

**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. Vice Chair 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 (Secretary), Fellous, Fink, Folks, Goyal, Guzman, Hammer, Harris, Hudson (Chair), Hymel (Vice Chair), 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 (00:19:50)**

- Senator Slepian moved [**Motion 2022/2023-13**] to approve the amended agenda. Motion was seconded.
- Senator Bourget stated her request to remove the Grade Replacement Opportunity Policy Revision and Benchmarking from the Consent agenda. Vice Chair Hymel explained since this is an additional item, there will be discussion on this matter.
- Vice Chair Hymel stated 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 (00:22:52)**

- Senator M. Witte said she is concerned that the minutes of September 12, 2022, were noticeably shorter and abbreviated than previous ones associated with the Faculty Senate. The minutes should be complete and full, including Open Session statements. Senator M. Witte stated that the October 3, 2022, minutes are abbreviated and inadequate, discussions and comments that took place were not included. None of the Faculty Senators' discussions passing the motion are included. Senator M. Witte stated her suggestion for having Jane Cherry from the Faculty Center listen to the recording and make changes to the minutes. Senator M. Witte moved [**Motion 2022/2023-14**] to table the minutes until a more complete version is presented for approval. Motion was seconded.
- Vice Chair Hymel stated that Robert's Rules of Order advocate for a more abbreviated set of minutes where discussion is held but people's names are eliminated.
- Secretary Dysart stated that she strictly followed Section Forty-eight of Robert's Rules of Order, which sets out what should be included in the minutes, typically discussion of what was done, not what was said is documented. This typically includes reports. For brevity and ease of reading, there is an attempt to link to

documents, links originally had issues and those issues are now resolved. In going over minutes from previous Senates 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.

- Senator M. Witte stated there were very full minutes in the previous years to include Senator's comments and views. The minutes need to be complete and full, and the style of the minutes should return to their previous state to have a complete record.
- Senator Slepian stated M. Witte's point is well taken. While many people may not read a transcript of the entire meeting, issues fade with people's busy lives and it is important to have some excerpts which tie ideas together. More detail would be better, it is important to have more text to understand the substance.
- Senator Ziurys stated rules should not take precedence over incorporating the essence of discussion into the minutes. Senator Ziurys stated her agreement for M. Witte's thoughts were agreed on and the minutes should be more detailed since they serve as a record.
- Senator M. Witte moved **[Motion 2022/2023-15]** to close discussion and vote on **[Motion 2022/2023-14]**.
- Secretary Dysart called for Point of Order. Secretary Dysart stated The Constitution and Bylaws say Robert's Rules of Order are to be followed and requested a ruling from the Chair that the Secretary of the Faculty go against the Constitution and Bylaws in drafting minutes.
  - Senator Downing stated this should be a Parliamentary ruling.
  - Parliamentarian Stegeman stated **[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. Senator Slepian stated his suggestion for having an addendum with discussion as an attachment to the minutes.
- Senator Slepian stated he reviewed Robert's Rules and agreed with the Secretary of the Faculty that details are not to be included. On the other hand, there is an agreement between the Senate that more substance should be included in relation to the content. In the future, Robert's Rules should be followed but there should be a summary of the discussion added as an addendum. This would not pose as a constitutional issue.
  - Parliamentarian Stegeman interjected and stated Robert's Rules says the minutes should contain mainly a record of what was done in the meeting, not what was said. His interpretation of this is that additional commentary is not included in what was said.
  - Vice Chair Hymel stated the Faculty Senate leadership will discuss this issue and return with further information.

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 (00:42:58)**

**Open Session Statement: Russ Toomey, Professor of Family Studies and Human Development, College of Agriculture and Life Sciences. (00:42:59)**

My name is Russ Toomey and I am a Professor of Family Studies and Human Development. The University of Arizona continues to fail the safety and well-being of its students, staff, and faculty, particularly those of us with oppressed identities and experiences.

In the past two months, we have seen grave examples of how the safety and well-being of some is prioritized over the safety and well-being of others. Tragically, this was experienced with the murder of Dr. Meixner on our campus, and the lack of a compassionate response for our UA community in the days and now weeks that have followed. We also saw this as a University administrator responded to a Black disabled student who was distressed and upset by calling the UAPD, rather than by meeting that student where they were and truly listening to them and supporting them. The UAPD presence that resulted terrorized Black students, staff, and faculty who were present and even those who were not that afternoon at AASA.

These are just two highly distressing examples of how the University continually fails to protect the safety and well-being of the most underserved. I am here today to also share with you something close to my experience. Since 2019, I have been the lead plaintiff on a class action lawsuit against the UofA, ABOR, and the State of Arizona because our employee health benefits discriminatorily exclude access to gender

affirmative care for trans employees and trans dependents. While this used to be the case at both ASU and UA, ASU recently announced that they would be providing employees with financial coverage for gender affirmative services not covered by our ADOA health insurance plans. Given that NAU is not required to use the state health insurance and already has an inclusive policy, this means that the UA is now the only state university in Arizona that does not provide life-saving health care coverage for its employees or trans dependents. While I wait to see how my lawsuit plays out in the judicial system, I continue to have to wait to receive the care that I desperately need and know so many others that continue to wait. A large proportion of trans faculty have already left this university and we will continue to leave in order to get our basic health care needs met. We also struggle to recruit new trans faculty to UA because of the lack of health care. Why is the UA failing to protect the most underserved members of its community? I urge the Faculty Senate to hear today's points as a call to action. The Faculty Senate could lead the UA in creating a committee to fight for trans inclusive health insurance and care provision. Please, Faculty Senate, act with your power and positionality to create a context where the most underserved members of the UA community feel supported, respected, and safe.

**Open Session Statement: Senator Zenenga (00:46:22)**

The Faculty Senate's Committee on Diversity, Equity, and Inclusion recently held a special meeting to discuss the Sept 30 incident. We are working on a full statement with recommendations for the senior leadership team, but as Chair of the Committee I would like to give a brief statement and preview of the Report which will be made available soon.

- A University structure that makes students staff and faculty feel vulnerable unsafe and undervalued is not a good structure. We must all think collectively as we create, institute, and implement a viable structure that protects students, staff, and faculty from violent, discriminatory, and inappropriate actions and behaviors.
- We would like SLT to commit to accountability, and its communications must be clear, fast, intentional, and accurate. There must be clear avenues for faculty, students, and staff to identify, report and resolve ongoing acts of threats, harm, victimization, harassment, inequality, and discrimination, including a way to report their concerns safely and anonymously. Instead of excessive reliance on law enforcement and over-policing of minority and marginalized students, we call upon the SLT to invest in de-escalation and cross-cultural miscommunication training.
- In conclusion, the committee feels that it is unacceptable to bring minority and marginalized students, staff, and faculty to this university to get them treated in ways that go unchecked because the system is broken. The President's recent message acknowledges there are problems, which is a first step, but we believe more should be done for our underrepresented and minoritized students, staff, and faculty.

We appreciate the Senior Leadership Team's efforts to re-organize the ODI and the Cultural centers and we encourage them to seek input from all relevant constituencies and stakeholders as they make these important decisions. We also encourage the SLT to meet its unkept obligations particularly those related to Black students' success especially with regards to the urgent issue of the AASA directorship position. Finally, we encourage, meaningful engagement, involvement, and dialogue among all the stakeholders in these vital restructuring efforts including between the SLT and the Faculty Senate DEI committee.

**Open Session Statement: Senator M. Witte addressed the Faculty Senate (00:50:31)**

"This is about LAW and ORDER – or rather the OPPOSITE. The Law is Arizona Statutes Shared Governance Law – which MANDATES active participation of ELECTED faculty in all areas of University decision-making – repeatedly IGNORED by senior leaders in a succession of recent impactful but ill-considered University decisions. ORDER is the efficient and effective process that representative deliberative bodies follow to set priorities, come to consensus, and move forward. The last Faculty Senate meeting and many preceding it have shown what goes awry when Order including time allotment and priority-setting aren't followed. A list of IMPORTANT ISSUES that we should be or should have been discussing fully include: Free SPEECH infringements and retaliation on this campus, Safety, Administrative BLOAT, opaque internal FINANCES, annual performance REVIEWS of administrators, TENURE erosion; FOOTBALL funding over refunding furloughs PROVOST MANDATES": such as HARMONIZATION of faculty titles, a POLICY on policies, APPROVAL of MEDICAL and law degree

PROGRAMS at UAGLOBAL with Western Australia University, creation of a SECOND Department of Biomedical Engineering in PHOENIX with many new faculty positions – STUNTING the growth of Tucson-based BME. In a LARGER PICTURE revealed only by PRESS coverage, multiple major behind-the-scenes SHIFTS of Tucson-based funds, resources to programs to PHOENIX to fuel the 4th INDUSTRIAL Revolution and the DAVOS men, leaving TUCSON TO TRAIN the needed DIVERSE TECHNICAL WORKFORCE. Does this vision resonate with the humanistic holistic outlook of a GREAT University, and how do these plans – never MENTIONED to the faculty – impact the larger Tucson community? To End with the Law and Order’s dum-DUM theme, I bring two bells – one a tinker bell that TO ring when the agenda’s allotted time has EXPIRED and the second a COW bell when discussion MUST end or a majority votes to continue. In this way, perhaps we will have time to deal with the important items just enumerated BEFORE rather than AFTER they are a fait accompli.”

5. **STATEMENT FROM CHAIR OF THE FACULTY, LEILA HUDSON (00:55:53)**

Since we met in October, our campus has been plunged into turmoil. The murder of Professor Tom Meixner after months of violent hateful threats leaves us asking and investigating why they were not adequately addressed by the university’s guardians. We also wait for follow through and dialogue from our leadership to address the unanswered and neglected needs of our Black community. This awful last long month impels me to plead for leadership accountability. The investigations and challenging conversations and correspondences underway will add to the pressure for that accountability. We have seen an outpouring of our community’s care for one another in this wrenching month. What we have not seen is a commitment from leadership to operationalize that care. I wish that the president was here himself to participate. I hope that soon a Senate meeting is as important a priority as tonight’s basketball game.

The two troubling incidents - so different from one another - highlight what happens when a university is seen more as “an enterprise” to be grown at all costs rather than a caring community that values truth and justice by having difficult dialogue and collaboration. Our project management-oriented leadership shoots for \$1B in research expenditures without too much concern for the science and scientists that earn the grants. We congratulate ourselves on breaching 50K enrollment without asking whether we are meeting those students’ instructional and other needs. I have sat in meeting after meeting where prowess is measured in dollars and headcounts, but leadership is carefully protected from hearing the voices of faculty. Our shaken security must not be an opportunity to further silence us.

Faculty, staff, and student voices asking critical questions and challenging authority as is their right, actually their responsibility, are not to be treated as threats to be silenced. When someone voices grievances, collective or individual, old or new, and pleads for help from the institution in language that is rough or uncomfortable or even insulting, they should be heard not treated as a threat. That’s why I urge you all to support Senator Downing’s resolution against retaliation.

We will not let those uncomfortable questioning voices be conflated with the hateful violence that took the life of Dr. Meixner. When someone wields violent hate speech like a weapon consistently, insistently, and persistently, they lose their rights to privacy protection and should be prosecuted under federal red flag laws. If the state doesn’t prosecute, the University needs to take on the burden of protection as its priority.

When someone entrusted with professional responsibilities to protect and advocate fails to do so they should be held accountable, not protected or promoted. This does not mean scapegoating or firing staff or even low-level administrators. It means demanding accountability from the senior leadership, the head of every vice-presidential reporting line, the people whose job it is to lead.

As a community we need, we can, and from everything I’ve heard in the last month we desperately want to hear and act on the calls for justice. We know how to do that. We are a smart and compassionate community. If people are troubled, we want to provide them with what they need, a forum, a mediation, even counseling, if necessary. If they are blowing the whistle on corruption or conflict of interest, they are our most valuable voices. If they are hateful or weaponize bigotry, they forego privacy and protection and should be prosecuted.

If they are incompetent in the pursuit of their professional duties, they should be sidelined. As a community we are more than capable of telling the difference. Are our leaders? Show us.

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 (01:00:03)**
- All proposals come to the 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.
  - Senator Bourget stated the Grade Replacement Opportunity Policy Revision item was added late onto the agenda and there was not an adequate amount of time to review the documents. Senator Bourget asked for clarity regarding vague language regarding the Department allowing students to repeat classes even if they received a grade of an A or B.
    - Molly Bolger, Undergraduate Council Chair, stated this was co-sponsored out of general petitions and UGC with two primary issues, one being that students were confused about the wording on this matter resulting in General Petitions. This revision ensures the wording is clear and accessible to students when they are attempting a Grade Replacement Opportunity. The second goal was to reduce the unit cap which didn't allow transfer students and upperclassmen the opportunity to have a Grade Replacement Opportunity. There was no change to the existing policy, this was intended to clarify wording.
7. **OLD BUSINESS (01:03:38)**
- A. UHAP VOTE ON SECTION FIVE – CHAIR OF THE COMMITTEE OF ELEVEN, SENATOR WOLFGANG FINK (01:03:50)**
- Senator Fink updated Faculty Senate on the Committee of Eleven's proposed changes to UHAP Section 5.2 for administrative reviews. The review period is now over. However, the Committee has decided to defer the item to the Academic Personnel Policy Committee for review. There are serious items the committee needs to attend to including the murder of Dr. Meixner.
- B. GENERAL EDUCATION – EXECUTIVE DIRECTOR OF UNDERGRADUATE EDUCATION, SUSAN MILLER-COCHRAN & CHAIR OF UWGEC, JOAN CURRY (01:18:20)**
- 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 the ABOR Committee on Academic Affairs and Educational Attainment is provided, this includes information about ASU and NAU. There was a presentation to the ABOR Committee on Academic Affairs and Educational Attainment on Thursday, November 3, which included the communication assessment as an information item.
  - The Quantitative Reasoning Assessment is currently being developed. Director Miller-Cochran asked for participation from colleagues in developing or potentially scoring for the assessment.
  - The third attachment is a very early draft of ABOR's Crosswalk between courses and an ABOR policy on general education which will give more clarity and contextual information on interpreting different categories on campus. The updated version will be shared at the December 2022 Faculty Senate meeting. There will be an additional presentation at ABOR's meeting in January 2023. Director Miller-Cochran explained that knowledge areas within General Education are determined by ABOR and the many requirements have been newly added.
    - Senator O'Leary stated she viewed the document, under the ABOR Knowledge Areas, there was an included area that states Civic Knowledge and American Institutions. Senator O'Leary asked where this information came from. There has been a great push to include Civic Education and the requirement to

pass a Civics exam in recent years. Civic education has become a presumed issue, states who require Civic Education requirements have been known to have conservative legislatures and in places where most of the population are Black or Hispanic. This knowledge area seems different from previous exposures within the University of Arizona. Senator O'Leary stated her request for background information as to why and how that became a particular knowledge area, especially because the UArizona has their own departments of Political Science.

- Director Miller-Cochran stated in terms of contextual information, knowledge area is determined by ABOR as requirements within general education at the three universities. Civic Learning in American Institution's was added in Policy 2.2.10 that was not in the General Education policy prior. In terms of the Crosswalk, because this is one of the areas that is brand new within General Education, it is the area that has had the most time spent, determining best ways for implementation. There was intent and deliberation to decide how this will fit into the University of Arizona as an institution and how it will align with the University's objectives and values for Undergraduate students. There is a task force that has been working for ~a year who have worked on defining learning objectives for UArizona. There has been a preliminary discussion on the possibility of adding an additional attribute in Generation Education that relates to Civic Learning and American Institutions to track how students are enrolling in courses and which students have taken courses that would potentially meet those requirements. ABOR is requesting very clear communication of how students are meeting their expectations related to Civic Learning and American Institutions. That part of the policy is very detailed in terms of what ABOR is requesting. The Chair of the related task force is from the School of Government and Public Policy and there are several Faculty members from other colleges determining how to implement this requirement. There may be an information item specifically related to the American Institutions proposed attribute at the December Faculty Senate meeting depending on conversations with UGC and UGEC.
- Senator O'Leary stated there was no answer on why this is a sudden attribute. Over the last several years, there has been a political push within the nation to incorporate Civic Education, mostly conservative entities. Seventeen states within the United States incrementally adopted this. Research shows that in those states, the requirement to make high school students pass a Civics test based on the INS Citizenship test, are in states where there are primarily Latino and Black students. More research predicts this will create a sense of not belonging among those minority students because it is preempting other forms of knowledge. Senator O'Leary said she encourages the team to continue studying the concept and educational outcomes before this is adopted as a General Education attribute.
- Director Miller-Cochran stated they delayed working on this requirement in order to ensure the approach aligned with values of Faculty within the institution since Faculty own the aspects of this curriculum. Director Miller-Cochran said she welcomes any input before taking the proposal to ABOR given the nature of the concerns raised in the Faculty Senate and amongst the Regents.

### **C. FACULTY SENATE VOTING PROCEDURES – PARLIAMENTARIAN, MARK STEGEMAN (01:33:38)**

- Parliamentarian Stegeman stated there has been a proposal posted on the agenda regarding faculty voting procedures based on Robert's Rules of Order that 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.
- Secretary Dysart stated she had previous discussions with the Parliamentarian involving adding clarification to how there is departing from Robert's Rules and the issue of perceived conflict of interest. There is no standard of what a perceived conflict of interest would be.
  - Parliamentarian Stegeman stated there is no contravening of Robert's Rules of Order. Robert's Rules allows discretion, and the proposal fills in those gaps. There can be discussion of possible conflicts of interest offline.
- Senator M. Witte stated there is very little being done, similar to filibustering, with constant changes and quoting General Roberts.
- Senator Hammer stated the Conflict of Interest Committee can assist with terminology and defining the term 'perceived conflict of interest' when the discussion offline takes place.

#### **D. MULTI-YEAR CONTRACT RESOLUTION - SENATOR KATHARINE ZEIDERS (01:38:27)**

- Senator Zeiders introduced herself, joined by fellow Senators Little and Wittman to discuss multi-year contracts for non-tenure 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. There is an understanding that Senior Administration at UArizona supports increased use of multi-year contracts for Career-Track Faculty. The goal is that significant movement with the 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 non-tenure 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. It states that there is an ability to have fifteen percent of multi-year appointments for career-track faculty. Recent figures from Vice Provost Andrea Romeo's office indicate that the total number of career-track multi-year contracts at UArizona is at about ten percent, leaving room for growth. ABOR revisited this policy in June and September, they may be revisiting this cap to allow a higher percentage of multi-year contracts relative to tenure and tenure-track figures. Representatives at Arizona State University stated ABOR has voted to change the policy to allow a cap up to thirty percent but there has been no official communication from the University of Arizona.
- Senators Zeiders, Senator Little, and Senator Wittman will keep the Faculty Senate updated on any changes regarding 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. Senator Dial asked whether there is a cap on year-to-year appointments and asked for clarification on number of Tenure/Tenure-track hires.
    - Senator Zeiders stated there is no cap on year-to-year contracts. The reason for multi-year caps is debated but generally the reason is to ensure more tenure track faculty in the institution are not all faculty are on year-to-year and multi-year contracts. The cap hasn't always done its job, the institution is in a position where the number of tenure-track faculty has significantly reduced while the hiring data shows a reliance on adjuncts and year-to-year faculty.
    - 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. Career track faculty are being placed in non-secure positions.
    - Senator Dial stated her understanding for this information and stated it seems counterintuitive because multi-year contracts are being eliminated which gives more security, but there are large numbers of year-to-year contracts being allowed. An additional question was whether the fifteen percent cap is across the entire institution or within each unit.
- Senators Zeiders stated the number is thirty percent of all, tenure-track eligible faculty. If the estimates are correct, there can be a much larger percentage for multi-year contracts than what there is currently.
  - Provost Folks stated she has a point of clarification; ABOR already raised the thirty-percent number in either April or May. The rule applies university-wide not college-wide, there is encouragement for individual colleges to be aggressive in moving career-track faculty into multi-year contracts as appropriated. Tenure-track hiring has been flat the past couple of years which is believed to be a product of the pandemic due to financial stress on colleges. Due to start-up packages, tenure-track hiring is a more expensive proposition. Due to the colleges feeling financial stress from the pandemic, there was a retraction on tenure-track hiring. There are efforts in place to turn the trend-line around since this is tremendously important.

- Senator Rankin asked whether the multi-year contracts lock in a salary, or if there is a buffer so that merit raises, or inflationary raises can be applied across multi-year contracts.
  - Senator Zeiders stated this matter is unknown but will be investigated. Zeiders stated faculty salaries are problematic, particularly for career-track faculty. Arizona State University went to a sixty-thousand-dollar minimum salary for career-track faculty. There are career-track faculty who are making less than fifty-thousand dollars per year.
- Senator Spece stated it is important to the institution and Faculty Governance to maintain a robust tenure and continuing status. There is a need for people who have substantial protection.
- Senator Ziurys stated their confusion on financial stress through the pandemic because there have been other hirings of administrative positions such as Vice Presidents although there is not a lot of hiring for tenure-track faculty.

**E. COLLEGE OF MEDICINE TUCSON SHARED GOVERNANCE - CHAIR OF THE FACULTY, LEILA HUDSON**

**(01:54:41)**

- Chair Hudson said 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 - Tucson Faculty Senators was received this past 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 include Tenured faculty members being systematically 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 relative problems associated with holding lab space, equipment, grants, and continuity of research hostage to what appears to be personal politics. Other examples are excluding the 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 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 discussions ensued, including a comment from Senator Janet Cooley, Associate Professor, Pharmacy Practice and Science, that the College of Pharmacy has dual-degree programs with Eller and the one with UAGC is taking advantage of the online presence.
- Chair Hudson stated when colleges are making dual-degree affiliation agreements with other entities, it seems very appropriate to come to the Senate to discuss this at a Shared Governance level.
  - Senator Simmons stated there are severe problems with Shared Governance at all levels which includes disbandment of a committee in the middle of their term which is highly problematic and should be looked at all levels.
  - Senator Ziurys stated that the issue of retaliation is rampant throughout the University, and it starts at the Department Head levels. These types of issues should be brought to the attention of the Senate.
  - Senator Guzman stated the Faculty Senate should get involved and develop a program so that faculty members get more involved. There is a small percentage of faculty members that vote.
    - Vice Chair Hymel stated the Committee on Shared Governance had a meeting and there are attempts to figure out making the relationship a "give or take."
    - The Nominating Committee procedures are being reformed.

**F. REFORM OF NOMINATING COMMITTEE PROCEDURES - CHAIR OF THE FACULTY, LEILA HUDSON**

Reforming Nominating Committee Procedures were deferred due to time constraints.

**8. NEW BUSINESS (02:07:21)**

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 divergent opinions received, Dudas feels it would be helpful for Faculty Senate to be involved with security and safety on campus.

B. Vice Chair Hymel asked for a **[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.

Motion was seconded. **[Motion 2022/2023-20]** was approved with 30 in favor, none opposed, and no abstentions.

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

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**

No reports were given.

9. **ADJOURNMENT**

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

**Tessa Dysart, Secretary of the Faculty  
Jane Cherry & Jasmin Espino, Recording Secretaries**

**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.

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#### **Attachments within the Minutes**

1. Page 1, Action Item 2: [Approval of the Amended Faculty Senate Agenda for November 7, 2022](#)
2. Page 1, Action Item 3: [Approval of the Minutes of September 12, 2022](#)
3. Page 1, Action Item 3: [Approval of the Minutes of October 3, 2022](#)
4. Page 4, Item 5: [Statement from the Chair of the Faculty](#)
5. Page 5, Action Item 6, [Consent Agenda: Undergraduate Minor Addiction and Substance Use](#)
6. Page 5, Action Item 6, [Consent Agenda: Undergraduate Minor Entomology](#)
7. Page 5, Action Item 6, [Consent Agenda: Grade Replacement Opportunity Policy Revision and Benchmarking](#)
8. Page 5, Action Item 6, [Consent Agenda: Name Change – Graduate Family and Consumer Sciences to Human Development and Family Science](#)
9. Page 5, Item 7B: General Education, Susan-Miller-Cochran's three attachments
  - a. [One](#)
  - b. [Two](#)
  - c. [Three](#)
10. Page 10, New Business Item 7B: [Senator Downing's Resolution](#)
  - a. [Arizona Statute 38-531](#)
  - b. [Arizona Statute 38-532](#)
  - c. [Arizona Statute 38-533](#)
11. Page 10, Item 8, [Report from the President](#)
12. Page 10, Item 8, [Report from the Provost](#)
13. Page 10, Item 8, [Report from RPC](#)
14. Page 10, Item 8, [Report from SAPC](#)
15. Page 10, Item 8, [Report from Graduate Council](#)