

**MINUTES  
FACULTY SENATE  
OCTOBER 2, 2023**

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**1. CALL TO ORDER**

Presiding Officer of the Faculty Senate, Mona Hymel, called the October 2, 2023 Faculty Senate meeting to order at 3:02 PM in Silver and Sage and via Zoom. Secretary Dysart was also present.

**Present:** Senators Braitberg, Braithwaite, Brochin, Cai, Casey, Cochran, Coletta, Cooley, Dial, Downing, Dyke-Compton, Dysart (Secretary), Eckert, Fellous, Fink, Gregory, Hammer, Harris, Hudson (Chair), Hymel (Vice Chair), Jones, Knox, Leafgren, Little, Medevoi, Meyer, Nelson, Neumann, O' Leary, Ottusch, Pace, Pau, Rafelski, Rankin, Rocha, Rogers, Schulz, Schwartz, Senseney, Simmons, Slepian, M. Smith, J. Smith, Spece, Stegeman (Parliamentarian), Stone, Su, Waddell, Williams, Willis, M. Witte, R. Witte, Zeiders, Ziurys.

**Absent:** Senators Anderson (GPSC Rep), Barron (ASUA Rep), Bernick (GPSC President), Domin, Gerald, Gordon, Grijalva (ASUA Rep), Guzman, Kandel, Robbins (President), Rodrigues, Russell, Sanchez, Stephan, Torres, Tropman, Werchan, Wittman, Yoon (GPSC Rep).

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

**[Motion 2023/24-9]** to approve the Agenda of the October 2, 2023 Faculty Senate Meeting passed by unanimous consent.

- Not in the meeting recording, unable to retrieve discussion.

**3. ACTION ITEM: APPROVAL OF THE MINUTES OF THE [SEPTEMBER 11, 2023 FACULTY SENATE MEETING](#)**

**[Motion 2023/24-10]** to approve the Minutes of the September 11, 2023 Faculty Senate Meeting passed.

- Not in the meeting recording, unable to retrieve discussion.

**4. OPEN SESSION [00:00:38]**

**Lisa Kiser, Assistant Clinical Professor, College of Nursing [00:00:38]**

Good afternoon. My name is Lisa Kiser, and I am an Assistant Clinical Professor at the College of Nursing. I am a board-certified Nurse Midwife, a Women's Health Nurse Practitioner, and my areas of expertise include Human Sexuality and Reproductive Health. I teach gender affirming care as part of the required competencies for nurse midwives and nurse practitioners. I am troubled to be here but I would like to thank you for the opportunity to talk with the Faculty Senate and the members of my University of Arizona community.

I am here today to ask for your help. I love being a nurse, but I fear for my profession and healthcare in our country. Nursing is now the most dangerous profession in America with one in four nurses experiencing physical assault on the job. Over 100,000 nurses left the workforce during the pandemic, and we are facing a severe nursing shortage. I promise you, we are working as hard as possible to educate the next generation of nurses, but clearly, we need your help and support. One of the greatest threats we are now facing is the politicalization to healthcare which has reached our campus and threatens our ability to teach and prepare out students to effectively care for our community.

I am here today to be clear on what nurses do and our unwavering commitment to provide evidence-based care. Since September 6, 2023 after photographs of the evidence-based seminar on standards for gender and affirming care were photographed, taken out of context, and posted to the social media site "X," multiple members of the College of Nursing community have received messages and threats. The College of Nursing is now locked with UAPD patrol cars parked at the college for the past three weeks. If you were here on the main campus, or if you were next to the College of Nursing, would you not to be informed of the events occurring? Would you not want the University to put out a campus-wide announcement informing every one of the safety measures being put into place, and clearly declaring

University support and evidence-based practice support for our LGBTQ+ community?

I am here today because that was not the University response and with this week being a year anniversary of Professor Meixner's murder, I cannot be more troubled or sad that this University is repeating some of the same patterns that occurred with staff, as well as the shooting for the College of Nursing twenty years ago. I will tell you that I was a student in the room when my professors were shot to death. I was on the Faculty Senate Safety For All Committee and it is abundantly clear that if we do not stand up to hate, it will get worse and people will be emboldened to do more damage and commit violence. So, I ask you, what will we truly do to make this community a safe and welcoming place. One of my commitments was to come here today to tell you the science-based evidence.

The University and College of Nursing released a statement on September 8, 2023, attempting to defuse a political firestorm around the "X" postings. That statement stated we do not recommend a revised gender screening in young children. That is not what the evidence supports. Over one-hundred medical associations, including the American Medical Association, the American Nurses Association, and the American Academy of Pediatrics recommend gender-affirming care across the lifespan, including the appropriate screening of children for gender concerns. One of the things that was taken out of context and is critical is that there is a range of agents which can recommend evidence-based screenings, and that screenings are done with parental consent. After seven-hundred-fifty people sent a letter of concern to the Administration, a new message from the University was issued on September 22, 2023, but it only went out to the College of Nursing, not the larger community, as a whole. It reaffirmed the original statement that went out on September 8, 2023. That message, in no way, reflected the ongoing damage to our community that is occurring including the continuing harassment of the Faculty member who utilized the model created by the leading authority on LGBTQ evidence-based care. I'm saying this to all of you, who now feel threatened to the point that she has resigned. If we do not stand up to hate, it will get worse. I call on the Faculty Senate to request a full investigation of the circumstances by which these events occurred including an internal investigation on where these posts came from, and whether my colleague, my friend is at risk for harm or death. I also call on the University to release a University-wide statement. This has happened before, do not let it happen again.

- Vice Chair Hymel stated she will turn on her computer screen for those attending online to see the speaker. Vice Chair Hymel explained she is using her own laptop which is not the same process as the last Senate meeting.

**Senator Matt Williams [00:07:06]**

Good afternoon. My name is Matt Williams and I represent the College of Fine Arts. I am here to speak today about the discontinuation of two degree programs in the School of Theatre, Film, and Television.

Some of you may remember the news headlines and social media outpouring last year surrounding the decision to sunset these programs. For many of the musical theatre faculty, these articles were the first pieces of information they had received about this decision. In the interest of perspective, the musical theatre program was regularly considered among the best in the country, particularly among public universities, and was among the most selective programs on campus. Alumni have graced the stage of Broadway shows, national tours, television series and films, and current students were often asked to perform at campus events. To be sure, this is not a program that suffered from a lack of quality. However, budgetary concerns have forced conversations about profit, sustainability, and allocation of resources. Indeed, this seems to be the case across campus and across the country. Institutional funding, at all levels and across all units, sends clear messages about values and priorities. However, as is often the case in the arts, that which is valued may not always be profitable, and we must be willing to stand together as a community and advocate for our values.

The reason for my speaking today relates to process. One concern that the impacted faculty wished me to convey was the complete lack of meaningful shared governance through this process. While clear procedures are outlined for the reorganization and mergers of academic *units*, we are aware of no such protocol for the elimination of academic *programs*. One need only look at the Chronicle to see that these issues are impacting all corners of campuses, though the arts have long served as a bellwether for ideological shifts. I urge you, and all of my colleagues across campus, to begin looking inward to your own units and working to establish and reinforce the appropriate mechanisms to allow for meaningful conversation surrounding this issue.

As stated in the University's Shared Governance website, "In an era of significant education change, the success of the University and the **positive morale** of the faculty and administration are dependent upon continued use of the collective intelligence of the University community in planning and decision-making." Thank you.

**Senator Carol Brochin [00:09:44]**

I'm Carol Brochin, a newly elected Senator from the College of Education. When I first saw the slides from our colleague in the College of Nursing go viral, I was extremely concerned. Despite Governor Hobbs clear support of health care and education for ALL and NO Arizona law that denies providing gender affirming care to youth, our university allowed members of our governmental relations team to produce a statement that caused further harm and damage to our transgender community.

As a faculty of teacher education, I know what happens firsthand when our curriculum is legislated. Reading faculty in our teacher education program find ourselves in a situation where we are being asked to provide our syllabi to the Arizona Department of Education because of Science of Reading legislation that passed last year. I don't have much time to go into why literacy scholars are concerned about the science of reading movement, but I will briefly say that teaching reading has become at the center of politics; over 32 states have passed legislation impacting University based teacher education programs. The "science of reading" is being promoted as the ONLY solution to the invented "reading crisis."

In response to legislation, our program added courses and adapted our syllabi to meet the new "science of reading" state law. However, the ADE has made it clear that the science of reading is the ONLY way to teach reading; they will work hard to eliminate ALL reading teaching practices that are not aligned with them. With the ADE under new leadership, we should be prepared for more scrutiny to come.

Tom Horne (some of you might remember his ban on ethnic studies and bilingual education) is now the Superintendent of Arizona Schools and an ABOR Regent. In his role, he has filed a lawsuit against schools with dual language programs, has made public statements against our teacher education program, and is critical of any programming that affirms LGBTQ+ students. At his request, ABOR is now conducting a survey of the teacher education programs at all three of the state universities. This is happening at time when we have a huge teacher crisis and shortage.

All faculty should be alarmed about what's happening in teacher education and the College of Nursing. First they come for the nurses and then they come for the teachers. We should be demanding that our Senior leaders provide a clear message: that they will support academic freedom across campus from the CON to the COE and beyond. We should also be asking our senior leaders to stand with our Governor and support our transgender and broader LGBTQ+ campus community. If a hate group comes for the slides of another faculty member, will our senior leaders have their back? And if they do not, I hope that the faculty senate will intervene so that another valued colleague is not forced to resign from their position.

Thank you.

#### **Senator Kristin Little [00:13:12]**

Good afternoon. I will be brief, but I wanted to follow up about the payroll issue that I discussed at September's meeting. Last month, I asked for this topic to be added to this meeting's agenda because I thought we would need more discussion to find a resolution; however, due to University's leadership's swift action, people received their paychecks within a few days.

As important as I think it is to bring issues like this to the table, I believe it is equally important to acknowledge those whose actions helped to resolve the problem. This issue provided an opportunity for those involved to identify a weakness in the payroll process, learn from it, and begin to take steps to ensure it doesn't happen again. Over the past couple of weeks, I have met with several people who reached out to me to share their concern and talk through these steps.

On behalf of my colleagues and myself, I want to express heartfelt thanks to President Robbins, Lisa Rulney, Jenna Privette, James Schlittenhart, Nick Smith, and Reilly Rodriguez for their time and immediate attention in working to resolve this issue.

Thank you.

#### **5. Statement from the Chair of the Faculty [00:14:54]**

I want to start by remembering Professor Tom Meixner who was killed almost one year ago. A memorial will be held on Thursday October 5th at the Newman Center on 2nd street from 10-4:30 With a Catholic mass held at noon. Responding to his murder has been a painful process. Through it we have learned a lot about ourselves as a community. Many of the logistical safety improvements suggested by the Ad hoc faculty committee on safety for all and the pax report have been implemented - I see positive changes in the classrooms and buildings and communications systems that I use. As we've heard today - There is still a lot more work to do going forward, but we have the cooperation of President Robbins, Provost Marx, and the new safety team and better broader interfaces of communication than ever. I am hopeful that we share most goals in common and that the inclusive shared governance processes we are obliged to uphold will create a virtuous spiral of positive change.

Progress has been made in the culture of faculty governance as well. Let me take a minute to enumerate some of the changes that are happening. Our Senate Standing Committees on research, academic and personnel policy, student affairs and Diversity, equity and inclusion, our faculty standing committees and university wide shared governance committees are boldly tackling our most pressing issues with a diversity of viewpoints and we have made palpable progress towards knitting together faculty concerns and oversight in an organic manner with the functions of the Provost's office. You always remind me to get more people involved in shared governance; we now have the structures to do that effectively.

Ad Hoc committees on financial recalibration, gen ed, information technology have been convened to address specific areas of faculty concern or activity. The next committee that I hope to populate, and charge is a committee on EQUAL ACCESS to survey our campus facilities and emergency and safety measures to close the gap of access for the disabled community whose needs have not yet been adequately addressed by the new safety culture on campus. We also need a faculty committee to contribute expertise and dialogue with administration on space and planning.

In an important gesture the president has also asked me to take an active role in putting together the search committee for the permanent Provost position. I invite you to email me directly with nominations of faculty for this most important committee as well as ideas about how to define the provost job advertisement to recruit the very best, the most qualified candidates available externally and internally - the key foundation of which is distinguished faculty experience as well as successful experience at most levels of university administration. The ad-hoc Faculty committee advising me on this matter has already emphasized that internal as well as external candidates should be considered that the process should be guided by faculty concerns and a healthy respect for shared governance.

I wanted to fill you in as well on the ABOR meeting that your faculty officers attend regularly, the most recent of which was last week at NAU in Flagstaff. In addition to approving new programs, unit and locations put forward by the Universities (a process which we are working hard to put in proper relation with our internal reviews of new investments), the board considers capital reports and plans, and I can share those materials with anyone who is interested. After a reorganization of its committee structure, the board is especially interested in differentiating the three public universities from one another. In addition to our legacy as the flagship R1 and the land grant university, and as President Robbins aptly put it, being elite without being elitist, I will continue to emphasize the need for us to be the university with an autonomous, independent, engaged, bold and inclusive faculty for whom research/teaching/service are tightly bound together in our DNA. Preserving that legacy and renewing it for the next generation will be a monumental task.

The Board also determines directions for the universities by assigning the Presidents what they call "at risk salary" components that determine our senior leadership team's priorities in the coming year.

For President Robbins, last year's mostly accomplished at risk incentives were awarded for almost completing development of the Center for Advanced Molecular Immunotherapies in Phoenix, developing a plan to centralize Information technology, and integrating an accredited UAGC.

Next years at risk agenda items for President Robbins are 1) establishing a satellite campus and technology park in Maricopa city in Pinal County, 2) to stand up the Arizona Institute on Data and Computing between four of our colleges and 3) to complete the centralization of Information Technology services at the University all by June of next year. I think it is important for the faculty to understand how ABOR incentivizes its priorities by placing financial rewards and risks before our chief officer.

At ABOR meetings, we also confer with the faculty officers of ASU and NAU who offer very different models of shared governance - on a three-university committee called the Arizona Faculties Council. Topics of concern across the three universities this meeting focused on the DEFENSE of ACADEMIC FREEDOM in light of ideological attacks on the work we do to ensure that our research, teaching and outreach are based in scientific method, evidence and professional standards and our work takes place in safe, inclusive, diverse and equitable workplaces. In my strong opinion, Political attacks and threats of violence on all three universities require a united front among faculty staff students and administrations and among Arizona's three public universities and the board that governs them.

We also discussed our various institutional efforts to incorporate AI as a tool for research and pedagogy rather than an existential threat to our jobs and creative activities. I hope to make this the topic of a faculty discussion with the regents when we host them for breakfast here in November. Stay tuned for more on that.

- Vice Chair Hymel stated she appreciates the report, and she hopes everyone does as well as it is important for everyone to know what they do and what they are hearing.

#### 6. Report from the President – President Robert Robbins

The report from President Robbins is amended to these minutes.

- Senator M. Witte stated there is attention paid to human threats on campus but would like to call attention to physical threats and specifically safety related to crosswalks. Senator M. Witte stated there is a crosswalk that must be immediately attended to which has no lighting at night and is connected to the Bioscience Research Laboratories (BSRL) Building parking lot. Senator M. Witte stated there are many students, faculty, and staff who work there, and it is completely dark with ambulances racing up to Banner to bring emergency patients and cars speeding. Senator M. Witte stated she has heard from other faculty that there are other poorly lit places, and this is one example that needs to be corrected before there is a fatal accident.

#### 7. Report from the Provost – Interim Provost Ron Marx [00:25:15]

Good afternoon, everyone, I am Ron Marx, I am the Interim Provost. Thank you for inviting me to speak to you this afternoon. I have several items that I want to bring up. First, I would like to underscore the importance of the suggestion that Chair Hudson made to give suggestions to the President on the search committee for the Provost. This is very important, and I think everyone on campus should be involved in suggesting folks to sit on that committee and be heavily engaged in the process of the selection of the next person to occupy this office.

I also want to underscore something that Chair Hudson said about academic freedom. I think there are very grave threats to academic freedom out and about in our society today and I want to underscore this issue underlies a number of the discussion points you've already heard this afternoon. I spoke with Chair Hudson in Flagstaff, after the ABOR meetings about the need for all three universities to be involved in some kind of coordinated manner to try to address the threats happening now which were discussed by many. I think this is a vital issue and I applaud your leadership on this, and I hope all three faculties of our ABOR universities are involved. As Provost, I would be happy to be involved so I just want to lend my hand to that effort.

Another item, related to the academic freedom issue, requesting statements regarding DEI for people who apply for jobs at the University is now prohibited. This was a ruling presented earlier in the year, over the Summer. This issue is being carried forward, the University has received a request under the Freedom of Information Act for information about DEI training and courses regarding diversity. On the diversity attribute, in the gen-ed program, it can be anticipated that the issue will be accelerated over the next few months. With respect to personnel matters, he is working with the Human Resources Department to provide guidance to the University on what can be included regarding diversity in the hiring process, which is still allowed and will be done until it is not allowed. It is important to have a diverse faculty, and there is faculty who understands doing research and teaching about the entire range of the population of the country, and in the world, is important. There will be some guidance about how this will be done in searches.

Wednesday, October 4, 2023 from 8 AM to 2 PM, the Strategic Planning and Budget Advisory Committee will be meeting to share information about the UA Online programs and UAGC. This is a base setting of information of how UAGC and UA Online operate, this will create an educated database. After all, everyone is scholars and everyone should base decisions on how to move forward in the online area, on data. I want to thank all members of SPBAC for the activity, which will be a grueling six-hour retreat as there will be understanding of how UAGC operates quite differently than us, including UA Online. Revealed findings will help with next steps to move forward.

I was unable to make it to the last Senate meeting and I am sorry for that. I was in Washington at an Association of American Universities (AAU) meeting of Provosts and Chief Academic Officers. There was very interesting information at that meeting, one of which was AAU's public opinion polling, along with other polling organizations. Over the last few years, Americans have increasingly lost faith in all our public institutions, at the very bottom is Congress, and at the top is the Military and Police. We used to be number three in terms of public satisfaction and commitment, but over the past few years, faith in higher education institutions has dropped more than any other public institution. This is very disquieting, and that is another issue we in Academia must start addressing and thinking about - how is it that this has come to the United States? When asked by AAU pollsters whether they thought America's research universities were for-profit or not-for-profit, most people said for-profit. This is another disquieting piece of information – why is it that this is the case? It might just be that so much of the public communication about discourse regarding higher education is regarding money spent, increased tuition rates, and the cost of attending. This is something that the entire enterprise must deeply worry about as there needs to be secure political support for our work.

Please submit applications to the Provost Investment Fund. Proposals are due on October 11, 2023. I would love to give out more than I have.

- Due to poor audio Senator Slepian's question was inaudible [00:32:50]. Senator Slepian asked a question regarding whether the information from the SPBAC retreat would be accessible to the Faculty Senate.
- Senator Rankin stated the SPBAC retreat will not be recorded, it is a six-hour long retreat as Dr. Marx mentioned.

Senator Ranking stated there will be a long, synthesized set of minutes put together which the Senate will not receive but co-Chair Heileman and herself will provide the Faculty Senate with a synthesized bit of information at the next meeting.

- Senator Fink stated his thanks for Provost Marx's report and appreciates that Faculty are involved in the search for the next Provost. Senator Fink asked when and how Faculty will be involved in the search process for the Vice President in Research and Innovation.
- Provost Marx stated he is unsure, but he would encourage individuals to be present.
- Senator M. Smith stated she has two comments, one focused on the view of education by the public mentioned and she believes that there is a lot more money spent on advertising than there used to be. Senator M. Smith stated there is more emphasis on making money through sports events, and things such as theatre events at universities than there used to be. Senator M. Smith stated there is also a significant reduction in the State support for these institutions and believes this may be a variable. Senator M. Smith stated people may think institutions have to become more for-profit because there is a reduction in government support. Senator M. Smith stated she believes this was a significant observation of how the public's view of higher education is changing, and she believes everyone should be concerned about this. Senator M. Smith stated that everyone should find ways to communicate what is being contributed to humanity rather than efforts to make a profit.
- Provost Marx stated the cost of higher education is placed on the shoulders of the families who purchase the goods from institutions. Provost Marx stated there are also overplayed economic benefits of higher education, although they are considerable, there are other benefits to higher education. Provost Marx stated he would hope that he would have an opportunity in marketing of products to communicate to others what is done and there are tremendous benefits including social benefits such as collecting more taxes from educated people, educated people are healthier and stay married, they are less involved in the judicial system and there are many more benefits. Provost Marx stated states have divested of their responsibilities in his view, and at the last two ABOR meetings he has attended, the Regents asked the Presidents to ask for more money to make the State understand the greater obligation. Provost Marx stated the Regents are on the University's side on this issue which hasn't always been the case. Provost Marx stated another important observation is to look at the news releases of things that occur at the University, and oftentimes the headlines lead with the money. Provost Marx stated AAU gave the advice to lead with substance rather than with money and this will help to understand how there will be betterment of conditions. Provost Marx stated he sent this to the new Senior Vice President for Marketing and Communications to think about how press releases can be rewritten.
- Senator Ziurys stated ABOR seems to be concerned about the University getting more money from the legislature and asked if ABOR is concerned about the budgeting costs of higher education, mostly in part, because of the rise of the number of administrators. Senator Ziurys stated it seems that faculty are being increasingly pushed out of programs, decision-making, and leadership and are being replaced by administrators who know little about the topic. Senator Ziurys stated if there is addressing to the costs of higher education, there should be cut downs on administrative costs. Senator Ziurys asked Provost Marx for his opinions.
- Provost Marx stated he has been in academic for forty-nine years and he understands how universities operate. Provost Marx stated there is at least one administrator who has developed and taught undergraduate courses, developed curriculum grade essays, wrote research grants, and has had editors reject his articles. Provost Marx stated he has had some sympathy with how to contain costs, and it is very hard to do cost accounting in higher education. Provost Marx stated he served as a Dean for fourteen years and he attempted to do cost accounting and found it to be nearly impossible. Provost Marx stated that trying to squeeze money out of things that don't go toward the academic mission is something he will try in the last nine months of his office.

## 8. **Old Business [00:41:52]**

### A. **[Proposal New Academic Unit School of Business Analytics](#) and [ABOR Summary](#) [00:42:07]**

Chair Hudson stated with the permission of Senator Neumann and Senator Stegeman, she would like to motion to approve the New School of Business Analytics. Chair Hudson stated there has been some ambiguity about the jurisdiction over new units, and she would like there to be a vote on the new unit although it has been approved by ABOR. Chair Hudson stated this will provide a clean internal record of approving new units of the University, and she believes it is an excellent proposal. Chair Hudson moved **[Motion 2023/24-11]** to approve the New Academic Unit School of Business Analytics. Motion was seconded.

- Senator M. Witte stated the term "unit" should no longer be used as it has many definitions and if it is going to be a college, it should be called "college." Senator M. Witte asked if this proposal is for a college.
- Chair Hudson stated this new unit is a school, not a college, and she believes the Senate would like to approve it anyway.
- Senator Eckert stated she understands the unit has already been approved, and that the motion was made as a formality, but she has concerns as she read the document as an idea rather than a proposal or plan. Senator Eckert stated that question two says to list the name, rank, and the highest degree of the people involved as faculty and only one person is listed, one person does not make a school in her opinion. Senator Eckert stated she would have liked to see a plan for three, five, and ten years out which would include answers to the following: How many faculty would hold major FTEs? How many would be tenure track? How many classes would be taught by

the school and how many would of those be taught by faculty who majority FTE in the school? Does the Dean support it, and is the Dean willing to provide additional positions? Senator Eckert stated the two-million-dollar amount per year, included in the budget is included in the proposal, but not the actual budget. Senator Eckert stated the current budget does not seem to support all expenses for the next three years and does not believe this is a good plan. Senator Eckert stated it is possible other documents were submitted but she would've asked this to be sent back for more details.

- Interim Chair of Graduate Council Ron Hammer stated this proposal is a school and not a new college, as he understands it, it holds the same level as a department with Eller. Interim Chair Hammer stated the “unit” terminology comes from the form which is also used for colleges or departments to become established. Interim Chair Hammer stated the proposal was reviewed by the Graduate Council which is a shared governance organ of the Faculty Senate, although it is not required to be and not a part of the workflow. Interim Chair Hammer stated the proposal was described and vouched for by faculty from Eller College and by looking at the proposal, it is a combination of a good rationale for a new unit within the Eller College and there is an ability to attract significant funds to support that college. Interim Chair Hammer stated although the proposal is not dependent on this fact, there is a ten-million-dollar endowment associated with the new College which will be used to recruit new Faculty FTEs for the program. Interim Chair Hammer stated it is true that there is no specific designation of the number of FTEs or faculty, which can give individuals worry, but it seems to him that the rationale is so strong for the new establishment of unit, and his concerns were satisfied.
- Senator Ziurys stated she agreed with Senator Eckert that there should be time and effort dedicated to making a good case and include all necessary information, it seemed that in this case this information was lacking. Senator Ziurys stated it seems that a lot of the proposals received are not well written nor put together, and a lot of information and detail tends to be missing, and they get passed through ABOR without the Senate being able to preview them. Senator Ziurys stated she does not believe this is good practice.
- Senator Downing stated he supports Senator Eckert’s position and suggests that the new department be given the opportunity to address the questions raised by the Faculty Senate rather than making a new motion or amending the existing motion.
- Senator R. Witte stated he would like to remind people of the resolution passed in December 2014 by the Faculty Senate titled “Guidelines for Reorganizations and Mergers of Academic Units at The University of Arizona.” Senator R. Witte stated the resolution is three pages, is common sense, and lays out eleven steps which include starting early and engaging the Chair of the Faculty Senate often to ensure high quality proposals for new colleges and units. Senator R. Witte stated in his opinion, there has been an abundance of new unit proposals although they are poor quality because the resolution and requirements set by the Senate body are not followed. Senator R. Witte stated this affects the formation of new units and how they proceed, and believes the resolution should be followed, if individuals don’t agree with the resolution there should be amendments or a new resolution.
- Dean Kannan stated this department was recommended by the Eller College’s faculty governance and there are plans regarding how faculty will be brought into the new school. Dean Kannan stated there is anticipation that the first few hires will include overlapping with other departments. Dean Kannan stated there will be faculty hired based on the needs of the curriculum and research emphasis.
- Senator Fink asked if there can be a secret ballot vote on the motion due to the abundance of concern.
- Vice Chair Hymel stated no.
- Senator R. Witte raised a point of order and stated that Vice Chair Hymel can call for an up or down vote.
- Parliamentarian Stegeman stated Vice Chair Hymel can ask for a vote on whether there should be a secret vote.
- Senator Fink moved **[Motion 2023/24-12]** to vote on [Motion 2023/24-11] by secret ballot. Motion was seconded. Motion passed with twenty-five in favor, one opposed, and five abstentions.
- Senator M. Witte stated there is a quicker way to do secret ballots which is by paper.
- Vice Chair Hymel stated there will be an email distributed by OpaVote and as soon as there are results, they will be announced.
- **[Motion 2023/24-11]** carried with thirty-eight in favor, ten opposed, and no abstentions.

**B. Resolution on Donor Influence – Chair of the Faculty, Leila Hudson [00:56:08]**

Chair Hudson stated based on the report presented on September 11, 2023 by David Gibbs, the Chair of the ad-hoc General Faculty Committee on Donor Influence, there was a plan to put a resolution of censure forward which was produced by the ad-hoc committee although she was contacted by the Director of the Freedom Center who requested that the Senate have a chance to hear from them before a vote is taken. Chair Hudson stated she is going to call a special meeting to order in the following month. Chair Hudson stated this will allow senators to review the committee’s report, hear from the Freedom Center whose actions were discussed in the report, and there will be a discussion with senators and potentially general faculty on the issue of donor influence on academic programs. Chair Hudson stated she will provide information for the Special Meeting which will either take place at

the end of October or the beginning of November.

- Senator M. Witte stated she strongly supports a general faculty meeting, and she believes both sides should be heard.
- Chair Hymel stated all sides, and all voices are being taken into consideration.
- Senator Downing stated there was a report written on the Freedom Center, which was carefully documented, and it appeared there would be a discussion. Senator Downing stated he would prefer to see a point-by-point comment of the other report, in writing, so that the Senate may look at both sides of the issue rather than a blanket denial. Senator Downing stated this is not very academic and hopes that the Freedom Center would come forward in academic fashion.
- Chair Hudson stated she will convey this message and request this as part of either the Special Faculty or General Assembly of Faculty meeting.

## 9. **New Business [01:00:14]**

### A. **Ad Hoc [Faculty Committee on Financial Recalibration](#) – Chair Gary Rhoades [01:00:56]**

Chair Rhoades stated there was a one-page follow up from the committee which Chair Hudson distributed. Chair Rhoades stated the committee created another one-page handout to update the Senate on their progress which includes two data points and one recommendation.

- Chair Rhoades stated the committee has many charges including looking at staffing patterns which include faculty, graduate assistants, staff, and administration. Other charges include focusing on AIB, tuition discounting, and the repayment of furloughed monies.
- Chair Rhoades stated the committee is working with through data with the Human Relations Office, UAIR, the Provost Faculty Affairs Office, Enrollment Management, Lisa Rulney and Garth Perry in the Business Office. Getting data will enable the committee to disaggregate categories of employees. This can be done by separating graduate assistants to research assistants, teaching assistants, and administrative assistants. For faculty, they can be separated by rank, type, tenure track, and by college. This will allow for demographics and expenditures to be tracked for each rank.
- Chair Rhoades thanked Chair Hudson for appointing the committee and his colleagues who are on the committee: Carine Bourget, Sonia Bat-Kaufmann, Pierre Lucas, Shyam Sunder, Ramin Yadegari, Ada Wilkonson-Lee, and Hilary Houlette.
- Chair Rhoades stated after the September 11, 2023, meeting, he received emails regarding some of the data points. One of the points that stuck out was that in 2022, out of all faculty hired, only 10% were tenure-track. Chair Rhoades stated there was data gathered over the past six years regarding the percentage of faculty hired who were tenure-track.
  - 2016: 17.7%
  - 2017: 24%
  - 2018:15%

Chair Rhoades stated this is going in the wrong direction and there should be thought on how to recalibrate those numbers. Chair Rhoades stated the committee's recommendations include building this into some planning.

- Chair Rhoades stated the second data point deals with the percentage of the faculty workforce who is either tenure-track, career-track, or adjunct. Data for career track faculty began in 2019 and is considered as "other." There is aim to disaggregate the "other" category, and it is understood that this can be considered as offensive, but it is what is built into the system's data categories.
  - The committee is working with UAIR on the Faculty Retention report which comes out of the Provost's Office and Faculty Affairs.
  - Chair Rhoades stated the report shows a fine-grained breakdown over the past five or six years.
  - From 2013, tenure-track faculty constituted 51.3% of the faculty workforce, non-tenure track constated 48.7%.
  - By 2022, the numbers flipped, and tenure-track faculty were at 46.4% and non-tenure track faculty were at 53.6%.
  - The Faculty Retention Report shows that within the past three years there has been a significant decrease in the percentage of all faculty hired who are tenure track, down from 17% to 10%, and an overall increase in adjunct faculty of 12% and of full-time non tenure track faculty (i.e., career track) of 7%. Associate Dean at that time, Jeff Milem.
  - Chair Rhoades stated the committee will be paying attention to the pattern and there is a need for more multi-year contracts for full-time, non-tenure track faculty (career-track).

- Chair Rhoades stated with those two data points, the University should be concerned as they focus on research. The committee has drafted a recommendation which goes to three parties: the institutional level and groups like the Faculty Senate and SPBAC, Deans, which includes the Dean's Council as they have different portfolios as far as the configuration of their workforce and their needs, and the department heads, and department heads. Chair Rhoades stated for each category, it would make sense to think about a three-to-five-year staffing plan to move numbers in the right direction.
- A strategy can include replacing retiring faculty who are at senior-levels with junior-level individuals. Every year, department heads provide recruitment plans to Deans which ask for more lines and Deans do the same in meetings with the Provost. Chair Rhoades stated that at the center of those conversations he encourages discussing increasing the number of tenure-track faculty hired at a public research university and enhancing working conditions for those not tenure-track. Chair Rhoades stated there should be more emphasis on more full-time non-tenure track over part-time adjunct faculty, because of the working conditions and the importance of multi-year contracts for the continuity of care for the students.
  - In the table, tenure-eligible faculty and tenured faculty are broken down into different categories. The number of tenure-eligible faculty has dropped from 2013 to 2022 even though the number of students has increased,
  - In developing those plans, department heads, deans, and others should think about what inhibits colleges and departments from being able to make these changes. Chair Rhoades stated in his own college there is a hiring freeze and because of the budgeting system, the timing of when the money comes doesn't incentivize or enable departments to plan for three-to-five years. Chair Rhoades stated everyone is hopeful that there will be money in the strategic budget allocation in the second round, but the money is needed beforehand. This will help with the recruitment of tenure-track faculty and graduate assistants.
  - The budgeting system compromises the ability to staff the University appropriately as a Public Research University, and the budgeting system should be recalibrated.
- Senator Fink asked if there is any progress on the furlough.
  - Chair Rhoades stated he had a commitment when he met with the President that work would be done and he wanted to work with the committee early-on to effectively collaborate with many offices in the Central Administration to get the sense that progress is being made. In the next month, the committee will call on the CFO to develop more possibilities for how this type of repayment can be redone over three to five years without compromising a salary program.
- Secretary Dysart stated she does not see any mention of continuing-status faculty on the graph, and they have similar property rights as tenure and tenure-eligible faculty. Secretary Dysart stated at the College of Law there are as many continuing-status faculty as there are tenure-track faculty. Secretary Dysart stated one solution, similar to what CALES did, is to move continuing-status faculty to tenure-track faculty. Secretary Dysart asked Chair Rhoades if his committee is looking into this.
  - Chair Rhoades stated yes, and this is an example of trying to not overload anyone with data in the one-page document. Chair Rhoades stated the Faculty Retention Survey from Faculty Affairs showed a chart over the past six to seven years which builds in continuing-status faculty. Chair Rhoades stated Secretary Dysart's point is why it is so important to have college-based planning around the issue because the configuration of colleges in terms of different appointments can be very different.
- Senator Ziurys thanked Chair Rhoades and stated this is a lot of work and data collection and she is shocked about the rise in number of administrators. Senator Ziurys stated she finds this to be a disaster, and most of the money is being allocated to hiring administrators instead of hiring faculty. Senator Ziurys stated it is understood why Deans and Department Heads hire administrators instead of faculty, which is for control as faculty are autonomous. Senator Ziurys asked how this situation can be changed.
  - Chair Rhoades stated on the one-page handout from the September 11, 2023 meeting there was information featured where there was 119% growth in a category of vice provosts, vice presidents, etc. Chair Rhoades stated the committee will continue to follow up with this topic and it is equally important to discuss graduate assistants and staff. Chair Rhoades stated the committee is digging into the data because staff were reclassified five to six years ago. There is work being done with UAIR to clean up the data so there are reliable overtime categories which include administrators.
- Senator M. Witte stated her thanks for Chair Rhoades and stated it is important to see how employees are paid, more tenure-track are taking their salary from grants and other sources whereas the administrative bloat is coming from the State lines and tuition formula. Senator M. Witte stated this is very important, and individuals used to receive the books every year which included every employee at every college, with a breakdown of every fund number that every employee had. Senator M. Witte stated this is public information which the Regents receive but the books haven't been retrievable for the past five years. Senator M. Witte stated if Chair Rhoades can gather these books, she believes there will be an even worse picture shown for faculty in comparison to administrators.
  - Chair Rhoades stated he understands where the expenditure comes from varies and that he is open to

thoughts and comments for the committee via email. Chair Rhoades stated he is in this position because he got a sense from the President, in meeting with Chair Hudson in late Spring or early Summer, that he was serious about supporting changes along those lines. Chair Rhoades stated he is starting with these issues as an opportunity to help move the University in another direction.

## **B. DEI Committee Report Regarding the College of Nursing Curriculum – Senator Pace [01:20:28]**

Senator Pace stated he is joined by Senator Spencer Willis to give a summary of the work of the Senate's DEI committee related to the incident mentioned during Dr. Lisa Kiser's open session statement. Senator Pace stated he would like to thank Dr. Kiser for her remarks and strong words, and her points resonate with him as well as many others. Senator Pace stated the report is available as a link on the agenda.

- On September 6, 2023, photos of lecture slides on gender-affirming care were posted to social media and resulted in a social media and political firestorm. The focus was taken out of point before September 6, 2023, presumably by a student. Shortly after, the College of Nursing leadership in consultation with University of Arizona Health Sciences leadership, and Main Campus leadership posted a statement to the College of Nursing website to tamp down the social media firestorm. As Dr. Kiser stated, the statement was concerning because it seemed to distance the College of Nursing from teaching gender affirming care, didn't mention support for evidence-based care for LGBTQ+ individuals, and didn't express support for the faculty involved. This was realized after the fact. After a twenty-four-hour period, the statement came together with considerable input from Health Sciences and Main Campus.
- Senator Pace stated Dr. Kiser mentioned many faculty and staff of the College of Nursing received threatening emails and telephone calls, including himself, but fortunately thanks to sharing information with University leadership they were knowledgeable about what was happening. After receiving feedback from the campus community Dean Ahn as well as Vice President of Health Sciences, Dr. Michael Dake emailed the College of Nursing that affirmed the college's commitment of health and safety as well as to the members of the LGBTQ+ community and their medical care. Also included in the statement was support of the college's faculty and the expectation that faculty will use evidence-based research in their teaching. The statement also reaffirmed the college's commitment to academic freedom and summarized steps taken related to safety of the college of nursing and stated that faculty forums would be held which would give the College of Nursing faculty the opportunity to discuss gender-affirming care.
- A working group came together from the Senate's DEI committee to consider this matter and generated the following comments:
  - "This event reminds us that in difficult situations involving exceptional external pressure, **it is imperative that college and university-level leadership take explicit steps to express support for the evidence-based teaching, service, and research** performed by faculty, especially when that work involved content that may be controversial but is supported by evidence. **By doing so, the leadership will also support our faculty and academic freedom as foundations of our academic enterprise.** We must all acknowledge that our people are our most valuable resources."
- Senator Willis stated the second comment is: "A threat to one part of our academic community is a threat to us all. We must not tolerate repression of ideas, or violence or intimidation of any kind."
- Senator Pace stated the committee's working group's third comment is: "As a university community, we courageously strive to teach our students, perform our research, and provide service to our communities in ways that are supported by evidence. **We must remember that the courage we show in our scholarship often supports those beyond the border of our campuses.**"
- Senator Willis stated the fourth comment, "Faculty forums should be held at the College of Nursing, and at other units, in order to discuss topics around academic freedom. Such forums should be a place for open discussions that are genuine, so that faculty – of all ranks and tracks – can feel heard, and actually be heard. Only then can faculty be supported in the ways that they should be."
- Senator Pace stated the committee's fifth comment "This issue, rather than being an isolated incident, is part of a larger attack on higher education and DEI efforts (e.g., attacks on DEI statements in job postings). Cowering and accommodating these attacks do not stop them. Rather, they embolden these attacks. University leaders need to take a stronger and more proactive stance against these threats."
- Senator Willis stated the final comment, "Regardless of individual positions of administrators on these issues, we must teach evidence-based practices for health and wellness of all, regardless of political pressure from those outside the University."
- Senator Pace thanked his colleagues in the College of Nursing who have had open discussions with him, his leadership, and colleagues across the University.
- Vice Chair Hymel thanked Senator Pace for his remarks and stated this statement fits within the tripartite university system moving forward, including academic freedom.
- Dean Ahn stated he would like to emphasize that he fully supports LGBTQ+ and DEI medical care, and teaching

belongs to the faculty's expertise who has professional discretion to choose topics and evidence-based sharing information. Dean Ahn stated this is key for health-care professionals. Wednesday afternoon is when the social media posted, was learned about, Thursday morning, everyone gathered, including the Course Instructor who taught the class, college leadership Dean, Associate Dean, Division Chair, DNP Program Director, and Family Nurse Practitioner Program Director to discuss the matter. It was also realized that there were incoming threatening emails, on Thursday morning, there was a safety statement released which included using CatCard access to enter the building, the Threat Assessment Management Team (TAMT) was contacted, and the Policy Chief was contacted to ensure safety. It was asked that uniformed personnel reside in the building and patrol on the extremities of the building. After the weekend, there was limited time to release a statement and there was focused placed on safety and information on the inaccurate assumption. There was realization that there was needed support for academic freedom, DEI, the LGBTQ+ care, and faculty. There was a faculty retreat and faculty meeting. Dean Ahn stated this is a good learning opportunity and he has been at the institution for four months, and he is optimistic that he has chosen the right school to work at. Dean Ahn stated his thanks for everyone's support, and he looks forward to continued learning on how to provide support and will continue to have an open forum.

### C. Resolution Concerning Filling Newly Created Senate Seats – Secretary Dysart [01:32:53]

Secretary Dysart stated the governing documents include provisions in the Constitution on how normal vacancies are filled in the Senate.

- An example can be a senator who wants to leave the University or resign from a Senate seat. There are provisions in the Constitution of how those types of seats are filled but not how to fill newly created Senate Seats for new colleges.
- Under the Constitution and Bylaws, every college gets at least one representative. Last year, there was discussion on filling the seats for RII where units as large as the smallest college also get representation.
- There are now three new colleges at the University including the iSchool which has approximately forty faculty that meet the definition of general faculty, the Honor's College which has approximately twenty to twenty-two faculty members, and the College of Health Sciences which currently doesn't have faculty that meet the definition of general faculty.
- Secretary Dysart stated she is proposing that when a new college is created, allow the college to elect a college specific representative who will serve until the next college-specific election. There are college-specific elections held on even years, and at-large elections held on odd years. If the resolution was passed, the iSchool and Honors College would elect representatives to serve until the next election cycle. Secretary Dysart stated this is a way to increase representation in the Senate.
- Secretary Dysart stated this is consistent with how general senate vacancies would be filled.
  - Senator Downing asked if this is a proposed motion.
  - Secretary Dysart stated it is a resolution discussed in the Senate Executive Committee and there was a discussion on whether there was a vote needed but the Parliamentarian decided it would be a good idea to bring the resolution to the Senate. Secretary Dysart stated this is something that should be changed in the bylaws and clarity should be added.
  - Senator Downing stated he believes it may involve a Constitution and Bylaws change but he is concerned because the Senate currently, and inequitably represents the voting faculty. The current representation amplifies some faculty voices and votes, and it diminishes others. Proposing that new colleges come on, and they are given more voting power, inadvertently exacerbates the inequity. Fifty-five of the seventy-two senators are elected, including three officers, and twenty-at large. Colleges range anywhere in size from zero to six-hundred-three voting faculty. Almost half of the voting faculty are in three colleges which includes the College of Sciences, the College of Social and Behavioral Sciences, and the College of Medicine. The at-large representation is elected by the entire university and their vote is diminished each time colleges are expanded. This is a structured problem which has nothing to do with the three colleges referred to, but if there is a question of equitable representation, there is a key fundamental issue for the structure of the Senate, and it transcends seating of members of any college.
  - Senator Downing made **[Motion 2023/24-13]** to refer the issue of apportionment to the Committee of Eleven because it is the oldest committee and it predates the Senate, and they are asked to improve equitable representation in the compensation of the Senate including the fact that one voting eligible faculty equals one vote. Motion was seconded.
  - Secretary Dysart stated that would be contrary to the Constitution.
  - Vice Chair Hymel raised a point of order and ruled Secretary Dysart out of order because she was not recognized.
  - Senator Ziurys asked to allow Senator Downing to finish.

- Senator Downing stated he made a motion and stated the Committee of Eleven can suggest ways on how to create equity. Lack of participation of faculty depends on the college, which determines the size of votes. Senator Downing stated this is unfair and incorrect and that the most seasoned committee should look at the issue and come up with ideas.
- Secretary Dysart stated she is presenting therefore she does not have to be recognized. Secretary Dysart stated this is contrary to the constitution and raised a point of order that there cannot be a vote on something that contradicts the documents. The documents give the Committee on Faculty Membership the authority to set representation, the Chair last year, disbanded the committee and it has not been reconstituted to discuss this issue. Secretary Dysart stated it is not optional that the colleges receive a seat in the senate, the question is when to fill the seat and whether there be seats filled now with an approved resolution, or if seats be filled in January when there is a General Faculty Election.
- Senator Downing stated that Secretary Dysart just stated that it is not in the constitution for what is to be done in this situation.
- Vice Chair Hymel stated Senator Downing is out of order and Senator M. Witte has the floor.
- Senator M. Witte stated Secretary Dysart cannot render her legal opinion as to whether something is constitutional or not, just as the Supreme Court Justice disagree and she would say that the Senate is allowed to vote on the motion. Senator M. Witte stated if Secretary Dysart subsequently brings language that this is illegal, the process by which several of the colleges came to the Senate can be discussed as well.
- Senator Fink made a **[Motion 2023/24-14]** to extend the meeting by fifteen minutes due to there being time lost for technical difficulties. Motion was seconded. Motion failed with less than a two-thirds vote.
- Secretary Dysart stated it is not her legal opinion and she is not providing legal counsel to the Faculty Senate. She said that the Constitution, under Article V, Section IV states: “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.”

**10. Adjournment**

With no further business, the meeting adjourned at 5:01 PM.

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

**Motions of September 26, 2023 Faculty Senate Meeting**

**[Motion 2023/24-9]** to approve the Agenda of the October 2, 2023 Faculty Senate Meeting passed by unanimous consent.

**[Motion 2023/24-10]** to approve the Minutes of the September 11, 2023 Faculty Senate Meeting.

**[Motion 2023/24-11]** to approve the New Academic Unit School of Business Analytics. Motion passed with thirty-eight in favor, ten opposed, and no abstentions.

**[Motion 2023/24-12]** to vote on [Motion 2023/24-11] by secret ballot. Motion passed with twenty-five in favor, one opposed, and five abstentions.

**[Motion 2023/24-13]** to refer the Resolution Concerning Filling Newly Created Senate Seats to the Committee of Eleven because it is the oldest committee and it predates the Senate, and they are asked to improve equitable representation in the compensation of the Senate including the fact that one voting eligible faculty equals one vote.

**[Motion 2023/24-14]** to extend the meeting by fifteen minutes due to there being time lost for technical difficulties. Motion failed with less than a two-thirds vote.

**Attachments Within the Minutes**

1. Page 1, Item 2: Action Item Approval of the [Agenda](#)
2. Page 1, Item 3: Approval of the [Minutes of the September 11, 2023](#) Faculty Senate Meeting
3. Page 5, Item 6: [Report from the President](#)
4. Page 5, Item 7: [Report from the Provost](#)

5. Page 6, Item 8A: [Proposal New Academic Unit School of Business Analytics](#) and [ABOR Summary](#)
6. Page 8, Item 9A: *Ad Hoc* Faculty Committee on Financial Recalibration (**Handout**)
7. Page 11, Item 9C: New Business: [Resolution](#) Concerning Filling Newly Created Senate Seats

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