally. 9. One of the best ways of encouraging inclusivity in both in the classroom, college and department is to assure that people's views and actions are valued.

The next question. What is the Institution's responsibility for creating an inclusive environment? Some of the questions that have come up include: Is one course in gen-ed enough? Does the institution currently support individuals? Does it currently support colleges and departments? 1. Infrastructure is obviously important-let faculty do what faculty do best and only get involved when faculty feel there is a need. There is also a need for some sort of assessment. Role models are important for students and faculty and then keep the role models here. 2. Our group concluded that the university supports diverse faculty in hiring and retention and that gets a diverse faculty in front of students, but in terms of the course diversity requirement that was more of a check the box requirement and didn't really foster an appreciation of diversity within the student body. 3. Need to do more instruction of faculty in running and maintaining inclusive classrooms. 4. Talked about hiring new faculty to broaden the diversity of curriculum. Administration supports personal research that is controversial and political thereby showing a strong support of faculty. 5. Talked about the one course diversity requirement that seems to not be affective, because it doesn't help the student understand themselves and doesn't help them understand the students around them. To study one culture does not necessarily help a student understand what they are experiencing day-to-day. If it is going to be just one course-all students should be taking the same course. 6. Talked about the university's specific recommendations for inclusivity and diversity that includes the SPIFY program but realizing that the multi-cultural centers are woefully underfunded. Maybe we need an "inclusivity fee" to support our multi-cultural mission and then maybe a safe place to go for help about inclusivity, without it showing up in a P&T review. 7. Doing better in recruiting a diverse faculty but not in retaining them. The idea was that perhaps we need to listen to our diverse faculty and what they are feeling and what is their experience at the departmental level, before the exit interview. 8. Comment about retention. Once we get faculty here from diverse groups, what types of support are they offered? Financial support encouraging, but they need to be able to network and connect with others and then problem solve issues they are facing. Basically, different types of support networks that will help them maneuver through life at the University.

McKean concluded with the idea that this is just the first step. We want to do more and maybe put together a white paper for a plan of action. We will return to these topics in the Spring.

11. **OTHER BUSINESS**

There was no other business.

12. **ADJOURNMENT**

There being no further business, the meeting adjourned at 4:53 p.m.

Barbara McKean, Secretary of the Faculty
Barb Kuehn, 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. Minutes of November 2, 2015
2. Report from Faculty Officers
3. Report from GPSC
4. Report from APAC
5. Report from the Provost
6. Report from the President
7. General Education Writing Guidelines to Policy

Motions of the Meeting of December 7, 2015

Motion 2015/16-6 Approval of the General Education Writing Guidelines to Policy. Motion carried with 20 yes votes, 11 no votes and nine abstentions. Motion carried.

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