

**MINUTES  
FACULTY SENATE  
DECEMBER 5, 2022**

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1. **CALL TO ORDER**

Presiding Officer of the Faculty Senate, Mona Hymel, called the Faculty Senate meeting to order at 3:01 PM in Law 160 and via Zoom. Secretary Dysart was present. Hymel mentioned following time limits closely with a one-minute and three-minute warning given, these limits are in place to ensure the allotted time limits on the agenda are followed. Rules also include raising hands and only speaking when recognized by a chair. Senators have the ability to speak twice on an item. The Parliamentarian has been instructed to interrupt proceedings when a parliamentary issue occurs.

**Present:** Senators Alfie, Bolger, Bourget, Brummund, Casey, Citera, Cooley, Cui, Dial, Domin, Downing, Duran, Dysart, Fellous, Fink, Folks, Goyal, Guzman, Hammer, Harris, Hudson, Hymel, Ijagbemi, Irizarry, Jones, Knox, Leafgren, Lee, Little, Neumann, O' Leary, Ottusch, Pace, Pau, Rankin, Robbins, Robles, Rocha, Rodrigues, Ruggill, Russell, Schulz, Senseney, Simmons, Slepian, S. Smith, J. Smith, Stephan, Stone, Su, Tropman, Williams, M. Witte, R. Witte, Wittman, Zeiders, Zenenga, Ziurys. M. Stegeman served as Parliamentarian.

**Absent:** Addis, Behranghi Cai, Gerald, Gordon, Haskins, Lamb, Lucas, Murugesan, Nichols, Sadoway, Spece, Vedantam

**INTRODUCTION (00:12:27)**

Prior to approving the minutes, Hymel informed the Faculty Senate that minutes will remain in a simplified form, and statements and reports will be attached as appendices. The minutes will be in the form of a single PDF with all information being included. This ensures continued availability of documents as links may expire.

2. **ACTION ITEM: APPROVAL OF THE [AGENDA](#): VICE CHAIR OF THE FACULTY, MONA HYMEL**

- Senator R. Witte moved [**Motion 2022/2023-21**] to approve the agenda. Motion was seconded. Motion carried passed with forty-four in favor, none opposed, and no abstentions.
- Senator M. Witte stated she is unclear of the comment made by the Chair and believes the minutes should be filed due to critiques for each set of minutes. These critiques include not including open statements, improper signing, and eliminating discussion. M. Witte stated these issues need to be corrected due to incompleteness.
  - Hymel clarified the vote for the Agenda includes voting to approve a later motion which will include a detailed Faculty resolution on the minutes which will be presented by the Parliamentarian. If these are approved, they will be filed in the manner prescribed, assuming the proposal passes.

3. **ACTION ITEM: APPROVAL OF THE MINUTES OF SEPTEMBER 12, OCTOBER 3, AND NOVEMBER 7, 2022 FACULTY SENATE MEETINGS (00:16:47)**

- Senator O' Leary questioned at what level will comments and responses be included in minutes. O'Leary stated in a previous Faculty Senate meeting she questioned Susan Cochran-Miller in regards to the Civics Gen Ed requirement and its inclusion.
  - Hymel stated item 8.3 will clarify these issues.
- M. Witte stated she asked for the minutes to be filed, not approved due to bias in language and selection of who was quoted, shortness, and important information being left out.
- T. Dysart stated she did not intend for the September and October minutes to be included on the agenda, it was only intended for the agenda to include November's minutes in order to prevent continued redrafting. Changes included adding item stamps for each discussion item to avoid selectively choosing speakers and leaving others out. It is intended to include the content of the discussion by including names of those who make presentations but not names of those who ask questions. T. Dysart suggested approving the November minutes to later revisit September and October minutes.
  - Hymel stated if there are any changes to the minutes, to communicate with Secretary Dysart.
- Hymel moved past approval of the September 12, October 3, and November 7, 2022 minutes and classified them as unresolved.

4. **OPEN SESSION: STATEMENTS AT THE PODIUM ON ANY TOPIC, LIMITED TO TWO MINUTES – MAXIMUM NUMBER OF SPEAKERS IS FOUR. NO DISCUSSION IS PERMITTED, AND NO VOTES WILL BE TAKEN (00:24:23)**

- A. Senator Theodore Downing addressed the Faculty Senate. [Downing's statement](#) is appended to these minutes. **(00:24:40)**
- B. Senator Caleb Simmons addressed the Faculty Senate in regard to Shared Governance issues and the Chair's dismissal of a committee. [Simmon's statement](#) is appended to these minutes. **(00:26:56)**

Fellow Faculty Senators and observers, I reluctantly stand before you to bring light to yet another troubling situation regarding shared governance at our university.

Last month we heard from our chair about several breaches in shared governance, including an administrator disestablishing a shared governance committee. Chair Hudson drew upon her own research background to compare these actions to authoritarian regimes in the Middle East.

I was at the time and remain shocked because the Chair was in the process of removing faculty from the Membership Committee, a shared governance committee, to reconstitute it with member that would in her words "bring much needed fresh eyes." The fresh eyes were only necessary because the faculty in place hadn't aligned with one of her initiatives.

I want to provide you with a timeline of the events; so, the flagrant abuse of power is clear:

April 13: Two members of the committee (Dan McDonald & Dana Narter) were asked if they would like to return for the next year by the previous Chair of the Faculty. The third member (Judd Ruggill) was also asked but was in the middle of a two-year term already. All agreed to continue to their service.

June 1: Chair of the Faculty began term and began reconstituting committees.

June 29: Chair of the Faculty was informed via email that the Committee was meeting soon to start discussing important matters, and the committee continued their work, meeting in July.

July 15-22 Letters for those not reappointed to standing committees were sent by the Chair of the Faculty thanking them for their service (July 22). Appointment letters were sent to all new members of standing committees. Membership Committee was not reconstituted, and no new members were appointed.

October 3: Discussion of RII senate apportionment status and Chair of the Faculty's motion to send matter to APPC was approved.

October 4: Secretary of the Faculty informed the Chair of the Faculty that according to the Constitution (Art. V, Sec. 2), the membership committee determines apportionment matters:

"The Committee on Faculty Membership shall interpret the provisions of Article II of this Constitution and Article I of its Bylaws, determine Senate apportionment and submit recommendations to the Faculty Senate for consideration and action. It shall be responsible for maintaining a current and accurate census of the General Faculty."

After receiving this email from the Secretary of the Faculty, the Chair of the Faculty sent letters dismissing all members of the membership committee without consultation with Senate Executive Committee, as required by our Constitution and Bylaws.

After repeated attempts by the committee members who were dismissed and members of the Senate Executive Committee urging the Chair to reverse course, we were informed at the last Senate Executive Committee meeting (Nov 21) that her decision was final.

This final decision is not only troubling, but there are deeper issues in the process whereby the decision was made. Not only did the Chair of the Faculty directly attempt to circumvent our constitution and bylaws by making a unilateral decision to remove these volunteer faculty from their committee service when they didn't align with her goals, but when challenged has ignored the advice of the Senate Executive committee who is constitutionally required to be involved in the decision.

How can we as the faculty hold administrators accountable for not thoroughly including shared governance in decision making and casting off our advice, when our own elected leaders are doing the same? It would be the height of hypocrisy, and if the Chair of the Faculty does not reverse course immediately, the faculty senate needs to take up this matter in our next meeting."

- C. Keith Maggert addressed the Faculty Senate regarding retaliation, blacklisting, and silencing. [Maggert's statement](#) is appended to these minutes. **(00:29:41)**
- D. Eric Lyons addressed the Faculty Senate in regard to concerns for a new mandate which requires research servers to be decommissioned and moved to Amazon. [Lyons' statement](#) is appended to these minutes. **(00:32:15)**
- E. Secretary Tessa Dysart addressed the Faculty Senate regarding following governing documents. [Dysart's statement](#) is appended to these minutes. **(00:34:41)**

"In a few weeks nearly all of the first-year students at the law school will gather in one of these outside classrooms to take an introductory course in Constitutional Law. This is a course that I have taught, both here and at my previous institution. And while this course doesn't cover the sexy topics in Constitutional Law, like the First Amendment, it is a class that I love to teach. Why? Well, it is because it is the structure of our government that protects rights.

And as I walk my students through the constitutional design of the different branches of government and we discuss the power delegated to those branches, I remind them that as they think about how much power they want Congress, the president, or the Supreme Court to have, they should imagine their least favorite people in those offices, not their favorite. And now I say the same to you.

As Senators and frequent observers know, I have been critical of this body for selectively following our governing documents. Some members of this body have been outraged when we hear of irregularities with the nominating committee, in contravention of our governing documents, but then claim we shouldn't follow these same documents when a unit meets our requirements for membership.

Our failure to give research faculty a seat on this body and the dismissal of the faculty membership committee that Senator Simmons spoke about earlier are the two most egregious examples, but I could cite others.

We need to remember as a body that our actions set precedent for future senates. How would you have responded if the previous officers took these actions? How would you like a senate full of senators that you don't trust or align with to act? Wouldn't you want them to follow the careful rules set out in our governing documents, which were approved by a vote of the whole faculty? I hope so. Structure protects rights and orders behavior. And while there are part of our documents and do need updating and clarifying, until that action happens, we are bound by our documents as written.

I hope as our law students start learning about structure, we can follow suit and respect our governing documents."

5. **STATEMENT FROM CHAIR OF THE FACULTY LEILA HUDSON (00:37:18)**

Chair Hudson's gave her statement to the Faculty Senate.

6. **ACTION ITEM: CONSENT AGENDA – UG MINOR CONSCIOUSNESS STUDIES; UG MINOR DIGITAL RETAILING; TRANSFER OF OWNERSHIP OF IDSTBA FROM CLAS TO HUM; - CHAIR OF UNDERGRADUATE COUNCIL, MOLLY BOLGER, AND CHAIRS OF THE GRADUATE COUNCIL, RON HAMMER AND HONG CUI (00:42:49)**

- All proposals come to the Faculty Senate as seconded motions. Consent agenda items **[Motion 2022/2023-22]** Undergraduate Minor Consciousness Studies, **[Motion 2022/2023-23]** Undergraduate Minor Digital Retailing, **[Motion 2022/2023-24]** Transfer of ownership of Interdisciplinary Studies, Bachelor of Arts from College of Latin American Studies to College of Humanities, which carried with forty-five in favor, none opposed, and no abstentions.

7. **OLD BUSINESS (00:44:53)**

A. **ACTION ITEM: UHAP 5.2 REVISIONS - CHAIR OF THE COMMITTEE OF ELEVEN, WOLFGANG FINK**

- Faculty at large has requested changes to UHAP 5.2 which regulated annual reviews. There were delays due to the pandemic, but there are now finalized proposed changes after advice from the Faculty Senate meeting in October. Feedback for proposed changes include the make-up of review committees for Deans and Department Heads, the review of assessment will now be publicly disseminated, annual evaluations reported to the Faculty Senate to ensure evaluations are taking place in a timely manner, and a provision for the possibility of dismissal of administrators following negative annual evaluations.
- There has been a resolution created, Senator Fink moved **[Motion 2022/2023-25]** to vote that the Faculty Senate endorses Committee of Eleven's proposed changes to UHAP 5.2, which is the annual performance reviews of administrative personnel, and supports advancing them to the next step in the policy making process. Motion was seconded. **[Motion 2022/2023-25]** was approved with thirty-eight in favor, five opposed, and four abstentions.
  - A Senator questioned whether there has been a more recent presentation made to the Dean's Council since there have been finalizations made since the last presentation in 2019 from Steven Schwartz.

- Fink stated the presentation has not been repeated as there was a thirty-day review period issued which has now been exceeded by one-hundred percent, it is now day sixty of the review. There was ample opportunity to provide feedback and the feedback received has been taken under advisement.
  - A Senator replied by stating if the document has changed since the last review, the proposal may benefit from such consultation.
    - A Senator agreed with this response and stated this should be brought back to the review of the Dean's Council.

**B. REFORM OF NOMINATING COMMITTEE PROCEDURES - CHAIR OF THE FACULTY, LEILA HUDSON  
(00:52:03)**

- The question of committee formation has become a popular point of new sessions in the Faculty Senate. There is an understanding of unhappiness and confusion with the handling of the Faculty Membership Committee. Chair Hudson is still waiting for an imminent report from the Committee of Eleven regarding the past practice of how committees have been formed in Shared Governance in the past. There is currently work being done regarding questions of the Nominating Committee, the history of Committee formation, and Shared Governance but until then, Hudson is reluctant to speak upon what has been learned about the practice of Committee formation. This is partially due to confidentiality of ongoing grievance procedures and awaiting the report. Numerous lapses have been observed regarding the practice of Committee formation, committees have been formed in order to bypass bylaws and sometimes Faculty interest.
- Hudson reiterated Maggert's Open Session statement and stated the Nominating Committee is under the leadership of Amy Kraehe where there have been many changes to the process including the committee highlighting inclusivity and recruitment of faculty to the crucial service of shared governance. There have been many changes with the new leadership, specifically regarding gate-keeping, which could be deployed to exclude people.
  - A Senator stated there have been problems with the selection process, especially within the CAFT Committee regarding gatekeeping. They asked if these Faculty who have had grievances in the past will be able to adjudicate these.
    - Chair Hudson stated she has no comment on that matter at this point because her concerns are not extended in regard to suggested issues regarding CAFT, although she is still awaiting the results of the investigation. The Nominating Committee has taken steps to ensure members of the General Faculty who are interested in serving, have a fair chance to stand for elections as described by the Bylaws.
  - A Senator stated there was some type of blacklist and whether the list will be made public.
    - Chair Hudson stated, people who felt there was a form of exclusion on a blacklist have been heard, there have been extensive communications on the subject in addition to speeches made in Open Session. By not knowing what the Committee of Eleven will yield in their investigation, Hudson is unable to confirm the existence of a blacklist. If such a list is unveiled, this would be shared with the Faculty Senate.
  - A Senator stated past CAFT hearings regarding grievances have been biased. It seems as if people who have had previous grievances should be allowed to re-grieve.
    - Hudson suggested awaiting the outcome of the Committee of Eleven investigation.
    - A Senator second the comment regarding re-grieving. If cases were not handled properly in the past, it is only fair that they be retried to serve justice.
    - Hudson anticipates that the report should be done before the end of this semester, once the report is reviewed, discussion can be held in January 2023.
  - Senator Zeiders stated she serves on the Nominating Committee and assisted with documenting the voiced issues. Under the new leadership of Dr. Amy Kraehe, the Nominating Committee is operating in-line with the Faculty Bylaws. In addition, the committee has implemented new procedural steps that ensure the Faculty Center staff and administration are not driving or influencing the decisions of the committee. These procedural steps include the implementation of an Executive Session in which only voted Faculty members of the Nominating Committee are present and able to participate. Additionally, the committee is working with a new faculty center staff member who is committed to working within guidelines of faculty bylaws. The information and critical assessment from the previous Nominating Committee is taken very seriously, and

new committee members are committed to ensuring that all faculty have the opportunity to participate in Shared Governance at the University of Arizona.

- A Senator stated having rules and following those rules is important and there needs to be a culture created where people are aware of the bylaws and they are executed.
  - Hudson stated that based on what the Committee of Eleven has been charged with, there will be a new culture of endorsing and recognizing the bylaws so every committee is aware of the bylaws permitted to the committee's function.

### **C. SENATE VOTING RESOLUTION - PARLIAMENTARIAN, MARK STEGEMAN (01:02:39)**

The voting resolution has been distributed to the Faculty Senate body, there have been a small number of comments received which will be incorporated into the text. It is highly recommended that the resolution is read so there is preparation for a vote in the January 2023 Faculty Senate meeting. There are five voting procedures under Robert's Rules including a counted show-of-hands, uncounted show-of-hands, roll-call vote, secret-ballot vote, and unanimous consent which has not been used by the Senate. Such procedures can expedite certain processes. The resolution concerns three out of the five procedures which includes a counted show-of-hands, an uncounted show-of-hands, and a roll-call vote.

### **8. NEW BUSINESS (01:05:07)**

#### **A. REPORT FROM THE DIVERSITY, EQUITY, AND INCLUSION COMMITTEE - CHAIR OF THE DEI COMMITTEE, PRAISE ZENENGA AND COMMITTEE MEMBER JOHN SENSENEY (01:05:22)**

- There was a report circulated in November 2022, this morning the President responded with an email that responded to some of the issues raised in the report. The DEI Committee reviewed several statements, demands, and recommendations issued by various constituencies affected since 2016.
- There were consistent themes, issues, barriers, and problems found which have been repeated for several years. The Committee noted, with concern, that the incident which occurred on September 30, 2022 is not isolated and fits into a larger pattern and is a manifestation of issues that have been occurring for over a decade.
- The Committee is particularly concerned that the Central Administration has not adequately addressed Rebecca Tsosie's DEI Assessment presented to President Robbins and incoming Provost Folks. The assessment included recommendations based on detailed articulation of both best practices and defective practices. The concern is to address structural problems rather than focus on specific issues.
- In light of the DEI Assessment, and the President, Provost's, and Senior Leadership team's completion of the UFC Institute Training arranged by Rebecca Tsosie and Nolan Cabrera, the Committee is still extremely concerned about the recurrent of unresolved DEI structural issues triggered by issues that occur on nearly an annual basis.
- There have been demands brought by several student groups since about 2016, there are five common issues that reoccur, these are expounded and elaborated on in the report.
  - Financial and Human Resources have been channeled to issues of diversity and inclusion.
  - Human Resources must be increased including the increase of diversity and training for Human Resources staff.
  - Academic Support and Training where DEI issues can be incorporated into the curriculum to avoid micro-equations.
  - In terms of campus representation, there was a call brought by students of marginalized groups to be represented in the SLT team.
  - Administrative Accountability as there is a concern for the lack of apologies being issues for microaggressions especially on campus, students would like to see improvement on this.
- Senator Zenenga sought answers for the plan and commitment to address these pertinent DEI issues, and whether the President and Provost would be able to share the actions taken from the past two months to address the issues. There was a communication sent out by the President but not all issues were addressed.
- Senator Senseney thanked the President for the communication from that morning and invited the committee's support for the approach to resolve these issues. Senseney stated the committee's recommendations to resolve the issues.

- Engagement which entails commitment and involvement including all stakeholders such as senior leadership teams, faculty, staff, students, and communities.
- Facilitation of dialogue to discuss policies, structure, best practices in an environment of civility and mutual respect, and issues affecting diversity from an overall university perspective.
- A proposed summit that unites people across campus together to reflect on past happenings and ways to move forward.
- Internal DEI hires for all top positions, looking for qualified and trained personnel from within. Someone with institutional knowledge and an understanding of the issues UArizona faces and what is needed to resolve those issues.
- In terms of suggested solutions, resources should be channeled toward the creation of de-escalation teams and practices. Senseney acknowledged the pilot process response team the University is currently exploring.
- In place of the current structure that gives ODI responsibility but no authority, there should be an ODI separate from SLT which will function as an independent voice, create better structures, and be a system that allows students, staff, and faculty to come forward to talk about issues without feeling threatened or endangered.
- Allocating resources toward researching the structure of institutions with successful DEI units. Creation of structures and systems and an environment that allows proactiveness versus reactive.
- Senior Administrators return to their commitment of DEI training, particularly the program offered by the USC Equity Institute and redouble their efforts to learn from institutions that are more advanced than the UArizona on these issues.
- The DEI Committee is willing to work with other Faculty Senate Committees including the Academic Personnel Policy Committee, and the Student Affairs Policy Committee to come up with a de-escalation white-paper in the Spring 2023 semester. The committee plans to work with the Provost, as recommended. The committee plans to be constructive and break down past cycles in order to come up with long-term solutions.
- ASUA President Robles thanked the presenters from the DEI Committee for their report and echoed the sentiments that were shared, students are feeling a great amount of concern about the direction of cultural central and the changes that are occurring in ODI. Robles' constituents question why such serious structural changes are taking place such as the decision to move ODI under the Dean of Students Office involving cultural offices.

**B. POSSIBLE ACTION ITEM: CONSTITUTION AND BYLAWS CHANGES - SECRETARY OF THE FACULTY, TESSA DYSART (01:16:00)**

- The Constitution and Bylaws Committee is still awaiting final documents from the President's Office, but there are three items that may be voted on which includes an update and changes to ease elections which follow the bylaws more closely.
- The Appointed Professionals Advisory Council and the Classified Staff Council no longer exist, they are now the UArizona Staff Council which wasn't fixed consistently throughout the bylaws.
- There is one notable change on the Naming Advisory Committee. Previously CSC and APAC both had seats on the Naming Advisory Committee, the Bylaws and Constitution committee decided it didn't make sense to have two representatives and the committee is made up largely of Chairs. There was a discussion with Senator Jeffrey Jones who holds the position of the Chair of the UArizona Staff Council, he agreed it made the most sense to have one representative.
- Under Article 10, Section 1 of the Constitution, it states, "Revisions to allow for minor corrections for administrative or clerical updates to the Constitution or Bylaws that do not materially change intent, may be approved by the Faculty Senate, and not require a vote of the General Faculty unless the Senate determines otherwise."
- Dysart moved **[Motion 2022/2023-26]** to approve Item One: Bylaws Housekeeping Changes as detailed in her report. Motion was seconded. **[Motion 2022/2023-26]** was approved with forty-three in favor, none opposed, and no abstentions. Simmons moved **[Motion 2022/2023-27]** that there are non-material changes in Item One: Bylaws, Housekeeping Changes and they do not need to be voted on by the General Faculty. Motion was seconded. **[Motion 2022/2023-27]** passed with forty-four in favor, none opposed, and no abstentions.
- Dysart stated she does work with workforce solutions to code Faculty for Voting when they become a part of the University. There is fluctuation in who constitutes general faculty which usually occurs at the beginning of the semester. In previous elections, there were numerous changes to the list. To eliminate those issues, there will be a cut-off date, seven days before the election to establish a list of Voting Faculty. There will be an email sent out from

the Faculty Center email notifying the General Faculty that they are able to check their voting status on UAccess Analytics with enough notice. These details are included in Article IV, Section 2, under Item Three: Bylaws Change.

- Dysart moved [**Motion 2022/2023-28**] to approve a change to Constitution and Bylaws Change for Article IV, Section 2, detailed in Dysart's document. Motion was seconded. [**Motion 2022/2023-28**] passed with forty-three in favor, none opposed, and no abstentions.
- Item Two will be sent to the General Faculty to approve.
- The Provost raised concerns about the final issue, so it will return to the Committee to discuss and be presented again to the Senate.

### C. [GUIDELINES FOR THE FACULTY SENATE MINUTES](#) - PARLIAMENTARIAN MARK STEGEMAN (01:33:08)

- The Constitution and Bylaws both refer to the distribution of minutes to the General Faculty and it is unclear if this is currently happening. Stegeman recommended that the Faculty Officers should develop a process to ensure the minutes are distributed to the General Faculty by email.
  - Secretary Dysart reminded him that the Senate has yet to approve minutes this year, so they cannot be distributed.
- There are three main ideas in the resolution, first, while abiding by Robert's Rules, it is appropriate to include more than the minimum specified in Robert's Rules, details are acceptable to include but should typically constitute most half of the total text. The Senate has the discretion to specify what will be included in the minutes. Also mentioned is the possibility of including the names of senators who have made certain points. The maker of the motion is always in the minutes, therefore, there is a logic to allow someone who is opposed to the motion to be included in the minutes. There is a proposal to include major advocates in the record, rather than engaging in the consuming process of a roll call vote. Since minutes are distributed to the General Faculty, it can better inform them, for subsequent voting purposes, to include names of Senators and their positions on certain issues.
  - A Senator shared their agreement for the majority of the proposal, Robert's Rules and other forms of formality are in place to provide a basic model, although they can be very skeletal. The purpose of the minutes is to serve as an operational document, providing information about current issues. The Senator suggested attaching a complete transcript as a complete record of the recording to satisfy all of the goals.
  - A Senator questioned whether there would be a requirement to vote on each instance a Senator requested their name included in the minutes.
    - Parliamentarian Stegeman responded by stating this would not be a requirement, and this would be at the discretion of the Faculty Center with guidance from the Officers to construct minutes. If the Senate wanted to dictate the outcome, they would have the option to specify that.
  - Senator Simmons stated his agreement with having two separate documents with one serving as a shorter document with action items, and the other being a more detailed document. Simmons stated there has to be assurance that there will be long term availability of recordings for Faculty Senate meetings. Simmons moved [**Motion 2022/2023-29**] to make a friendly amendment to the Resolution of the Minutes on the Meetings of the Faculty Senate. The friendly amendment includes adding timestamps to the minutes. Motion was seconded and approved with a majority vote.
  - Senator R. Witte moved [**Motion 2022/2023-30**] to extend the discussion for five additional minutes, motion was seconded, and motion carried with a two thirds majority vote.
  - Senator M. Witte requested her comments from previous Faculty Senate meetings to be included in the past minutes. M. Witte stated complete and inclusive minutes are very important, the Faculty is not exhausted by getting a monthly email which contains a four to five page document.
    - A Senator shared their agreement with M. Witte's comments and stated that it is foundational and an important part of the Faculty Senate's ability to represent constituencies by listing the two-minute presentations with detail of the presenter and topic.
  - A Senator stated their disagreement for having two versions of the minutes as the second version will be disregarded. It is important to have a complete set of minutes and include controversial topics for constituencies to be able to view and understand what took place in each meeting.
  - Parliamentarian Stegeman moved [**Motion 2022/2023-31**] to adopt the Resolution on the minutes of the meetings of the Faculty Senate with the friendly amendment of adding a timestamp. Motion was seconded and approved with thirty-seven in favor.



**D. RESEARCH POLICY COMMITTEE, RECOMMENDATION ON F & A - CHAIR OF RESEARCH POLICY COMMITTEE, DAVID CUILLER (01:50:11)**

- The [report](#) is linked to the agenda and includes information gathered over the past several months, including a survey of the Faculty and College Budget Officers. Additionally, there is data regarding how facilities and administration indirect costs are distributed. There are six recommendations included in the report, feedback is welcome before the next Faculty Senate meeting where there will be a vote held.
  - The Research Policy Committee believes there should be flexibility on how FNA distributions are spent similar to how colleges, departments, and central administration are given flexibility.
  - Researchers should be allowed quarterly distributions and not just annual distributions as this can create advantages to their research.
  - There should be a minimum distribution set, the administration suggested fifty-dollars as anything under this number can be viewed as time-consuming and costly.
  - Administration should not be managing accumulated balances that PIs are trusted to manage. There may be a need to save up for several years for a large piece of equipment. If possible, the accumulations should not be included in the formulas that count against colleges as it is not a part of their budget.
  - There is a suggestion that the distribution to researchers should be five-percent, not two-percent. Seven of the twenty colleges provided distributions higher than two-percent before AIB. This will create meaningfulness to research funding. The additional three-percent should come from the central administration's cut. If a PI departs from the University, the funds should go back into the unit to continue research rather than allocated back to Central Administration or the College.
    - A Senator questioned who will be responsible for the transfer of funds and whether they will come from sponsored projects or if the Department will be responsible for putting the FNA on the PI's accounts.
    - Cuillier stated it is his understanding that it will be the College's handling which is why College Budget Officers were surveyed.

**E. FACULTY SENATE RESOLUTION FOR HEALTHCARE FOR MEIXNER FAMILY - CHAIR OF THE FACULTY, LEILA HUDSON (01:55:54)**

- This resolution is supportive of the President's personal position to potentially help him in assisting the Meixner family. The family was informed that the Faculty Senate can vote on this resolution as a symbolic gesture and there is no power to enforce it.
- Chair Hudson moved [**Motion 2022/2023-32**] the Faculty Senate Resolution for Healthcare for the Meixner Family with an amendment to the language. Motion was seconded. [**Motion 2022/2023-32**] passed with forty-three in favor, none opposed, and no abstentions.
  - A Senator pointed out that the State Legislature and the Board of Regents have made provisions similar to this one for first-responders in particular situations; it is not unprecedented. This may assist the President in discussing this topic with ABOR and the State Legislature.
  - A Senator stated to his knowledge, COBRA is time-limited and only follows a short period of time after departure from a job. It is important that Mrs. Meixner is given adequate support so she may safely enter into Medicare.

**9. REPORTS FROM THE PRESIDENT, PROVOST, FACULTY OFFICERS, APPC, RPC, SAPC, DEI, GRADUATE COUNCIL, UNDERGRADUATE COUNCIL, SPBAC, ASUA, GPSC, UARIZONA STAFF COUNCIL, GEN ED OFFICE WITH UWGEC**

- The President thanked the DEI Committee for their report and is looking forward to working with all of the stakeholders; there will soon be an announcement. The President shared his appreciation for the Faculty Senate Resolution for Healthcare for the Meixner Family, and stated he wants to assist the family. There was a meeting held with the individuals who were directly affected in the Department of Hydrology and Atmospheric Sciences, the meeting was heartbreaking. There are limitations which the lawyers have more knowledge on pertaining to gift clauses, and other items. The Regents who attended the Faculty breakfast appreciate the enlightened meeting with the Senators. The President is committed to helping all people affected by this tragedy.

- Senator Zeiders stated there have been questions that have come up in CALS for the Graduate Council in regard to the new procedure in place for disclosure of felonies in graduate applications and what the process will be. There is concern of who decides and reviews these disclosures.
  - Senator Hammer stated he will ask Andrew Carnie for more detail, it is still at the beginning of its process. The Graduate programs and Faculty would like to know if there is any increase in risk that may be associated, this is not to hinder anyone to have “minor felonies.” Andrew Carnie, the current Dean of the Graduate Faculty, described the proposed procedure to the Graduate Council but did not go into great detail. This is a Graduate College Policy and does not depend on the vote from the Graduate Council or the Faculty Senate.
- A Senator stated the Law School did a review of collateral sanctions and it is important to be careful to not create another limit on top of the existing six-hundred. There is a great deal of information regarding collateral sanctions and as a University it is important to not stop on grounds and prevent people from having a chance to re-enter the institution.
  - Senator Hammer stated there is already a process in place for Undergraduate applications and there was no such process in place for the Graduate College, this is intended to implement similar processes at the Graduate level.

## 10. ADJOURNMENT

There being no further business, the meeting was adjourned at 4:59 PM.

**Tessa Dysart, Secretary of the Faculty**  
**Jasmin Espino, Recording Secretary**

### Motions of the December 5, 2022 Faculty Senate Meeting

**[Motion 2022/2023-21]** Motion to approve the December 5, 2022 Faculty Senate Meeting Agenda. Motion was seconded. Motion passed with forty-four in favor, none opposed, and no abstentions.

**[Motion 2022/2023-22]** Consent agenda seconded motion from Undergraduate Minor in Consciousness Studies. Motion carried with forty-five in favor, none opposed, and no abstentions.

**[Motion 2022/2023-23]** Consent agenda seconded motion from Undergraduate Minor in Digital Retailing. Motion carried with forty-five in favor, none opposed, and no abstentions.

**[Motion 2022/2023-24]** Consent agenda seconded motion for Transfer of ownership of Interdisciplinary Studies, Bachelor of Arts from College of Latin American Studies to College of Humanities. Motion carried with forty-four in favor, none opposed, and no abstentions.

**[Motion 2022/2023-25]** Motion to vote that the Faculty Senate endorses Committee of Eleven's proposed changes to UHAP 5.2, which is the annual performance reviews of administrative personnel, and supports advancing them to the next step in the policy making process. Motion was seconded. Motion passed with thirty-eight in favor, five opposed, and four abstentions

### **Proposed changes to UHAP 5.2**

**Faculty Constitution Article V, Section 3 provides:** *"The Committee of Eleven shall: a. Initiate, promote, and stimulate study and action dealing with and looking toward solution of situations and problems of interest and concern to the faculty and to the University. b. Make reports to the General Faculty or the Faculty Senate. c. Speak for the General Faculty as and when authorized by the General Faculty."*

Over 3 years ago and responding to concerns brought by the General Faculty regarding the lack of annual review compliance and accountability for administrators (including Deans and Department Heads), the Committee of Eleven (C11) examined and considered revisions to the governing document for annual reviews of administrators (i.e., UHAP

5.2). After careful deliberations, C11 produced a set of changes/revisions to UHAP 5.2 that were subsequently presented in the Senate and to the Deans' Council by then-Chair of C11 Dr. Steven Schwartz. With the onset of the COVID-19 pandemic, the planned revision to UHAP 5.2 was put on hold and never voted on in the Senate. In Academic Year 2021-2022, however, C11 picked up where C11 left off in 2019, finalized the suggested changes, and subsequently presented them to Vice Provost for Faculty Affairs Dr. Andrea Romero. We are now bringing them to the Senate floor for discussion with the intent of putting these to a Senate vote in the November Senate meeting.

I remain collegially yours

Dr. Wolfgang Fink Chair of C11 on behalf of C11 Faculty Senator

1 Tracked proposed changes to the ORIGINAL version of UHAP 5.2 as it  
2 currently stands:

3 [https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-](https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-administrative-personnel)  
4 [administrative-personnel](https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-administrative-personnel)

5 This Section applies to annual performance reviews of administrative  
6 personnel ~~including but not limited to Deans, Assistant Deans, Associate~~  
7 ~~Deans, Vice Deans, Department Heads and Directors, and division-level and~~  
8 ~~university-level administrators.~~

9 ~~Administrators of the University are evaluated with respect to all personnel~~  
10 matters on their leadership in developing collaborations and managing  
11 resources to build capacity, improve performance, ~~foster a collegial, inclusive~~  
12 ~~and supportive working environment,~~ and advance innovation. Annual  
13 performance reviews are intended

14 1. To involve administrative personnel in the formulation of objectives and goals  
15 related to their college, department, or program and their own professional  
16 development;

17 2. To assess actual performance and accomplishments in each area of an  
18 administrator's responsibility;

19 3. To promote an administrator's effectiveness by articulating the types of  
20 contributions the administrator might make to the University community that  
21 will lead to greater professional development, recognition and rewards;

22 4. To recognize and maximize administrators' special talents, capabilities and  
23 achievements, including the achievements of those they supervise;

24 5. ~~To recognize efforts that ensure equal opportunity in hiring and retaining staff,~~  
25 ~~faculty, and professionals, and in recruiting students;~~

26 6. ~~To advance innovations that better enable units to achieve their strategic goals;~~

27 7. ~~To identify weaknesses and other matters of concern that need to be addressed;~~  
28 ~~and in cases where no change is seen in performance for at most two years in a~~  
29 ~~row, to recommend to the direct supervisor appropriate action and/or change up~~  
30 ~~to and including dismissal from the administrative position/role; and~~

31 8. ~~To provide written records to support the continuation or termination of the~~  
32 ~~administrator.~~

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Deleted: <#>To identify weaknesses that will be addressed during the next evaluation period;¶

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## 40 5.2.01 Annual Performance Review Process

41 Each administrator's performance will be evaluated in writing on a scheduled  
42 basis at least once every 12 months. The administrator's performance will be  
43 evaluated with respect to the criteria set forth in Section 5.2.02.

44 Administrative personnel who also hold non-administrative (i.e., faculty or  
45 other) positions will be evaluated on their non-administrative duties  
46 according to the same conditions of service as others holding similar  
47 positions in their unit.

48 The administrator's immediate supervisor will conduct the performance  
49 review, which ~~shall include peer review and input from those within the unit~~  
50 whom the administrator directly ~~or indirectly~~ supervises. Such input may be  
51 obtained by the use of a faculty or staff survey developed by the University  
52 with additional items developed by an administrator's supervisor in  
53 collaboration with the unit. Each performance review will be in writing and  
54 contain, at a minimum, a discussion of the administrator's (a) past and  
55 present performance with respect to assigned duties; (b) leadership  
56 development; and (c) progress towards achieving the strategic goals of the  
57 unit.

58 The following procedures are involved in the annual performance review of  
59 administrative personnel:

60 ~~1. The evaluation shall be initiated yearly on the anniversary of initial~~  
61 ~~appointment by the administrator's supervisor. The evaluation shall be~~  
62 ~~by a committee that is chaired by the supervisor or a delegate and shall~~  
63 ~~include faculty, staff, and senators from the administrator's unit. In the~~  
64 ~~case of Deans, a majority of the members of this committee shall be~~  
65 ~~elected by general faculty members of the College with the remaining~~  
66 ~~members appointed by the Chair of the Faculty. In the case of~~  
67 ~~Department Heads and Directors, the members of this committee shall be~~  
68 ~~elected by general faculty members of the Department and will include~~  
69 faculty governance representatives whenever possible.

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72 2. Input from faculty and staff and other individuals ~~from within the~~  
73 administrator's unit is gathered ~~confidentially~~ along with other  
74 information on performance to provide benchmarks for the review.

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75 3. Using the performance expectations and benchmarks set out for the  
76 evaluation period, the administrator will write a self-assessment,  
77 reflecting on each of the criteria on which the administrator is to be  
78 evaluated.

79 4. The administrator's supervisor ~~and the review committee~~ will prepare a  
80 written assessment of the administrator's performance over the  
81 evaluation period on the basis of those written criteria and benchmarks,  
82 the administrator's self-assessment, and feedback from staff and faculty  
83 (if there are faculty in the unit as well as staff). If the administrator has  
84 assigned research, teaching, or other non-administrative duties, the  
85 administrator's supervisor for these assignments will evaluate these  
86 duties as well ~~with input from the review committee for the unit~~.

87 5. The administrator's supervisor will provide the administrator with the  
88 performance review and will meet with the administrator to discuss the  
89 review and future expectations, typically by May 15, if possible.

90 ~~6.~~ The administrator may add ~~a response~~ to the written performance review  
91 before the administrator signs the document and returns it to the  
92 administrative supervisor. The signed performance review will become a  
93 part of the administrator's individual personnel record.

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94 ~~7.~~ ~~The review committee or its subcommittee will prepare a non-confidential~~  
95 ~~executive summary of the review to be shared with the faculty and staff~~  
96 ~~supervised by the administrator under review.~~

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97 8. ~~An annual report will be presented to the faculty senate listing the~~  
98 ~~reviews performed for each academic year.~~

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## 100 5.2.02 Annual Performance Review Criteria

101 Administrators are assessed on their leadership in building trust, fostering  
102 collaboration, managing resources, ~~encouraging innovation, fostering a~~  
103 ~~collegial, inclusive and supportive work environment~~, and achieving results.  
104 Written evaluation criteria will include consideration of administrators'  
105 leadership skills, including their effectiveness in communicating and

108 responding to coworkers, forging partnerships and building consensus,  
109 acquiring and managing resources, , and advancing innovations in research,  
110 teaching, outreach, and other aspects of their unit's mission. The unit's  
111 progress will be assessed using performance benchmarks developed in  
112 collaboration with the administrator's supervisor and the faculty, staff and  
113 others in the unit. These benchmarks will be aligned with the University's  
114 strategic plan and may include but are not limited to the following:

- 115 • ~~Participation, performance, and perception of faculty, staff, and other individuals~~  
116 ~~in the administrator's unit;~~
- 117 • ~~Quantifiable measures of productivity of reporting staff. For example in the case~~  
118 ~~of Deans, the success of assistant, associate, and vice deans in advancing the~~  
119 ~~goals for which they are responsible. If this cannot be quantified in a positive~~  
120 ~~way, direct action shall be taken by the Dean to alter their administrative staff;~~
- 121 • ~~Evidence of fulfillment of fair and rigorous reviews of faculty as required by~~  
122 ~~ABOR;~~
- 123 • ~~Success of collaborations with internal and external partners;~~
- 124 • Business and community boards and outreach initiatives as appropriate to the  
125 mission of the unit;
- 126 • Increases in donations, research revenues, technology transfer, and other types  
127 of external funding;
- 128 • Management of resources within the unit;
- 129 • Efforts to recruit and retain diverse and outstanding faculty, staff, and students  
130 as appropriate to the mission of the unit;
- 131 • Measures of teaching effectiveness and learning outcomes, where relevant;
- 132 • Increases in undergraduate and graduate ~~student enrollments and retention,~~  
133 including those from underserved backgrounds;
- 134 • Increases in online enrollments, where applicable;
- 135 • Improvements in time to degree and graduation rates where relevant;
- 136 • National and international recognition for research, scholarship, ~~innovation,~~  
137 ~~entrepreneurship,~~ and creative achievements that are relevant to the mission of  
138 the unit;
- 139 • Clinical performance, where relevant;
- 140 • Performance on professional licensing examinations in units that train medical  
141 residents; and
- 142 • Success in meeting accreditation requirements, as appropriate and relevant.

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individuals in the administrator's unit;¶  
<#>Feedback from

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147

### 148 5.2.03 Appeals of Annual Performance Reviews

149 Administrative personnel who disagree with their annual performance  
150 reviews may appeal their review to the administrative head at the next level  
151 within 30 days after receipt of the written annual performance review. The  
152 appeal must state with specificity (a) the findings to be appealed; (b) the  
153 points of disagreement; (c) the facts in support of the appeal; and (d) the  
154 corrective action sought.

155 The administrator reviewing the appeal will consider the facts in support of  
156 the appeal and develop any additional facts deemed necessary. The decision  
157 on an appeal will be completed in writing within 30 days, with copies  
158 provided to the employee seeking the appeal and the employee's supervising  
159 administrator.

160 If an administrator also holds a non-faculty appointment and disagrees with  
161 the review related to that appointment, the administrator may appeal the  
162 review to the next administrative level. If an administrator also holds a  
163 faculty appointment of more than 25% of the administrator's total workload  
164 assignment and disagrees with the review of the administrator's  
165 performance as a faculty member, then the administrator may appeal the  
166 review according to the same procedures provided for faculty in **Section**  
167 **3.2.03.**  
168

**[Motion 2022/2023-26]** Motion to approve Constitution and Bylaws Change, Item One: Bylaws Housekeeping Changes. Motion was seconded. Motion was approved with forty-three in favor, none opposed, and no abstentions.

**I. Bylaws Housekeeping Changes**

Replace references to Appointed Professionals Advisory Council (APAC) and Classified Staff Council (CSC) with UArizona Staff Council (UASC), the successor body to APAC and CSC. This will involve the following changes (designated as tracked changes):

A. Article VI, Section 1

The Shared Governance Review Committee is composed of the Chair of the Faculty, the Chair of the Strategic Planning and Budget Advisory Committee (SPBAC), the Presiding Officer of the Senate (committee chair), two Senators (elected by the Senate), one additional member of SPBAC (chosen by the chair of SPBAC), the Provost, and two other members of the administration chosen by the President. These members serve two-year staggered terms, and in addition, there shall be one representative each from ~~Appointed Professionals Advisory Council (APAC), Classified Staff Council (CSC)~~, Associated Students of the University of Arizona (ASUA), and Graduate and Professional Student Council (GPSC) and two representatives from UArizona Staff Council (UASC), who will be appointed in the terms determined as these organizational bodies see fit.

B. Article VI, Section 3

The Naming Advisory Committee consists of the Vice Chair of the Faculty (committee chair), President of the UA Foundation, President of the Associated Students of the University of Arizona (ASUA), President of the Graduate and Professional Student Council (GPSC), Provost of the University, Chair of the UArizona Staff Council (UASC), ~~President of the Classified Staff Council (CSC), chair of the Appointed Professionals Advisory Council (APAC)~~, a representative of the Dean's Council (elected by the Deans), and a representative from the Faculty Senate (appointed by the Chair of the Faculty). Members serve annual terms.

C. Article VIII, Section 2 (note, section will need to be re-lettered after change)

- d. Representatives of the UArizona Staff Council: two members of the UArizona Staff Council (UASC) shall be appointed annually by the Chair of UASC. One Year-to-Year Appointed Professional: one member of the Appointed Professionals Advisory Council (APAC) of the University of Arizona shall be appointed annually by the Chair of APAC. The members will hold voting membership and be afforded the full privileges thereof.
- e. ~~Representative of the Classified Staff: one member of the Classified Staff Council (CSC) of the University of Arizona shall be appointed annually by the Chair of CSC. The member will hold voting membership and be afforded the full privileges thereof.~~

**[Motion 2022/2023-27]** Motion to approve that there are non-material changes in the Constitution and Bylaws Change, Item One: Bylaws, Housekeeping Changes and they do not need to be voted on by the General Faculty. Motion was seconded. Motion passed with forty-four in favor, none opposed, and no abstentions.

**[Motion 2022/2023-28]** Motion to approve the Bylaws Change for Article IV, Section 2 which ensures all necessary amendments are made to the list of eligible voters seven calendar days before the election. Eligible voters will be notified approximately a month prior to the finalization of the list, any requests for changes can be communicated with the Committee on Faculty Membership during this period. Motion was seconded. Motion passed with forty-three in favor, none opposed, and no abstentions.

### III. Bylaws Change

#### A. Article IV, Section 2

Clarify that the list of eligible voters closes 7 calendar days before the election. See tracked changes:

#### Section 2: Conduct of Elections

- a. The Committee on Elections shall notify the General Faculty, no later than January 15 each year, of elective offices to be filled that year.
- b. The committee shall accept completed declarations of candidacy no later than the close of business ten (10) class days prior to the election.
- c. The committee shall conduct general elections for elective offices no later than March 1, allowing ten (10) class days from the opening of the online election to the close of the election. The list of general faculty eligible to vote shall be finalized seven (7) days before the election commences.
- d. The committee shall notify members of the General Faculty of the results of general elections no later than March 22.
- e. The committee shall conduct runoff elections for faculty offices no later than April 1, allowing ten (10) class days from the opening of the online election to the close of the election.
- f. The committee shall notify the General Faculty of the results of the runoff election no later than April 25. Results for all General Faculty elections will include a list of any individuals elected and policies adopted, vote counts, and the overall participation rate for the election.
- g. In the event of a tie vote, the decision shall be made by lot. Lots are cast by the Committee on Elections. The candidates or their designated witnesses are invited to observe the casting of lots.

**[Motion 2022/2023-29]** Motion to make a friendly amendment to the Resolution of the Minutes on the Meetings of the Faculty Senate. The friendly amendment includes adding timestamps to the minutes. Motion was seconded. Motion passed with a majority vote.

**[Motion 2022/2023-30]** Motion to extend the discussion on Parliamentarian Stegeman's Resolution by five additional minutes. Motion was seconded. Motion passed with a two thirds majority vote.

**[Motion 2022/2023-31]** to adopt the Resolution on the minutes of the meetings of the Faculty Senate with the friendly amendment of adding a timestamp. Motion to Motion was seconded. Motion passed with thirty-seven in favor. Text of Resolution:

#### **Resolution concerning the process for Faculty Senate minutes:**

Purpose: "The Faculty Senate resolves that its minutes shall comply with all requirements of Roberts Rules [henceforth RR] (§48, 12th ed.). The Senate also acknowledges the general guidance in RR (§48.2): "In an ordinary society, the minutes should contain mainly a record of what was done at the meeting, not what was said by the members." The resolution for the minutes captures feedback from previous Faculty Senate meetings.

Resolution: It is appropriate to include more than the minimum, per guidance specified in Robert's Rules, this includes the possibility of adding names of Senators by request, for the purpose of accountability, and to follow the logic of naming both the maker and opposer of the motion. The Senate has discretion to specify what is included in the minutes, by motion.



Instructions on how to access the recording of the meeting should be detailed in the minutes. The implementation of this guidance should respect the following general principles:

1. For controversial or major issues, it is appropriate, for the purposes of transparency and informing the General Faculty, to add detail beyond the minimum requirements of RR.
2. Such detail should typically constitute at most held of the total text of the minutes and may include: major points that arose in discussion; the names of Senators leading the advocacy for those points; substantive motions made and later withdrawn; significant comments by visitors who are not members of the Senate, brief summaries of substantial presentations; etc.
3. In specific cases, the Senate as a whole has broad discretion over what is included in the minutes, beyond the minimum required by RR. This discretion, which should typically be exercised through unanimous consent or adopted motions, could include requiring that: (a) particular points or minutes; (b) a particular speaker's verbatim comments be included within the text or as an appendix to the minutes; (c) specific points from discussion, or other items beyond those required by RR, *not* appear in the minutes.
4. The Senate may give such guidance concerning the prospective minutes for a meeting in progress, including concerning an agenda item that has just been completed, or later when minutes for a past meeting are discussed or adopted.
5. In cases where there is no roll call vote on a specific motion, special consideration should be given to Senators who request that the minutes note their support of, or opposition to, that motion. Whether such requests are honored is, however, ultimately a decision for the Senate as a whole.

If recording of a Senate meeting is to be preserved and made available to the General Faculty, then the minutes should include information about how to access the recording.

**[Motion 2022/2023-32]** Motion to approve the Faculty Senate Resolution for Healthcare for the Meixner Family with an amendment to the language. Motion was seconded. Motion passed with forty-three in favor, none opposed, and no abstentions.

**Text of Resolution:**

Purpose: A request from the Faculty Senate, as a symbolic gesture, to the President of the University of Arizona, in cooperation with the Arizona Board of Regents, the University of Arizona Foundation, and/or the Arizona State Legislature to assist the Meixner family with costs associated with sufficient healthcare and retirement plans.

Purpose: To elicit, procure, or allocate the general funds of the University, the University of Arizona Foundation, or through a budget-line-item of the legislature, efficient funds to pay for the Meixner Family's (Mrs. Meixner and her eligible, dependent children) sufficient healthcare and retirement premiums until Mrs. Meixner becomes eligible for Medicare benefits and additionally for the premiums for necessary supplemental coverage for Medicare for Mrs. Meixner, thereafter.

- A. A Senator made a friendly amendment to the language which includes changing the language from "COBRA" to "sufficient healthcare." The friendly amendment was seconded.

FACULTY CENTER  
1216 E. Mabel  
PO Box 210456

THE UNIVERSITY OF ARIZONA®  
**FACULTY SENATE AGENDA**  
**Law 164**  
**3:00-5:00 P.M.**  
**Monday, December 5, 2022**

1. Call to order.
2. Approval of the Agenda: Vice Chair of the Faculty, Mona Hymel (5 minutes)
3. Approval of the minutes from the September 12, October 3 and November 7, 2022 Faculty Senate meetings (2 minutes)
4. Open Session. Time limit is 2 minutes. Maximum number of speakers is four. No comments or votes will be taken. (8 minutes)
5. Statement from the Chair of the Faculty – Chair of the Faculty, Leila Hudson. (5 minutes)
6. Action Item: Consent agenda – UG Minor Consciousness Studies; UG Minor Digital Retailing – Chair of Undergraduate Council, Molly Bolger. (5 minutes)
7. Old Business
  - A. Resolution by Senator Downing – Senator Ted Downing
  - B. Reform of Nominating Committee procedures – Chair of the Faculty, Leila Hudson
8. New Business
  - A. President Robbins at 4:00 p.m.
  - B. Research Policy Committee Recommendation on F & A – Chair of Research Policy Committee, David Cuillier
  - C. Report from the Diversity, Equity, and Inclusion Committee – Chair of the DEI Committee, Praise Zenega
  - D. Constitution and Bylaws Changes – Secretary of the Faculty, Tessa Dysart
9. Reports from the President, Provost, Faculty Officers, APPC, RPC, SAPC, DEI, Graduate Council, Undergraduate Council, SPBAC, ASUA, GPSC, UArizona Staff Council, Gen Ed Office with UWGEC
10. Adjournment at precisely 5:00 p.m.

**MINUTES  
FACULTY SENATE  
SEPTEMBER 12, 2022**

Once approved, these minutes may be accessed electronically at:

<http://arizona.openrepository.com/arizona/handle/10150/107812>

Visit the faculty governance webpage at:

<http://facultygovernance.arizona.edu/>

**1. CALL TO ORDER**

Presiding Officer of the Faculty Senate, Mona Hymel, called the first regular Faculty Senate meeting of the semester to order at 3:02 p.m. in Law 164 and via Zoom. Secretary Tessa Dysart was also present. Hymel welcomed all new Faculty Senators, guests, and Observers.

**Present:** Senators Alfie, Bolger, Bourget, Brummund, Cai, Casey, Citera, Cooley, Cui, Dial, Domin, Downing, Durán, Dysart, Fellous, Fink, Gordon, Goyal, Guzman, Hammer, Harris, Hudson, Hymel, Ijagbemi, Irizarry, Jones, Knox, Leafgren, Lee, Little, Neumann, Nichols, O’Leary, Ottusch, Pace, Pau, Robbins, Robles, Rocha, Rodrigues, Ruggill, Russell, Schulz, Senseney, Simmons, Slepian, J. Smith, M. Smith, Stegeman, Stephan, Stone, Su, Tropman, Vedantam, M. Williams, M. Witte, R. Witte, Wittman, Zeiders, Zenenga, and Ziurys. M. Stegeman served as Parliamentarian.

**Absent:** Senators Addis, Behrangi, Folks, Gerald, Haskins, Lamb, Lucas, Murugesan, and Sadoway.

**2. ACTION ITEM: FACULTY SENATE VOTING PROCEDURES – PARLIAMENTARIAN MARK STEGEMAN**

Stegeman shared a Resolution to regularize voting processes in a hybrid meeting. M. Witte moved **[Motion 2022/23-1]** to approve The Resolution concerning the process for voting via Zoom. Motion was seconded. Motion passed with forty-seven in favor, three opposed, and no abstentions. **[Motion 2022/23-1]** is detailed at the end of these minutes.

**3. ACTION ITEM: APPROVAL OF THE FACULTY SENATE AGENDA FOR SEPTEMBER 12, 2022**

Hymel moved **[Motion 2022/23-2]** to approve the Faculty Senate agenda. Motion was seconded. **[Motion 2022/23-2]** passed with forty-eight in favor, none opposed, and no abstentions and is detailed at the end of these minutes.

**4. ACTION ITEM: APPROVAL OF THE MINUTES OF MAY 2, 2022**

M. Smith moved **[Motion 2022/23-3]** to approve the minutes of the May 2, 2022. Motion was seconded. Motion passed with forty-nine in favor, none opposed, and three abstentions and is detailed at the end of these minutes.

**5. ACTION ITEM: CONSENT AGENDA – BS IN RELIGIOUS STUDIES FOR HEALTH PROFESSIONALS; UG MINOR IN SOUTHWEST STUDIES**

Both proposals come to Faculty Senate as seconded motions from Undergraduate Council. BS in Religious Studies for Health Professionals **[Motion 2022/23-4]** and UG Minor in Southwest Studies **[Motion 2022/23-5]** carried with fifty in favor, none opposed, and no abstentions and are detailed at the end of these minutes.

**6. STATEMENT FROM CHAIR OF THE FACULTY LEILA HUDSON**

Chair Hudson’s statement is appended to these minutes.

**7. OPEN SESSION: STATEMENTS AT THE PODIUM ON ANY TOPIC, LIMITED TO TWO MINUTES – MAXIMUM NUMBER OF SPEAKERS IS FOUR. NO DISCUSSION IS PERMITTED, AND NO VOTES WILL BE TAKEN.**

Associate Professor of Nutritional Sciences, Melanie Hingle, addressed the Faculty Senate to share [memories of former Chair of the Faculty and Distinguished Professor, Wanda Howell, who passed away July 17, 2022.](#)

Professor of Psychology, David Sbarra, addressed the Faculty Senate on behalf of the student-led group [UArizona Divest.](#)

Senator Downing addressed the Faculty Senate concerning [academic freedom.](#)

Curator of Ethno-History at the Arizona State Museum, Michael Brescia, addressed the Faculty Senate on behalf of [Research, Innovation, and Impact \(RII\) faculty](#).

8. **REPORTS FROM THE PRESIDENT, PROVOST, SECRETARY OF THE FACULTY, FACULTY OFFICERS, APPC, RPC, SAPC, COFM, DEI, SGRC, GRADUATE COUNCIL, UNDERGRADUATE COUNCIL, SPBAC, ASUA, GPSC, UARIZONA STAFF COUNCIL**

- President Robbins reported that UArizona has the largest (over 50,000), most qualified and diverse incoming class in history. The majority of classes are being held in person, with nothing new to report on the COVID-19 front.
- Secretary Dysart reported that over the summer, the Committee on Faculty Membership met to consider the request from Research Faculty for a seat on Faculty Senate and unanimously approved their request. The Constitution and Bylaws changes that were approved by the General Faculty and submitted for the President's approval are being delayed due document inconsistencies.
- Robles reported on student efforts to work with City of Tucson and University officials on transit issues and Sun Tran fares. ZonaZoo currently has a record-breaking membership of ~20,000 students.
- Irizarry reported on GPSC events. GPSC plans to update the Financial Stress survey and concentrate the delivery to graduate students.

9. **INFORMATION ITEM: RESEARCH POLICY COMMITTEE – FACILITIES AND ADMINISTRATION (F & A) COSTS – RPC CHAIR, DAVID CUILIER, AND RPC MEMBER, PAUL GORDON**

- Cuillier mentioned former Chair Gordon's report from the April 2020 Faculty Senate meeting on the portion of F & A costs being distributed directly to Principal Investigators. Over the summer, the F & A costs were included in AIB and the Provost reached out to the committee last month to ask it to assist with the details of allocating large and small distributions. The committee will be undertaking this endeavor over the next few months. Feedback is welcome.
- In response to questions Cuillier noted that responded accumulated F & A calculations are from the end of the third quarter and paid in the fourth quarter. Frequency is one of the questions the committee will have for the Provost.
  - The committee would be welcome and welcomes anyone who would like to help the committee with its work.

10. **INFORMATION ITEM: UAGC UPDATE – PRESIDENT ROBERT ROBBINS**

- Robbins reported that Zovio is no longer associated with UAGC. UAGC assumed the assets of Zovio and its higher education content. Some employees from Zovio were absorbed into UAGC to assist with student recruitment and advising.
- Conversations are ongoing with the Department of Education and accreditors, both HLC and WASC, regarding the transition to assessment. Migration of UAGC into the University of Arizona is slated to occur between March to June 2023 timeframe. A determination will be made as to whether UAGC will be a branch campus or operating unit.
- In response to questions, Robbins noted that UArizona is not involved in the transition, but about 800 of 1,000 employees were transferred. He also explained UArizona does not control UAGC and this issue was heavily debated with the Department of Education (DOE) during the initial Asset Purchase Agreement.
  - When all employees in the UAGC faculty are brought into the University, they will be a separate faculty and separate students with a separate OPIE number. They will not have representation in Faculty Senate and will have their own shared governance as they do today.
  - Future discussions about UAGC's involvement in shared governance at the University will be forthcoming. UAGC employees will be State of Arizona employees.
  - Robbins affirmed UAGC has a new OPM and that there are no plans to extend that to other parts of UArizona.
  - Robbins confirmed UAGC is currently separate and will remain a separate operating entity within UArizona.
  - Tuition for UAGC is ~\$400M, which will provide a good margin for UArizona. Robbins isn't aware of UArizona administrators with dual appointments, but there are four faculty members who have Board seats. Robbins was unsure on the process for peer review and evaluations, but speculates that a process is in place but it may differ from UArizona's.

11. **DISCUSSION ITEM: FURLOUGH COLA FOLLOW-UP FOR AD HOC COMMITTEE – PROFESSOR GARY RHOADES**

- Rhoades introduced himself and discussed the University-wide furloughs of staff and faculty in 2020 and 2021. According to Rhoades, the levels of the furloughs were the most extreme in the State of Arizona and three to four times more than of any peer institution nationally as reported by the General Faculty Financial Advisory Committee appointed by Faculty Senate. Over the course of six-plus months after the initial announcement of the furloughs, they were revised due to campus-wide feedback and agitation, as well as input from Coalition for Academic Justice at UArizona. Although reduced by half, they remained the worst in the State of Arizona and nation and were accompanied by a significant number of layoffs of contingent faculty, staff, and student employees.
- Rhoades recognizes that NAU and Michigan State have since implemented policies fully repaying furloughed employees their lost wages. This past December, CFO Lisa Rulney shared that the total amount of furloughed monies was \$43.5M, possibly less.
- Although salary raises were given over the summer, they are considerably less than what most in this room were furloughed, which was 8%. The raises were less than the 10% most state employees received, and less than the cost of living increases.
- The furlough program was set by central administration and therefore, needs to be central administration's targeted reallocation, depicting how RCM previously and now AIB work. A process of reallocating from the units to the center through targets or taxes. Rhoades urges Faculty Senate to devote time, first to reviewing the relevant documents and the financial enrollment considerations, and secondly to discussing the possibility of developing a multi-year plan to pay back the furlough monies and reinvest in the staff and faculty. Hymel noted that a special committee would be formed to look at the issue.

12. **DISCUSSION ITEM: RII SENATE SEAT – SECRETARY OF THE FACULTY, TESSA DYSART**

- Dysart opened by explaining the Research Faculties' request to receive a Faculty Senate seat. The Committee on Faculty Membership met and determined that the Bylaws, Article VIII, Section 2 authorized the seat without any further action by the Senate. The definition of General Faculty is in the Constitution, Article II, Section 1. The college of Veterinary Medicine has eight General Faculty members and is the smallest college. There are forty-six Research Faculty in the Common College.
- Dysart shared the August 28, 2017 Faculty Senate minutes where the Bylaws change was made to Article VIII, Section 2 increasing representation to include non-academic units with the intent of giving the smaller unit Faculty Senate representation. This change was approved by the General Faculty. These documents are appended to this agenda.
- The next steps forward would be for the Elections Committee to hold a special election to fill the RII Faculty Senate seat, consistent with vacancies longer than one semester. The Committee on Faculty Membership can address the issue of the Honors College representation. If Faculty Senate is not in favor of the Bylaws provision, discussions can be held to change it.
- Professor Elliott Cheu reiterated Brescia's comment in Open Session that currently there is no Common College representation in Faculty Senate because people don't feel the Common College represents their endeavors. Cheu's appointment to RII was to create a culture of excellence and inclusion.
- Dysart introduced Chief Data Officer, Ravneet Chadha, who displayed the census of the General Faculty and provided instructions on how to obtain access.
- Questions and discussion ensued concerning the following topics:
  - Academic program review and PhD levels of faculty; the exact number of voting faculty at the various colleges and whether those numbers might grow in the near future; whether the Constitution and Bylaws Committee should look at this matter; the extent to which someone picking an administrative role over a faculty role might impact representation.
  - The discussion will continue at the next faculty meeting.

13. **ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:03 p.m.

**Tessa Dysart, Secretary of the Faculty**  
**Jane Cherry, Recording Secretary**

**Motions of September 12, 2022 Faculty Senate Meeting**

**[Motion 2022/23-1]** Motion to approve The Resolution concerning the process for electronic votes. Motion was seconded. Motion passed with forty-seven in favor, three opposed, and no abstentions. Text of Resolution:

**Resolution concerning the process for electronic votes.**

Purpose: To make the process of casting votes through Zoom equivalent, as nearly as possible, to the in-person process. This resolution does not cover how Zoom voters shall cast a secret ballot.

Resolution:

Votes cast through Zoom, during a Faculty Senate meeting, shall be valid and equivalent to votes cast in-person in the following circumstances.

A. For votes by raising hands:

- i. In-person and Zoom votes shall be cast simultaneously.
- ii. Before the vote, all Zoom hands shall be down; if necessary, the Presiding Officer can declare that specific raised hands shall be ignored for the purpose of the vote.
- iii. Anyone wishing to cast a vote on Zoom must have their face visible on Zoom, raise their Zoom hand, and keep it raised, until all voters are released by the Presiding Officer.

B. For roll-call votes:

- i. The sequence of the roll call shall be alphabetical and independent of whether members are attending in person or on Zoom.
- ii. Anyone wishing to cast a vote on Zoom must, when called, have their face visible on Zoom and cast their vote orally.

C. The Presiding Officer is responsible for enforcing these procedures.

D. The first agenda item of the first Senate meeting held after May 31, 2023, shall be the renewal of this resolution or the adoption of alternative procedures. Unless renewed, this resolution shall expire and have no effect after that meeting is adjourned.

**[Motion 2022/23-2]** Motion to approve the Faculty Senate Agenda. Motion was seconded. Motion passed with forty-eight in favor, none opposed, and no abstentions.

**[Motion 2022/23-3]** Motion to approve the minutes of May 2, 2022. Motion was seconded. Motion passed with forty-nine in favor, none opposed, and three abstentions.

**[Motion 2022/23-4]** Consent agenda seconded motion from Undergraduate Council BS in Religious Studies for Health Professionals. Motion carried with fifty in favor, none opposed, and no abstentions.

**[Motion 2022/23-5]** Consent agenda seconded Motion from Undergraduate Council UG Minor in Southwest Studies. Motion carried with fifty in favor, none opposed, and no abstentions.

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**MINUTES  
FACULTY SENATE  
OCTOBER 3, 2022**

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**1. CALL TO ORDER**

Presiding Officer of the Faculty Senate, Mona Hymel, called the second regular Faculty Senate meeting of the semester to order at 3:02 PM in Law 164 and via Zoom. Secretary Tessa Dysart was present. A brief presentation regarding [Hybrid Senate Tech Rules](#) was shared.

**Present:** Senators Alfie, Bourget, Cai, Casey, Cheu, Citera, Cooley, Cui, Domin, Duran, Dysart, Fellous, Fink, Folks, Goyal, Guzman, Hammer, Harris, Hudson, Hymel, Ijagbemi, Irizarry, Jones, Knox, Leafgren, Lee, Little, Neumann, O’Leary, Pace, Robles, Rocha, Ruggill, Russell, Senseney, Simmons, Slepian, J. Smith, S. Smith, Spece, Stegeman, Stephan, Stone, Su, Tropman, Williams, M. Witte, R. Witte, Zeiders, Zenenga, Ziurys

**Absent:** Senators Behrangi, Bolger, Brummund, Dial, Downing, Gerald, Gordon, Lucas, Ottusch, Pau, Rodrigues, Schulz, Vedantam, Wittman

**2. ACTION ITEM: APPROVAL OF THE [MINUTES OF SEPTEMBER 12, 2022 \(00:02:26\)](#)**

Due to a need for corrections, Hymel moved **[2022/23-6]** to postpone approval of the September 12, 2022, minutes until the November Faculty Senate meeting. Motion was seconded. **[Motion 2022/23-6]** passed with thirty-seven in favor, none opposed, and no abstentions. **[Motion 2022/23-6]** is detailed at the end of these minutes.

**3. ACTION ITEM: APPROVAL OF THE FACULTY [SENATE AGENDA FOR OCTOBER 3, 2022 \(00:08:28\)](#)**

Stegeman moved **[Motion 2022/23-7]** to approve the amended Faculty Senate agenda with Senator Casey’s movement **[Motion 2022/23-7A]** to make a friendly amendment to move old business item number 7F (Sun Tran Resolution by ASUA – ASUA President, Patrick Robles, and Co-chairs of SAPC, Diane Ohana and Cheryl Casey) to the next month’s agenda. Motion was seconded. **[Motion 2022/23-7]** passed with forty-one in favor, none opposed, and no abstentions. **[Motion 2022/23-7]** is detailed at the end of these minutes.

**4. OPEN SESSION: STATEMENTS AT THE PODIUM AND VIA ZOOM ON ANY TOPIC, LIMITED TO TWO MINUTES - MAXIMUM NUMBER OF SPEAKERS IS FOUR. NO DISCUSSION IS PERMITTED, AND NO VOTES WILL BE TAKEN (00:11:32)**

Assistant Professor in English and Gender and Women's Studies, Marcia Klotz, [addressed the Faculty Senate to share UCWAZ's \(United Campus Workers Arizona\) new Executive Committee members and introduced their launching of two new petitions for signature.](#) (00:12:11)

Professor of English, Matthew Abraham, addressed the Faculty Senate [concerning the Nominating Committee process for creating the general ballot for the Committee on Academic Freedom and Tenure.](#) (00:15:12)

Head of Collections at the Arizona State Museum, Susan Eckert addressed the Faculty Senate to consider [RII's request for Senate representation.](#) (00:19:00)

Assistant Professor of Practice, Joel Smith addressed the Faculty Senate [concerning practical suggestions of spaces to share ideas and addressed RII's request for representation in the Faculty Governance.](#) (00:21:26)

5. **STATEMENT FROM THE CHAIR OF THE FACULTY - CHAIR OF THE FACULTY, LEILA HUDSON** (00:24:18)

[Chair Hudson's statement](#) is appended to these minutes.

6. **ACTION ITEM: CONSENT AGENDA - MS in Innovations in Aging GDP - Chair of the Graduate Council, Ron Hammer** (00:37:33)

The MS in Innovations in Aging GDP comes to the Faculty Senate as a seconded motion. [Motion 2022/23-8] passed with thirty-eight in favor, none opposed, one abstention, and is detailed at the end of these minutes.

7. **DISCUSSION AND ACTION ITEM: RII Senate Seat Discussion - Secretary of the Faculty, Tessa Dysart & Associate Vice President, University Research Institutes, Elliot Cheu (15 minutes)** (00:39:44)

- Dysart stated the Committee on Faculty Membership has met and agreed that the research faculty meets and exceeds the language of Article VIII, Section 2 for membership in the Senate. RII's membership consists of over forty members of the general faculty, while the two smallest colleges have twenty-four and eight general faculty members. Historically, this does not require a vote, the library under the Faculty Senate's precedent receives their seat without any further action. Dysart stated if this provision should be changed, it should not be APPC as it is out of their provision, instead this is a Bylaws Change. Dysart stated her understanding for discussing apportionment, and the provision, although this can be discussed in the Bylaws Committee. The current provision as written, gives the research staff a seat in the senate without any further action.
- Professor Elliot Cheu reiterated that there is currently no representation in the Faculty Senate for research faculty in RII even though their work is equally valuable in supporting the institution. Cheu stated if there was a creation of another college, they



would be given voting rights with a later conversation about apportionment. Cheu states the Common College is not the way to allow units that meet the language in Article VIII, Section 2 to vote. Cheu stated the bylaws are clear and they do not say there is a vote needed; the Bylaws state that any unit that has more faculty than the smallest college (which is currently Veterinary Medicine) shall be represented as a college, RII meets those criteria.

- A Senator stated the purpose of the Faculty Senate is to represent the faculty and they are not opposed to representation from those in RII, they just want to make sure representation is well-balanced across all Faculty. The Senator also stated currently admitting another member on a smaller unit doesn't seem right and is not the spirit of the Senate, therefore, they support the Chair of the Faculty's statement to look at this carefully and ensure it is done right.
- A Senator questioned how representation would work if there was a case where faculty had a representative in the College of Science and is also a part of RII.
  - Dysart clarified general faculty are only coded to vote in one college and typically that is within one's tenure home. The system does not allow more than one voting home. Questions on this matter are directed to the Committee on Faculty Membership. Dysart clarified the faculty of RII are coded to vote with the Common College, which is also their voting home, although they meet the standard in the Bylaws to receive their own seat and to be moved out of the Common College to their new voting code. There are currently about sixty-six faculty in the common college, the large majority includes RII, Honors College, and others across colleges.
  - Fink said he is interested in hearing the position of the APPC Chair, John Milbauer, on the comments made by the Secretary of the Faculty that this matter is not under the purview or consideration of the APPC.
  - Milbauer added this matter is very much purview looking at the charge for APPC. The purview includes definition of faculty membership and governance issues. The smallest college is Veterinary Medicine with eight faculty is misleading because that does not include career-track who haven't had three-year appointments because the college is less than three years old. Milbauer stated he is in favor of proportional representation and APPC can discuss these matters in their next meeting. There are numerous ways to change the Constitution and Bylaws through numerous sources listed in governing documents, Article X. The Constitution and Bylaws Committee is only one avenue. Proposals to change Bylaws can come from Faculty Senate and from General Faculty depending on the numbers involved. Shared governance needs to be very shared and not limited to territorial arguments about who does what.
- M. Witte said that the Common College has not filled its Faculty Senate seat with the last two General Elections. RII is an administrative unit, and individuals have their voting rights based on their faculty status, not because they are in RII, specifically. M. Witte stated Dr. Abraham's passionate plea goes far beyond what he is asking for, a simple change to bylaws and requires mechanisms that Dr. Milbauer pointed out and also generally looking into shared governance. Dr. Cheu is a dean and tenured faculty

member in the College of Science and will not partake in voting in RII. Witte mentioned that in a conversation with Dr. Cheu, he stated that he would like his administrative role to be represented, and Witte finds this statement concerning. Opening the floodgates to administrative units where people make a vote because of their “administrative role,” rather than their faculty role is a great concern, which is also a shared concern between other Senators. There is a want for faculty to be more represented with a comprehensive look at the entire structure.

- Voting rights based on administrative roles rather than faculty roles appear to be prevalent. Hammer said concerns are beyond the scope of what is currently in the Bylaws and the problem that arises with faculty, not administrators, who reside within an administrative unit. This body is the Faculty Senate, not Faculty House who would have an inclusive House of Representatives according to proportion. Disproportionate issues are prevalent, and the Bylaws should be followed until changed.
  - Cheu reiterated his statement from Witte that it wasn't his administrative role he wanted represented, but his role was to develop a community for RII by creating a culture of excellence and inclusion. The way faculty is organized in RII is in a very collaborative and shared governance way, Cheu is charged to help with development, and does not attend the meetings nor represent himself.
- M. Smith said that it is common practice for other committees to review and make preparatory recommendations in advance of the Constitution and Bylaws committee's consideration. M. Smith suggested making decisions based on the current Constitution and Bylaws until there is an ability to review relevant information and make changes. APPC is a group that would be appropriate to contribute to these reviews.
- Simmons stated it is the Faculty Senate's duty to represent the general faculty, as elected by the standing Constitution and Bylaws. Simmons said that a General Faculty review is in order and that the item should be tabled pending review.
- Dysart referred to what the Bylaws currently say. College of Veterinary (Vet Med) has about twenty-three Faculty that are career track that may at some point, get voting rights but the bulk of Vet Med faculty is not at point five FTE which doesn't make them members of the general faculty.
- Bourget reminded the body that the Faculty Senate has an important role in Academic Affairs, and this aspect needs to be considered with Faculty Senate representation. Bourget was a Senator when the change was made to the Bylaws before the College of Veterinary Medicine (Vet Med) was in existence. Senators' understanding at the time was that the Common College would encompass those faculty who were not represented in academic colleges. The fact remains that the Faculty Senate Common College has two seats that have not been filled in over two years, negating the need for this conversation.
- Hudson said that the faculty membership in Vet Med is sixty-five, which indicates the footprint of a viable academic college, every member of whom contributes to the challenge of a successful academic program. Every member contributes to the challenge of a successful academic program that is not seven, instead, it is somewhere in the high fifties like the College of Pharmacy or sixty-five like the new College of Veterinary Medicine which is supported by a line item in the State budget. The inherited

definition of General Faculty is not only narrow, but also fails to be inclusive by only recognizing and enfranchising seven of those sixty-five faculty who work in the College of Veterinary Medicine. If increasing the numbers of seats in the Senate is done for smaller units, reasonable apportionment should be assessed for the large traditional colleges. If enfranchisement with RII faculty were in crisis and colleagues did not have the opportunity to vote or run for its Faculty Senate seat, a Special Election would be held, but there is no urgency at this time. The only urgency of the Bylaws and Constitution committee is to eliminate the confusion of the Bylaws and Constitution which is a task handed off in January. Chair Hudson moved **[Motion 2022/23-9]** that the Academic Personnel Policy Committee consider the matter of representation for academic support units based on the 2017 bylaws and recommend action to the Faculty Senate after a holistic discussion by January 2023. Dysart raised a point of order to **[Motion 2022/23-9]** for being contrary to bylaws and exceeding the jurisdiction of APPC. In addition, Secretary Dysart raised a point of order that the Senate has no power to vote on RII receiving a Faculty Senate seat since RII meets the clear language of the bylaws. Presiding Officer Hymel requested assistance from the Parliamentarian who deemed Chair Hudson’s motion in order. **[Motion 2022/23-9]** was seconded. Witte moved **[Motion 2022/23-10]** to end discussion on **[Motion 2022/23-9]**. Motion was seconded. **[Motion 2022/23-10]** passed with forty-one in favor, four opposed, and two abstentions and is detailed at the end of these minutes. Dysart moved **[Motion 2022/23-11]** for a [roll call vote](#). Motion was approved. **[Motion 2022/23-9]** is detailed at the end of these minutes. **[Motion 2022/23-11]** is detailed below.

- **Roll Call Vote**

Ilana Addis	No Response
Fabian Alfie	No
Ali Behrangi	No Response
Molly Bolger	No Response
Carine Bourget	Yes

Barry Brummund	No Response
Haijiang Cai	Yes
Cheryl Casey	No
Barbara Citera	No
Janet Cooley	No
Hong Cui	Ex-officio
Sharon Dial	Absent
Christopher Domin	No
Theodore Downing	Absent
Javier Duran	No
Tessa Dysart	No

Jean-Marc Fellous	Yes
Wolfgang Fink	Yes
Liesl Folks	Abstain
Joe Gerald	Absent
Paul Gordon	Absent
Ravi Goyal	Absent
Roberto Guzman	Yes
Ronald Hammer	No
Samantha Harris	No
Leila Hudson	Yes
Mona Hymel	Yes

Bayo Ijagbemi	No response
Luis Irizarry	Abstain
Jeffrey Jones	Abstain
Kenneth Knox	No
Emily Lamb	No Response
John Leafgren	No
Benjamin Lee	No Response
Jenny Lee	Yes
Kristin Little	Yes
Pierre Lucas	Absent
William Neumann	No

Anna Ochoa O'Leary	Yes
Timothy Ottusch	Absent
Thaddeus Wesley Warren Pace	No
Stanley Pau	Absent
Patrick Robles	No response
Christina Rocha	No
Judd Ruggill	Abstain
Joellen Russell	Yes
Andrew Schulz	Absent
Robert Senseney	Yes
Caleb Simmons	No

Marvin Slepian	Abstain
S Mae Smith	Yes
Joel Smith	No
Roy Spece	Yes
Mark Stegeman	Yes
Robert Stephan	No
Jeff Stone	Yes
Shufang Su	Abstain
Matthew Tropman	No
Gayatri Vedantam	Absent
Matthew Williams	Abstain



Marlys Witte	Yes
Russell Witte	Yes
Romi Wittman	Absent
Katharine Zeiders	Yes
Praise Zenenga	Abstain
Lucy Ziurys	Yes

M. Witte moved **[Motion 2022/23-12]** to move agenda item E (UHAP Updates on Section Five – Chair of the Committee of Eleven, Wolfgang Fink) before agenda item B (Child Care Center – Vice President for University Initiatives, Celina Ramirez, and Secretary of the Faculty, Tessa Dysart). Motion was seconded. Motion was approved with thirty-one in favor, none opposed, and none abstained. **[Motion 2022/23-12]** is detailed at the end of these minutes.

**8. Reports from the President, Provost, Faculty Officers, APPC, RPC, SAPC, DEI, Graduate Council, Undergraduate Council, SPBAC, ASUA, GPSC, UArizona Staff Council, Gen Ed Office with UWGEC (00:31:23)**

- The Provost reported the Faculty Workload tile has gone live and will assist with processes in promotion and annual reviews. This can ensure there is an ongoing record of the agreement between each individual faculty member and their direct workload assignments being split around core categories of work. When dossiers come up for promotion, there is a common and agreed upon understanding with the individual faculty member and the department head that is recorded and documented, preventing

disagreements. If there are any conflicts with one's direct supervisor, it is suggested to go to the Dean for resolution.

- Nominations are being accepted for [Honorary Degrees and Faculty Awards](#). The Faculty Development Communities for Promotion Mentoring Program provides resources for those seeking a promotion.
- The SPFI Program has the goal to ensure highly diverse faculty can have opportunities to be brought into higher ranks through targeted hiring. Thus far, the program has been successful and yielded high retention rates.
- The Hispanic Serving Institution (HSI) Faculty Seed Grant has allowed for funding of six projects with a total of one-hundred and forty thousand dollars.
- The Search Committee is looking to fill the position for the Dean of the Graduate College, an opportunity for anyone who has been very active in administering graduate education. This is an internal search therefore, one must login through the firewall before searching for the position.

**9. DISCUSSION ITEM: UHAP Updates on Section Five - Chair of the Committee of Eleven, Wolfgang Fink (01:37:01)**

- The Committee of Eleven initiates, promotes, and simulates study and action looking for solutions to situations and issues that affect the faculty and the University. The committee makes reports to the General Faculty on Faculty. Over three years ago, responding to concerns of the Committee of Eleven has proposed changes to UHAP 5.2 which regulates the annual review of administrators including deans and department heads. Over three years ago, responding to concerns brought by the General Faculty regarding the lack of annual review for compliance and accountability for administrators, including deans and department heads, the Committee of Eleven examined and considered provisions to the governing document for annual reviews of administrators, UHAP 5.2.
- The committee produced a set of changes/revisions to UHAP 5.2 which were subsequently presented to the Senate and Dean's Council. With the onset of the COVID-19 Pandemic, the plan for UHAP 5.2 was put on hold and revisited in academic year 2021-2022. The committee finalized suggested changes and presented this to the Vice Provost for Faculty Affairs, Dr. Andrea Romero.
- This item is being brought to discussion with the intent of presenting this in the November Senate meeting. Main items of proposed changes deal with the possibility of dismissal, the make-up of review committees, the review assessments to be made public, review committee or its subcommittee will prepare a non-confidential executive summary of the review to be shared with the faculty and staff, propositions to the comprehensive evaluation criteria, and a proposal for an annual report to presented to the Faculty Senate, listing the reviews performed each academic year.
- Senators have been asked for discussion and feedback before the November Faculty Senate meeting to allow for votes in the next meeting.

- Regarding the annual performance review, a Senator asked about the privacy and confidentiality aspect in regard to HR standards and stated annual reviews may be excessive in the second and third years.
  - Fink clarified a non-confidential Executive Summary will be made public which doesn't include all details
- Additional comments included the approval of the UHAP 5.2 changes as this is a step in the right direction and the annual review being less comprehensive and more focused which gives a different perspective from reviews by administrative superior officers. Another Senator stated the annual reviews may be difficult while also carrying out normal job duties due to the review being extensive.
  - Fink stated annual reviews are already policy, Committee of Eleven wants to ensure they get enforced.
  - A Senator shared that there is already provision for Faculty and Staff to give input into the annual reviews of administrators, but an issue is, it isn't done in every college. If current standards are implemented, it can be a step in the right direction.
- Senator Simmons stated at Department Head level, is just elected faculty which used to be the majority elected faculty. Staff are enfranchised or a part of the process, which is problematic, especially for larger units.
  - Fink stated in the proposed changes, there is no exclusion of staff, it includes the certainty that staff will be consulted but it is the faculty that will drive the ultimate review. Two to three years is an extended period where there is an ability to negatively affect the rating and ranking of a department to make it irreparable. It is important to continuously evaluate performance. The infrastructure is not being changed, the way of constituting existing committees is what is being changed, rather than being appointed, members will be elected.\*
- Senator Harris agreed with the annual review criteria and stated with increased responsibility there should be increased transparency.
- The Provost suggested presenting a summary of current processes to the Faculty Senate.
- Senator O'Leary questioned if the issue is that the UHAP policy for annual reviews is not being carried out by every college or unit.
  - The Provost stated she is unsure if there is data on that.
- Senator M. Witte stated there is every possible permutation in conversation and there is a need for a clear and transparent process to be done by an administrator where staff and student input is allowed.

**10. INFORMATION ITEM: CHILD CARE CENTER - Vice President for University Initiatives, Celina Ramirez (01:55:22)**

- Ramirez reported on efforts to create a childcare center to serve campus.
- There are three times as many children as childhood slots and five times as many children as high-quality slots.
- Priorities for the Childcare Center include affordability, proximity, faculty research, and student learning opportunities.

- The working group for this development includes an array of faculty. Data is currently being reviewed from a campus-wide survey, recommendations such as tuition, size, cost to the University, modeled services, etc. will be provided to the Senior Leadership Team.

## 11. **ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:00 PM.

**Tessa Dysart, Secretary of the Faculty**

**Recording Secretary, Jasmin Espino**

### **Motions of October 3, 2022 Faculty Senate Meeting**

**[Motion 2022/23-6]** Motion to postpone the approval of the September 12, 2022 minutes until the November Faculty Senate meeting. Motion passed with thirty-seven in favor, none opposed, and none abstained.

**[Motion 2022/23-7]** Motion to approve the Faculty Senate agenda with the friendly amendment to table old business item number 7F on SunTran until the November Senate meeting. Motion was seconded. Motion passed with forty-one people in favor, none opposed, and none abstained.

**[Motion 2022/23-7A]** Motion to make a friendly amendment to move old business item number 7F (Sun Tran Resolution by ASUA – ASUA President, Patrick Robles, and Co-chairs of SAPC, Diane Ohana and Cheryl Casey) to the next month's agenda.

**[Motion 2022/23-8]** Consent agenda for MS in Innovations in Aging GIDP which comes as a seconded motion. Motion was seconded. Motion passed with thirty-eight in favor, none opposed, and one abstained.

**[Motion 2022/23-9]** Motion that the Committee on Academic Personnel Policy consider the matter of representation for academic support units based on the two thousand and seventeen bylaws and recommend action to the senate after a holistic discussion by January, two thousand twenty-three. Motion was seconded. Motion passed with twenty in favor, eighteen opposed, and seven abstentions.

**[Motion 2022/23-10]** Motion to end discussion. Motion was seconded. Motion passed with forty-one in favor, four opposed, and two abstained.

**[Motion 2022/23-11]** Motion for a roll call vote. Motion passed with more than the required seven votes.

**[Motion 2022/23-12]** to move agenda item E before agenda item B. Motion was seconded. Motion was approved with thirty-one in favor, none opposed, and none abstained.

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## MINUTES FACULTY SENATE NOVEMBER 7, 2022

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### 1. **CALL TO ORDER**

Presiding Officer of the Faculty Senate, Mona Hymel, called the Faculty Senate meeting to order at 3:08 p.m. in Law 164 and via Zoom. Secretary Dysart was present. Hymel asked Faculty Senators to advise her prior to the meeting if a Consent agenda item warrants discussion. If that is the case, the item(s) will be moved to the Non-consent agenda.

**Present:** Senators Addis, Bolger, Bourget, Brummund, Cai, Casey, Cooley, Dial, Domin, Downing, Durán, Dysart, Fellous, Fink, Folks, Goyal, Guzman, Hammer, Harris, Hudson, Hymel, Ijagbemi, Irizarry, Jones, Knox, Leafgren, Lee, Little, Neumann, O'Leary, Pace, Pau, Rocha, Ruggill, Russell, Senseney, Simmons, Slepian, J. Smith, M. Smith, Stegeman, Stephan, Stone, Su, Tropman, Vedantam, M. Williams, M. Witte, R. Witte, Wittman, Zeiders, Zenenga, and Ziurys. M. Stegeman served as Parliamentarian.

**Absent:** Senators Alfie, Behrangi, Citera, Cui, Gerald, Gordon, Haskins, Lamb, Lucas, Murugesan, Nichols, Ottusch, Robbins, Robles, Rodrigues, Sadoway, and Schulz.

### 2. **ACTION ITEM: APPROVAL OF THE AMENDED FACULTY SENATE AGENDA FOR NOVEMBER 7, 2022 (00:00:29)**

- Slepian moved **[Motion 2022/2023-13]** to approve the amended agenda. Motion was seconded.
- A senator requested to discuss the Grade Replacement Opportunity Policy Revision and Benchmarking slated to be added to the Consent agenda.
- Hymel noted that the additional item will be moved to the Non-consent agenda pending questions. **[Motion 2022/2023-13]** passed with fifty in favor, zero opposed, and no abstentions and is detailed at the end of these minutes.

### 3. **ACTION ITEM: APPROVAL OF THE MINUTES OF SEPTEMBER 12 AND OCTOBER 3, 2022 (00:03:26)**

- M. Witte said that the minutes of September 12, 2022 were noticeably shorter and abbreviated than previous ones associated with Faculty Senate. The minutes should be complete and full, including Open Session and all statements. None of the Faculty Senators' discussion passing the motion are included. Witte moved **[Motion 2022/2023-14]** to table the minutes until a more complete version is presented for approval. Motion was seconded.
- Hymel stated that with following Robert's Rules of Order, advocacy for a more abbreviated set of minutes includes eliminating names and discussion.
- Dysart explained that she followed Section Forty-eight of Robert's Rules of Order which sets out what should be included in the minutes, and typically discussion of what was done, not what was said is documented. In going over previous minutes while working on the Constitution and Bylaws revisions, specific language of motions was not included. Full text of motions will now be included moving forward to see what was voted on and passed.
- Witte moved **[Motion 2022/2023-15]** to close discussion and vote on **[Motion 2022/2023-14]**.
- Dysart called for Point of Order. The Faculty Constitution says Robert's Rules of Order are followed and would like a ruling from the Chair that the Secretary of the Faculty ignore the Faculty Constitution with regard to the minutes.
- Parliamentarian Stegeman said **[Motion 2022/2023-15]** to close discussion is on the floor. **[Motion 2022/2023-15]** passed with 48 in favor, none opposed, and no abstentions. **[Motion 2022/2023-14]** to table the minutes passed with 44 in favor, 7 opposed, and 3 abstentions. Slepian suggested having an addendum with discussion as an attachment to the minutes.

### 4. **OPEN SESSION: STATEMENTS AT THE PODIUM ON ANY TOPIC, LIMITED TO TWO MINUTES – MAXIMUM NUMBER OF SPEAKERS IS FOUR. NO DISCUSSION IS PERMITTED, AND NO VOTES WILL BE TAKEN (00:22:41)**

Professor of Family Studies and Human Development, Russ Toomey, addressed the Faculty Senate. Toomey's [statement](#) is appended to these minutes.

Senator Zenega addressed the Faculty Senate. Zenega's [statement](#) is appended to these minutes.

Senator M. Witte address the Faculty Senate. Witte's [statement](#) is appended to these minutes.

5. **STATEMENT FROM CHAIR OF THE FACULTY LEILA HUDSON (00:36:20)**

Chair Hudson's [statement](#) is appended to these minutes.

6. **ACTION ITEM: CONSENT AGENDA – UNDERGRADUATE MINOR ADDICTION AND SUBSTANCE USE; UNDERGRADUATE MINOR ENTOMOLOGY; GRADE REPLACEMENT OPPORTUNITY POLICY REVISION AND BENCHMARKING; NAME CHANGE-GRADUATE FAMILY AND CONSUMER SCIENCES TO HUMAN DEVELOPMENT AND FAMILY SCIENCE (00:41:06)**

All proposals come to Faculty Senate as seconded motions. Grade Replacement Opportunity Policy Revision and Benchmarking was moved to the Non-consent agenda for discussion. Consent agenda items **[Motion 2022/2023-16]** Undergraduate Minor Addiction and Substance Use, **[Motion 2022/2023-17]** Undergraduate Minor Entomology, **[Motion 2022/2023-18]** Name Change-Graduate Family and Consumer Sciences to Human Development and Family Science carried with 46 in favor, none opposed, and one abstention. Questions were addressed regarding **[Motion 2022/2023-19]** Grade Replacement Opportunity Policy Revision and Benchmarking, which carried with 37 in favor, one opposed, and 11 abstentions.

7. **OLD BUSINESS (00:44:05)**

A. Senator Fink updated Faculty Senate on Committee of Eleven's proposed changes to UHAP Section 5.2 for administrative reviews. The committee has decided to defer the item to the Academic Personnel Policy Committee for review.

B. Executive Director for General Education, Susan Miller-Cochran discussed the attachments [one](#), [two](#) and [three](#) on the agenda for review. The most recent newsletter gives information about reopening the window for proposing courses. A revised version of Quick Start aligns with the new process for proposing courses. The written communication assessment, one of four subject areas mandated by ABOR, is a tri-University assessment that has been completed. The report to ABOR Committee on Academic Affairs and Educational Attainment is provided.

- The Quantitative Reasoning Assessment is currently being developed. Miller-Cochran asked for participation from colleagues.
- The third attachment is a very early draft of ABOR's Crosswalk Between Courses, which will give more clarity and contextual information on interpreting different categories on campus and will be shared at the December 2022 Faculty Senate meeting. Miller-Cochran explained that knowledge areas within General Education are determined by ABOR and the many requirements have been newly added.
- Questions ensued regarding civic education. **(00:58:59)**

C. Stegeman said that the proposal posted on the agenda regarding faculty voting procedures based on Robert's Rule of Order would resolve some, but not all, uncertainty regarding faculty voting procedures. Minimal comments have been received. Input from Faculty Senators would be appreciated before the December 2022 Faculty Senate meeting.

- Questions ensued on the perceived conflict of interest language and how the rules differed from Roberts Rules. **(01:14:06)**

D. Senator Zeiders introduced herself and said she is joined by fellow Senators Little and Wittman to discuss Multi-year contracts for Career-track colleagues. The information provided today will call for a supportive Resolution and Faculty Senate support in the near future after college-specific data on the implementation of Multi-year contracts is received. The goal is that significant movement with Faculty Senate will ensure Multi-year contracts across all colleges becoming more prevalent.

- In the College of Agriculture and Life Sciences (CALs), significant progress in implementing Multi-year contracts for all Professors of Practice (POP) is the initiative of its Faculty Council and the support of Dean Shane Burgess. Approximately 70% of all POP's now have Multi-year contracts thanks to CALs Assistant Dean of Faculty Advancement, Jean McLain.
- Multi-year contracts offer career track colleagues more security, which benefits the continuity of care with students and continuity of engagement and participation of Career-track faculty in academic departments. The increase of job security is essential to the University's commitment to creating a more diverse and inclusive University.
- Many colleges at the University have made great strides in offering Multi-year contracts, but there is room for growth. ABOR policy 6-201 Conditions of Faculty Service outlines the permissible number of Career-track faculty in relation to Tenured and Tenure-track faculty.
- Senators Zeiders, Little, and Wittman will keep Faculty Senate updated on any changes with regard to the increase.
- Questions and discussion ensued about the ABOR cap on multi-year contracts, which was recently changed to 30%, which UArizona is trying to meet. Questions were also raised about the number of Tenure/Tenure-track hires. At UArizona and nationwide, the number of Tenure/Tenure-track hires has significantly decreased over the last twenty years with an increase of adjunct and year-to-year hires. In 2019 at UArizona, only 16% of new hires were Tenure/Tenure-track. In 2022, that number dropped to 10%. Tenure/Tenure-track hiring has been flat the past couple

of years due to the financial stress of the pandemic. (01:18:59)

- E. Hudson informed Faculty Senate that the UArizona's accrediting agency, the Higher Learning Commission, visited the campus in 2021 and expressed concern about the University's shared governance practices. Breaches of shared governance practices are taking place at the college level, notably in the Health Sciences realm. A formal complaint from College of Medicine Faculty Senators was received last summer that the Dean of the College of Medicine dissolved an elected faculty committee in the middle of its term, and barred former members from running in the new election held by him.
- Other issues raised by the complaint include Tenured faculty members being retaliated against because they spoke out against conflicts of interest and other governance questions at the department level. The cases appear to be not only endorsed at the Dean's level, but also at the Provost level.
- Communications with the President's office has not yielded any accountability for fixing the retaliative problems associated with holding lab space, equipment, grants, and continuity of research hostage to what appears to be personal politics. Other examples are excluding College of Engineering faculty's input about plans to take jobs and research programs to Phoenix, the College of Pharmacy has initiated conversation about offering an MBA to its doctoral students, not with Eller College of Management, but with UAGC. Other issues are coming to light in the College of Fine Arts, and it's very important to be cognizant of shared governance issues across the University.
- Questions and discussion ensued, including a comment that the College of Pharmacy does partner with Eller and concerns over any committee being dissolved in the middle of its term and work. (01:35:07)

F. Reforming Nominating Committee Procedures was deferred due to time constraints.

8. **NEW BUSINESS (01:47:49)**

A. In President Robbins' absence, Secretary and Chief of Staff for the University, Jon Dudas, reported that 3,626 comments regarding campus security and safety have been received. Over 3,000 have been reviewed. Outside, third party independent consultants are available to hear concerns from campus. The University has hired the former special assistant agent in charge of the FBI in Tucson to look at implementing measures needed from a security and safety perspective. Because of the diverse opinions received, Dudas feels it would be helpful for Faculty Senate to be involved with security and safety on campus.

B. Presiding Officer Hymel asked for a **[Motion 2022/2023-20]** to approve Senator Downing's [Resolution](#). Motion was seconded. **[Motion 2022/2023-20]** was approved with 30 in favor, none opposed, and no abstentions. (01:51:18)

Senator M. Witte asked that her Open Session statement be included in the text of the minutes as a Point of Privilege.

9. **REPORTS FROM THE PRESIDENT, PROVOST, FACULTY OFFICERS, APPC, RPC, SAPC, DEI, GRADUATE COUNCIL, UNDERGRADUATE COUNCIL, SPBAC, ASUA, GPSC, UARIZONA STAFF COUNCIL, GEN ED OFFICE WITH UWGEC**

10. **ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:06 p.m.

**Tessa Dysart, Secretary of the Faculty**  
**Jane Cherry, Recording Secretary**

**Motions of November 7, 2022 Faculty Senate Meeting**

**[Motion 2022/2023-13]** to approve the amended agenda. Motion was seconded. Motion passed with fifty in favor, zero opposed, and no abstentions.

**[Motion 2022/23-14]** Motion to table the minutes until a more complete version is presented for approval. Motion was seconded. approve the Motion was seconded. Motion passed with 44 in favor, 7 opposed, and 3 abstentions.

**[Motion 2022/23-15]** Motion to close discussion and vote on **[Motion 2022/2023-14]**. Motion passed with 48 in favor, none opposed, and no abstentions.

**[Motion 2022/23-16]** Consent agenda seconded motion from Undergraduate Council Undergraduate Minor Addiction and Substance Use. Motion carried with 46 in favor, none opposed, and one abstention.

**[Motion 2022/23-17]** Consent agenda seconded motion from Undergraduate Council Undergraduate Minor in Entomology. Motion carried with 46 in favor, none opposed, and one abstention.

**[Motion 2022/23-18]** Consent Agenda seconded motion from Graduate Council Name Change-Graduate Family and



Consumer Sciences to Human Development and Family Science. Motion carried with 46 in favor, none opposed, and one abstention.

**[Motion 2022/2023-19]** Non-consent agenda seconded motion from Undergraduate Council Grade Replacement Opportunity Policy Revision and Benchmarking. Motion carried with 37 in favor, one opposed, and 11 abstentions.

**[Motion 2022/2023-20]** to approve Senator Downing's Resolution:

Consistent with State law, ABOR and UHAP policies, and the tenants of academic freedom, The Faculty Senate affirms that all faculty, staff, and students not be subjected to harmful personnel actions (reprisals) for public disclosure of information they reasonably believe evidences matters of public concern about: 1) a violation of any law, 2) mismanagement, or 3) a gross waste of monies or an abuse of authority. This explicitly pertains to disclosures related to public safety, including incidents associated with the murder of Professor Thomas Meixner and other public safety threats. Notwithstanding ARS 38-533, violation will be subject to severe penalties up to and including fines and dismissal comparable to those provided for State employees under Arizona Statutes [38-531](#), [38-532](#), and [38-533](#). Motion was seconded. Motion was approved with 30 in favor, none opposed, and no abstentions.

FACULTY CENTER  
1216 E. Mabel  
PO Box 210456

2 Minute Statement to the UA Faculty Senate

5 Dec 2022

Theodore Downing, Res. Professor of Social Development, RII

downing@arizona.edu

Senators:

It's the Arizona Board of Regent policy (ABOR) to opposes legislation that would eliminate or substantially alter their exemptions from State laws for rulemaking, procurement, and personnel rules. Yes, the ABOR exemption is chiseled in law. Such exemptions prevented us from getting the 10% pay increase given to our fellow state employees this year.

So please constrain your collective angst from the Regents for giving our President a \$97K bonus for completing his annual so-called "at-risk compensation goals." They also approved an additional \$135K in new incentives for this year - payable if he shifts the advanced molecular immunotherapies program to Phoenix, outsources our information technology support units, and absorbs UAGC into the UA. ABOR did not mention faculty oversight and shared governance.

I favor incentives - provided they are beneficial and harmonious to our core institutional values. Currently, they aren't. The President's compensation goals collide with the Senate, general faculty, staff, and students' values. They conflict with the institution and public it serves. Unfortunately, pursuit of these incentives restricts his management latitude and accountability. "He's just doing his job." If comparable incentives have been set for other administrators, they must be disclosed. Such contradictions needlessly transform a potential for creative collaboration and shared governance into conflict, supporting closed, hierarchical, and unaccountable governance instead.

Fellow Faculty Senators and observers,

I reluctantly stand before you to bring light to yet another troubling situation regarding shared governance at our university.

Last month we heard from our chair about several breaches in shared governance, including an administrator disestablishing a shared governance committee. Chair Hudson drew upon her own research background to compare these actions to authoritarian regimes in the Middle East.

I was at the time and remain shocked because the Chair was in the process of removing faculty from the Membership Committee, a shared governance committee, to reconstitute it with member that would in her words “bring much needed fresh eyes.” The fresh eyes were only necessary because the faculty in place hadn’t aligned with one of her initiatives.

I want to provide you with a timeline of the events; so, the flagrant abuse of power is clear:

**April 13:**

Two members of the committee (Dan McDonald & Dana Narter) were asked if they would like to return for the next year by the previous Chair of the Faculty. The third member (Judd Rudgill) was also asked but was in the middle of a two-year term already. All agreed to continue to their service.

**June 1:**

Chair of the Faculty began term and began reconstituting committees.

**June 29:**

Chair of the Faculty was informed via email that the Committee was meeting soon to start discussing important matters, and the committee continued their work, meeting in July.

**July 15-22**

Letters for those not reappointed to standing committees were sent by the Chair of the Faculty thanking them for their service (July 22). Appointment letters were sent to all new members of standing committees. Membership Committee was not reconstituted, and no new members were appointed.

**October 3:**

Discussion of RII senate apportionment status and Chair of the Faculty’s motion to send matter to APPC was approved.

**October 4:**

Secretary of the Faculty informed the Chair of the Faculty that according to the Constitution (Art. V, Sec. 2), the membership committee determines apportionment matters:

“The Committee on Faculty Membership shall interpret the provisions of Article II of this Constitution and Article I of its Bylaws, determine Senate apportionment and submit recommendations to the Faculty Senate for consideration and action. It shall be responsible for maintaining a current and accurate census of the General Faculty.”

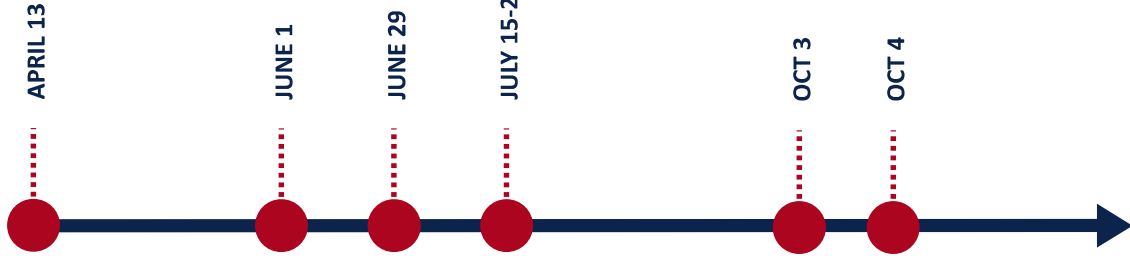
After receiving this email from the Secretary of the Faculty, the Chair of the Faculty sent letters dismissing all members of the membership committee without consultation with Senate Executive Committee, as required by our Constitution and Bylaws.

After repeated attempts by the committee members who were dismissed and members of the Senate Executive Committee urging the Chair to reverse course, we were informed at the last Senate Executive Committee meeting (Nov 21) that her decision was final.

This final decision is not only troubling, but there are deeper issues in the process whereby the decision was made. Not only did the Chair of the Faculty directly attempt to circumvent our constitution and bylaws by making a unilateral decision to remove these volunteer faculty from their committee service when they didn't align with her goals, but when challenged has ignored the advice of the Senate Executive committee who is constitutionally required to be involved in the decision.

How can we as the faculty hold administrators accountable for not thoroughly including shared governance in decision making and casting off our advice, when our own elected leaders are doing the same? It would be the height of hypocrisy, and if the Chair of the Faculty does not reverse course immediately, the faculty senate needs to take up this matter in our next meeting.

# MEMBERSHIP COMMITTEE TIMELINE



Two members of the Membership Committee were asked if they would like to return for the next year by the previous Chair of the Faculty. The third member was also asked but was in the middle of a two-year term already. All agreed to continue to their service.

Chair of the Faculty began term and began reconstituting committees.

Chair of the Faculty was informed via email that the Committee was meeting soon to start discussing important matters, and the committee continued their work, meeting in July.

Letters for those not reappointed to standing committees were sent by the Chair of the Faculty thanking them for their service (July 22). Appointment letters were sent to all new members of standing committees. Membership Committee was not reconstituted, and no new members were appointed.

Discussion of RII senate apportionment status and Chair of the Faculty's motion to send matter to APPC was approved.

Secretary of the Faculty informed the Chair of the Faculty that according to the Constitution (Art. V, Sec. 2), the membership committee determines apportionment matters.

After receiving this email from the Secretary of the Faculty, the Chair of the Faculty sent letters dismissing all members of the membership committee without consultation with Senate Executive Committee, as required by our Constitution and Bylaws.

**Faculty Senate Meeting  
Open Session Statement  
December 5<sup>th</sup>  
Keith Maggert**

Hello and good afternoon. My name is Keith Maggert, and I am an associate professor moving from the College of Medicine to the College of Science. This is a good move for me – terrific even – but it is not without a darker side. For over three years my department head has been retaliating against me for blowing the whistle on her illegal and unethical behaviors.

I sought relief with the grievance system, and was in a Committee on Academic Freedom and Tenure hearing. I was exonerated by the CAFT, though relief was forestalled when the President abruptly overruled the CAFT to side with my department head.

I contacted the Provost for help. I was told that she “knows what kind of person I am,” and chose to side with my department head.

I'd just like to move on, but I can't.

I do not know what it is – the whistleblowing, the CAFT, or the Provost's feelings about my kind of people – that extends the retaliation. You the Senate all been sent the descriptions and documents. The University is silencing and sidelining me by denying me a seat at the table. According to those E-mails, the Program Coordinator at the Faculty Center lied to the Nominating Committee when she stated that I am ineligible to serve on faculty committees.

My ineligibility?

That I am “problematic” to the University.

Perhaps I'm problematic because I witnessed illegal and unethical activity.

Perhaps I'm problematic because I said something about it.

Unknown to me, I was walking a path from whistleblower to a “kind of person” to problematic to ineligible.

Maybe this was all done by the Program Coordinator at the Faculty Center alone.

Maybe it was encouraged or directed by an administrator who oversees her.

Maybe it was done on direction of the Office of General Counsel.

I don't know. But any way one slices it, a University agent retaliated against me and my colleagues. Yet, strangely, the administration is silent. Maybe they're silent because that's the easiest response to any crisis one encounters. Maybe they're silent because they're okay with it. Retaliation is okay. Silencing some kinds of faculty is desirable.

Or, maybe they're silent because they are involved. And they're willing to let the Program Coordinator shoulder the burden alone. That's as bad as the blacklist, and she ought not be a scapegoat.

If the administration has NOTHING to do with this blacklisting, they should be demanding action.

If they have SOMETHING to do with it, however, it is we who should be.

Dec 5th, 2022

To: Faculty Senate

Thank you for the opportunity to speak. I'm Eric Lyons and I am a professor in the school of Plant Sciences with adjunct appointments in the School of Information and Biosystems Engineering. I am also the lead PI of CyVerse, a \$115M 15 year project funded by the National Science Foundation. Through CyVerse, an additional \$70M - \$80M of research awards have been brought to UArizona from nearly all major US federal agencies.

I need to ring the alarm on UA's CIO Barry Brummand's mandate to centralize nearly all computing under his office. This mandate was announced in Oct. of this year that touches EVERY part of the University: UITS will install management software on your laptops and desktops and nearly all research servers will be decommissioned and moved to Amazon. As faculty, will have to cover these costs and for a project like CyVerse, this will result in a \$9-\$12M annual bill, effectively killing this project.

Importantly, there are no exceptions and these costs will result in projects being unable to deliver on their contractual obligations, absolutely destroy our competitive edge in getting new research awards in the future, increase the likelihood that high-profile and successful professors at UA will leave for other Universities, and decrease our ability to recruit new research talent in the future.

This mandate has happened without any **faculty input** or any risk analysis. Of particular concern is the timeline mandated by CIO Brummand, which requires all units on campus to submit plans by Feb 2023 with full implementation by Jun, 2025. Our IT staff are excellent, and Brummand has not provided any plans or guidance to his staff. In fact, senior UITS leadership is currently hiring people to fill critical roles for this project as we speak. They are literally trying to build the plane while flying. Brummand defends his plan by stating that this mandate is coming from ABOR, however the most recent ABOR meeting notes make no mention of it.

Given the scale of the proposed mandate, the incredibly insane timeline, and the impact it will have on university operations, research, and teaching, I am requesting that the Faculty Senate investigate this immediately. This mandate affects all of us and CIO Barry Bummand has not been transparent and has not included faculty representation in any stage of this process.

Thank you.



Eric Lyons  
Associate Professor  
School of Plant Sciences  
School of Information  
Biosystems Engineering  
BIO5 Institute  
College of Agriculture and Life Sciences  
University of Arizona

In a few weeks nearly all of the first-year students at the law school will gather in one of these outside classrooms to take an introductory course in Constitutional Law. This is a course that I have taught, both here and at my previous institution. And while this course doesn't cover the sexy topics in Constitutional Law, like the First Amendment, it is a class that I love to teach. Why? Well, it is because it is the structure of our government that protects rights.

And as I walk my students through the constitutional design of the different branches of government and we discuss the power delegated to those branches, I remind them that as they think about how much power they want Congress, the president, or the Supreme Court to have, they should imagine their least favorite people in those offices, not their favorite. And now I say the same to you.

As Senators and frequent observers know, I have been critical of this body for selectively following our governing documents. Some members of this body have been outraged when we hear of irregularities with the nominating committee, in contravention of our governing documents, but then claim we shouldn't follow these same documents when a unit meets our requirements for membership.

Our failure to give research faculty a seat on this body and the dismissal of the faculty membership committee that Senator Simmons spoke about earlier are the two most egregious examples, but I could cite others.

We need to remember as a body that our actions set precedent for future senates. How would you have responded if the previous officers took these actions? How would you like a senate full of senators that you don't trust or align with to act? Wouldn't you want them to follow the careful rules set out in our governing documents, which were approved by a vote of the whole faculty? I hope so. Structure protects rights and orders behavior. And while there are parts of our documents that do need updating and clarifying, until that action happens, we are bound by our documents as written.

I hope as our law students start learning about structure, we can follow suit and respect our governing documents.



## **Proposed changes to UHAP 5.2**

**Faculty Constitution Article V, Section 3 provides:** *"The Committee of Eleven shall: a. Initiate, promote, and stimulate study and action dealing with and looking toward solution of situations and problems of interest and concern to the faculty and to the University. b. Make reports to the General Faculty or the Faculty Senate. c. Speak for the General Faculty as and when authorized by the General Faculty."*

Over 3 years ago and responding to concerns brought by the General Faculty regarding the lack of annual review compliance and accountability for administrators (including Deans and Department Heads), the Committee of Eleven (C11) examined and considered revisions to the governing document for annual reviews of administrators (i.e., UHAP 5.2). After careful deliberations, C11 produced a set of changes/revisions to UHAP 5.2 that were subsequently presented in the Senate and to the Deans' Council by then-Chair of C11 Dr. Steven Schwartz. With the onset of the COVID-19 pandemic, the planned revision to UHAP 5.2 was put on hold and never voted on in the Senate. In Academic Year 2021-2022, however, C11 picked up where C11 left off in 2019, finalized the suggested changes, and subsequently presented them to Vice Provost for Faculty Affairs Dr. Andrea Romero. We are now bringing them to the Senate floor for discussion with the intent of putting these to a Senate vote in the November Senate meeting.

I remain collegially yours

Dr. Wolfgang Fink  
Chair of C11 on behalf of C11  
Faculty Senator

1 Tracked proposed changes to the ORIGINAL version of UHAP 5.2 as it  
2 currently stands:

3 [https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-](https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-administrative-personnel)  
4 [administrative-personnel](https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-administrative-personnel)

5 This Section applies to annual performance reviews of administrative  
6 personnel including but not limited to Deans, Assistant Deans, Associate  
7 Deans, Vice Deans, Department Heads and Directors, and division-level and  
8 university-level administrators.

9 Administrators of the University are evaluated with respect to all personnel  
10 matters on their leadership in developing collaborations and managing  
11 resources to build capacity, improve performance, foster a collegial, inclusive  
12 and supportive working environment, and advance innovation. Annual  
13 performance reviews are intended

14 1. To involve administrative personnel in the formulation of objectives and goals  
15 related to their college, department, or program and their own professional  
16 development;

17 2. To assess actual performance and accomplishments in each area of an  
18 administrator's responsibility;

19 3. To promote an administrator's effectiveness by articulating the types of  
20 contributions the administrator might make to the University community that  
21 will lead to greater professional development, recognition and rewards;

22 4. To recognize and maximize administrators' special talents, capabilities and  
23 achievements, including the achievements of those they supervise;

24 5. To recognize efforts that ensure equal opportunity in hiring and retaining staff,  
25 faculty, and professionals, and in recruiting students;

26 6. To advance innovations that better enable units to achieve their strategic goals;

27 7. To identify weaknesses and other matters of concern that need to be addressed;  
28 and in cases where no change is seen in performance for at most two years in a  
29 row, to recommend to the direct supervisor appropriate action and/or change up  
30 to and including dismissal from the administrative position/role; and

31 8. To provide written records to support the continuation or termination of the  
32 administrator.

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39

## 40 5.2.01 Annual Performance Review Process

41 Each administrator's performance will be evaluated in writing on a scheduled  
42 basis at least once every 12 months. The administrator's performance will be  
43 evaluated with respect to the criteria set forth in Section 5.2.02.

44 Administrative personnel who also hold non-administrative (i.e., faculty or  
45 other) positions will be evaluated on their non-administrative duties  
46 according to the same conditions of service as others holding similar  
47 positions in their unit.

48 The administrator's immediate supervisor will conduct the performance  
49 review, which ~~shall~~ include peer review and input from those within the unit  
50 whom the administrator directly or indirectly supervises. Such input may be  
51 obtained by the use of a faculty or staff survey developed by the University  
52 with additional items developed by an administrator's supervisor in  
53 collaboration with the unit. Each performance review will be in writing and  
54 contain, at a minimum, a discussion of the administrator's (a) past and  
55 present performance with respect to assigned duties; (b) leadership  
56 development; and (c) progress towards achieving the strategic goals of the  
57 unit.

58 The following procedures are involved in the annual performance review of  
59 administrative personnel:

- 60 1. The evaluation shall be initiated yearly on the anniversary of initial  
61 appointment by the administrator's supervisor. The evaluation shall be  
62 by a committee that is chaired by the supervisor or a delegate and shall  
63 include faculty, staff, and senators from the administrator's unit. In the  
64 case of Deans, a majority of the members of this committee shall be  
65 elected by general faculty members of the College with the remaining  
66 members appointed by the Chair of the Faculty. In the case of  
67 Department Heads and Directors, the members of this committee shall be  
68 elected by general faculty members of the Department and will include  
69 faculty governance representatives whenever possible.

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- 72 2. Input from faculty and staff and other individuals from within the  
 73 administrator's unit is gathered confidentially along with other  
 74 information on performance to provide benchmarks for the review.
- 75 3. Using the performance expectations and benchmarks set out for the  
 76 evaluation period, the administrator will write a self-assessment,  
 77 reflecting on each of the criteria on which the administrator is to be  
 78 evaluated.
- 79 4. The administrator's supervisor and the review committee will prepare a  
 80 written assessment of the administrator's performance over the  
 81 evaluation period on the basis of those written criteria and benchmarks,  
 82 the administrator's self-assessment, and feedback from staff and faculty  
 83 (if there are faculty in the unit as well as staff). If the administrator has  
 84 assigned research, teaching, or other non-administrative duties, the  
 85 administrator's supervisor for these assignments will evaluate these  
 86 duties as well with input from the review committee for the unit.
- 87 5. The administrator's supervisor will provide the administrator with the  
 88 performance review and will meet with the administrator to discuss the  
 89 review and future expectations, typically by May 15, if possible.
- 90 6. The administrator may add a response to the written performance review  
 91 before the administrator signs the document and returns it to the  
 92 administrative supervisor. The signed performance review will become a  
 93 part of the administrator's individual personnel record.
- 94 7. The review committee or its subcommittee will prepare a non-confidential  
 95 executive summary of the review to be shared with the faculty and staff  
 96 supervised by the administrator under review.
- 97 8. An annual report will be presented to the faculty senate listing the  
 98 reviews performed for each academic year.

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### 5.2.02 Annual Performance Review Criteria

101 Administrators are assessed on their leadership in building trust, fostering  
 102 collaboration, managing resources, encouraging innovation, fostering a  
 103 collegial, inclusive and supportive work environment, and achieving results.  
 104 Written evaluation criteria will include consideration of administrators'  
 105 leadership skills, including their effectiveness in communicating and

108 responding to coworkers, forging partnerships and building consensus,  
109 acquiring and managing resources, , and advancing innovations in research,  
110 teaching, outreach, and other aspects of their unit’s mission. The unit’s  
111 progress will be assessed using performance benchmarks developed in  
112 collaboration with the administrator’s supervisor and the faculty, staff and  
113 others in the unit. These benchmarks will be aligned with the University’s  
114 strategic plan and may include but are not limited to the following:

- 115 • Participation, performance, and perception of faculty, staff, and other individuals  
116 in the administrator's unit;
- 117 • Quantifiable measures of productivity of reporting staff. For example in the case  
118 of Deans, the success of assistant, associate, and vice deans in advancing the  
119 goals for which they are responsible. If this cannot be quantified in a positive  
120 way, direct action shall be taken by the Dean to alter their administrative staff;
- 121 • Evidence of fulfillment of fair and rigorous reviews of faculty as required by  
122 ABOR;
- 123 • Success of collaborations with internal and external partners;
- 124 • Business and community boards and outreach initiatives as appropriate to the  
125 mission of the unit;
- 126 • Increases in donations, research revenues, technology transfer, and other types  
127 of external funding;
- 128 • Management of resources within the unit;
- 129 • Efforts to recruit and retain diverse and outstanding faculty, staff, and students  
130 as appropriate to the mission of the unit;
- 131 • Measures of teaching effectiveness and learning outcomes, where relevant;
- 132 • Increases in undergraduate and graduate student enrollments and retention,  
133 including those from underserved backgrounds;
- 134 • Increases in online enrollments, where applicable;
- 135 • Improvements in time to degree and graduation rates where relevant;
- 136 • National and international recognition for research, scholarship, innovation,  
137 entrepreneurship, and creative achievements that are relevant to the mission of  
138 the unit;
- 139 • Clinical performance, where relevant;
- 140 • Performance on professional licensing examinations in units that train medical  
141 residents; and
- 142 • Success in meeting accreditation requirements, as appropriate and relevant.

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Deleted: <#>Input from faculty, staff, and other individuals in the administrator's unit;¶  
<#>Feedback from  
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### 148 5.2.03 Appeals of Annual Performance Reviews

149 Administrative personnel who disagree with their annual performance  
150 reviews may appeal their review to the administrative head at the next level  
151 within 30 days after receipt of the written annual performance review. The  
152 appeal must state with specificity (a) the findings to be appealed; (b) the  
153 points of disagreement; (c) the facts in support of the appeal; and (d) the  
154 corrective action sought.

155 The administrator reviewing the appeal will consider the facts in support of  
156 the appeal and develop any additional facts deemed necessary. The decision  
157 on an appeal will be completed in writing within 30 days, with copies  
158 provided to the employee seeking the appeal and the employee's supervising  
159 administrator.

160 If an administrator also holds a non-faculty appointment and disagrees with  
161 the review related to that appointment, the administrator may appeal the  
162 review to the next administrative level. If an administrator also holds a  
163 faculty appointment of more than 25% of the administrator's total workload  
164 assignment and disagrees with the review of the administrator's  
165 performance as a faculty member, then the administrator may appeal the  
166 review according to the same procedures provided for faculty in [Section](#)  
167 [3.2.03](#).  
168

## **Resolution on the minutes of meetings of the Faculty Senate**

For consideration on December 5, 2022.

“The Faculty Senate resolves that its minutes shall comply with all requirements of Roberts Rules [henceforth RR] (§48, 12<sup>th</sup> ed.).

The Senate also acknowledges the general guidance in RR (§48.2): “In an ordinary society, the minutes should contain mainly a record of what was *done* at the meeting, not what was *said* by the members.”

The Senate resolves that implementation of this guidance should respect the following general principles:

- 1) For controversial or major issues, it is appropriate, for the purposes of transparency and informing the General Faculty, to add detail beyond the minimum requirements of RR.
- 2) Such details should typically constitute at most half of the total text of the minutes and may include: major points that arose in discussion; the names of Senators leading the advocacy for those points; substantive motions made and later withdrawn; significant comments by visitors who are not members of the Senate, brief summaries of substantial presentations; etc.
- 3) In specific cases, the Senate as a whole has broad discretion over what is included in the minutes, beyond the minimum required by RR. This discretion, which should typically be exercised through unanimous consent or adopted motions, could include requiring that: (a) particular points or positions, possibly including named advocates for those points or positions, be mentioned in the minutes; (b) a particular speaker’s verbatim comments be included within the text or as an appendix to the minutes; (c) specific points from discussion, or other items beyond those required by RR, *not* appear in the minutes.
- 4) The Senate may give such guidance concerning the prospective minutes for a meeting in progress, including concerning an agenda item that has just been completed, or later when minutes for a past meeting are discussed or adopted.
- 5) In cases where there is no roll call vote on a specific motion, special consideration should be given to Senators who request that the minutes note their support of, or opposition to, that motion. Whether such requests are honored is, however, ultimately a decision for the Senate as a whole.

If a recording of a Senate meeting is to be preserved and made available to the General Faculty, then the minutes should include information about how to access that recording.”

DATE: Nov. 21, 2022

FROM: David Cuillier, Research Policy Committee Chair

TO: Faculty Senate Executive Committee

RE: Recommendations for F&A distribution to principal investigators

Dear colleagues,

Outlined in this memo are six recommendations approved Nov. 28, 2022, by the Research Policy Committee (RPC) for how the university should administer the new campus-wide distribution of facilities and administration revenue from grants to the principal investigator researchers who garner them. We would like to thank the Faculty Senate members who provided feedback, as well as the 20 college budget officers, Garth Perry, and Jim Florian. This memo will provide: 1) background on the topic, 2) a summary of our fact-gathering process, and 3) our six recommendations. We hope the Faculty Senate will support these recommendations to the Provost in finalizing the details of F&A distribution, to be initiated this Spring.

### **Background**

Some colleges have long given principal investigators (PIs) a direct distribution from facilities and administration revenue (F&A, also called Indirect Costs, or IDC) that they generate from their grants, intended to cover unanticipated research costs and incentivize more sponsored research. Some colleges, however, have not guaranteed this incentive, leaving it up to the discretion of departments, which vary in their practices. Last year, the RPC [studied allocation of F&A](#), and in April 2022, [recommended](#) the Faculty Senate meet this Fall to recommend a mandated campus-wide direct distribution to PIs. In July, AIB was launched with the provision that PIs should receive 2% from their grants' IDC. The Provost emailed the RPC on Aug. 10 to ask for input on some of the details (see Aug. 24, 2022, [memo](#) with background information).

### **The money flow**

Under the current plan, a PI will receive a guaranteed minimum 2% of his or her indirect costs generated from grants (not the total grant amounts). For example, if I receive a grant from a federal agency to cover \$500,000 in direct costs, the IDC/F&A [rate negotiated](#) with the feds is 53.5%, so \$267,500 would be provided to the university as F&A to cover indirect costs associated with the research project. This would be on top of the \$500,000, for a total grant of \$767,500. Some grants have lower F&A percentages, and in some cases no F&A is taken out. In this example, under AIB, the \$267,500 in F&A would be distributed as the grant is spent out:

1. 2% to me, the PI, unless my college/department would like to provide further distributions out of their portions (\$5,350);
2. 48% to the university's strategic budget allocation, which is ultimately administered by the president (\$128,400);
3. 38% to the colleges, which then may be distributed as they see fit, including to departments and/or additional funds to PIs (\$101,650);
4. 12% to the Research, Innovation & Impact (RII) research development fund (\$32,100).



## Fact-gathering process

This Fall, the RPC took several steps to gather information and feedback in order to address the Provost's questions, as well as other issues that arose from our research.

1. I provided a brief overview of the issue at the Sept. 12, 2022, Faculty Senate meeting, and fielded questions. I also provided an update to the Strategic Planning and Budget Advisory Committee (SPBAC) on Oct. 19.
2. The committee collected feedback from Faculty Senators and college budget officers using an anonymous online form. A summary, with results and responses to open-ended questions, is provided [here](#).
3. The committee solicited data and insights from the 20 college budget officers on how they distributed funds before AIB, and how they plan to do so in the future. These data are summarized in this [spreadsheet](#).
4. The RPC met three times on Zoom this Fall to discuss the issue, consider feedback, and work through the questions (Aug. 29, Sept. 26, and Oct. 31, 2022). College budget officers were invited to attend the Oct. 31 meeting to provide feedback, and none attended. Committee members unanimously agreed on six recommendations at its Oct. 31 meeting, discussed some via email, and then approved this memo via an email vote Nov. 14-17, 2022, in time for presentation to the Faculty Senate Executive Committee Nov. 21, with the hope of getting on the Dec. 5 Faculty Senate meeting agenda.

## Recommendations

The RPC unanimously agreed on the following six recommendations (in no particular order):

1. **Flexible spending:** The RPC recommends that PIs be able to spend their funds in any way allowable by the university.  
Faculty overwhelmingly said PIs should be able to spend their F&A on "anything," and budget officers generally agreed. While we understand the intent is to cover research costs and incentivize more research, we trust PIs to best decide how that be carried out, just as we trust central administration in how it distributes its share of F&A.
2. **Quarterly payments:** The RPC recommends that payments be issued quarterly, unless PIs request annual distribution, respectively.  
We learned that budget officers tend to support annual distribution, as proposed by the Provost. We know of colleges, however, that already distribute F&A quarterly and we recommend that be instituted campuswide.
3. **Minimum distribution:** The RPC recommends minimum distributions set at \$50, and residuals be provided to departments.  
Faculty generally indicated that a minimum cutoff made sense, noting Garth Perry's analysis that half of disbursements campuswide would be small, at \$50 or less. Budget officers also expressed interest in a cutoff, some at \$50 and others at \$100, \$250, or most commonly noted, \$500. We believe that \$50 is a reasonable cutoff to avoid unreasonable burden on college budget officers.

4. **Accumulated balances:** The RPC recommends that PIs be given the authority to control their F&A accounts without micromanaging, including large accumulation of balances, and that PI F&A accounts be excluded from colleges' AIB budget formulas.

We understand that university officials are sensitive to excessive accumulations and hoarding – they want money to be spent and used. That is why, we are told, colleges are penalized for excessive end-of-year balances. Faculty are best positioned to know their needs and what they might want to save up, perhaps for big-ticket research equipment. We do not believe their F&A accounts should be time-limited, capped, or swept. However, we understand it is not fair to colleges to be penalized for PI choices. Therefore, we support giving PIs discretion while not penalizing colleges in their annual budgets.

5. **PI distribution:** The RPC recommends that PIs campus-wide receive 5% of F&A, not 2% (and that the extra 3% come from central administration's 48% strategic budget allocation, not from college or RII distributions).

When we surveyed faculty, we received feedback that 2% was too low, and several recommended 5%. Indeed, if half the grants on campus would generate payouts of less than \$50 to PIs, then we believe 5% would increase the chance of more impactful distributions. Before AIB, seven of 20 colleges provided distributions greater than 2%, including Engineering (7.5%), Nursing (6.25%), and the College of Architecture and Landscape Architecture (8.25%) (see [spreadsheet](#)). We believe a 5% distribution is fair in compensating PIs for their unanticipated grant expenses and investing in their infrastructure to accommodate future sponsored research.

6. **Line of succession:** The RPC recommends that if a PI departs the university, that their F&A account should be distributed to their research program and/or co-researcher at the university, or if that is not possible, to their department.

If a PI leaves the university, the F&A account should stay at the university and not follow the PI to a new job. In those cases, the PI should be able to designate who should inherit the account, ideally a colleague or Co-PI/Co-I working in aligned research. However, in those cases where this is not possible, the funds should be distributed to the PI's department.

Thank you for your consideration.

Dr. David Cuillier  
RPC Chair  
Associate Professor, School of Journalism  
[cuillier@arizona.edu](mailto:cuillier@arizona.edu)

Research Policy Committee vote on these recommendations via email Nov. 14-17, 2022:  
Yes vote: Addison Coen, Dr. Wolfgang Fink, Dr. Paul Gordon, Dr. Jenny Lee, Dr. Kristin Lee, Dr. Kristin Morrill, Dr. Stanley Pau, Dr. Marlys Witte  
No vote: None  
No email response: Megan Wong