



**THE UNIVERSITY  
OF ARIZONA**

*Academic Personnel Policy Committee*

Faculty Center  
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Friday, April 26, 2024

**Academic Personnel Policy Committee ANNUAL REPORT 2023-2024**

<b>Committee Members</b>	<b>Department</b>	<b>College</b>	<b>Term</b>
Dr. Keith A. Maggert, chair	Molecular & Cell Biol	COS	2023-2024
Dr. Jean-Marc Fellous, vice chair	Psychology	COS	2022-2024
Ms. Emilia Banuelos	Speech, Lang, & Hearing Sci	COS	2023-2024
Dr. Janet Cooley	Pharmacy Practice & Sci	PHARM	2019-2024
Dr. Dan Ferguson	Nat Resources & the Env	CALS	2019-2024
Dr. Joe Gerald	Pub Health Policy & Mgmt	COPH	2021-2024
Dr. Bayo Ijagbemi	Africana Studies	COH	2022-2024
Mr. Utsav Kataria	Student – ASUA Rep.	Eller	2023-2024
Dr. Victoria Meyer	Interdisciplinary Studies	COH	2023-2024
Dr. Caroline Phelps	Pharmacy	COM	2021-2023

The Committee met three times during the 2023-2024 academic year (9/29, 10/27, 12/1) to review issues and policies as summarized below. The Committee additionally conducted business via email, as indicated.

Some policies that have been reviewed by the APPC in the 2022-2023 academic year remain unapproved, including changes to the grievance process (UHAP 6, which does not appear on [policy.arizona.edu](http://policy.arizona.edu)), and the Political Activity and Lobbying Policy (which has been posted pending approval since October 2022).

9/29/2023 Meeting

**Summary:** The Committee met with Dr. Leila Hudson, Chair of the Faculty, to discuss upcoming policies and priorities for the APPC.

10/27/2023 Meeting

**Summary:** The Committee discussed data from the Grievance Clearinghouse Committee and the Committee on Academic Freedom and Tenure as part of a review of the outcomes of grievances at the University of Arizona. The final Report is attached.

12/1/2023 Meeting

**Summary:** The Committee discussed the policies that govern policy sponsorship. The final Report is attached.

Additional business (conducted over email)

**Summary:** The committee reviewed the membership of the Graduate Council. The final Report is attached.

The committee completed the Guide to Faculty Rights and Resources Report, as requested by Vice Provost for Faculty Affairs Andrea Romero. The Guide will be hosted on the Faculty Governance web site.

April 2024 Meeting — upcoming

**Summary:** The Committee intends to meet with Vice Provost for Faculty Affairs Andrea Romero to discuss recommended updates and clarifications to the *University Handbook for Appointed Professionals 7.01 Professional Conduct*.

The committee will request updates on previously evaluated policies that have not yet been approved. Outcomes will be reported in the ANNUAL REPORT 2024-2025.

Respectfully submitted on behalf of the APPC,

A handwritten signature in black ink, appearing to read 'Keith A. Maggert', with a stylized flourish at the end.

Keith A. Maggert, Ph.D., chair



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Sunday, October 29, 2023

The Faculty Senate  
via E-mail

Re: APPC Report

Dear Senators,

At our first meeting of the semester (Sept 29), we were charged by Chair Hudson to evaluate grievances at the University of Arizona. The need derives from the perception that the grievance process is alienating, unfair, confusing, and onerous, in part because written policies are inconsistent or contradictory, timelines are ill- or un-defined, the possibility exists for appeal be adjudicated by conflicted parties, and because administrators can overrule committee findings without explanation. Some policies to change this have passed through APPC, but we have not seen them proceed (*i.e.*, be adopted) beyond that.

Our review of the fairness of the policies and outcomes will integrate well with the Constitution and Bylaws Committee's upcoming work focused on textual clarification.

The committee started by reviewing the outcomes of grievances from the last decade, data provided by the chair of the Committee on Academic Freedom and Tenure (and Grievance Clearinghouse Committee) (Ramin Yadegari). We met Oct 29 to discuss the data, and noted two trends: (1) the number of grievances that arise from issues of academic freedom (about half), and (2) the number of grievances that were unsuccessful (all but 3 were denied, unsuccessful, or overturned by the President). We concluded that understanding trends of how grievances are handled at UA – whether the grievance process is effective, *etc.* – is not possible with the data provided. Specifically, the role of administrative review of grievances is missing. We considered multiple means of moving forward.

We also began our analysis of Art. VII of the Faculty Bylaws and UHAP 7.01 (the Code of Conduct). The latter has been perceived to have been used to punish criticisms of administrative actions, in part due to its vague language. We will be proposing changes to the document to clarify and shore up its purpose, while safeguarding its purported protections.

Respectfully submitted on behalf of the APPC,

Keith A. Maggert, Ph.D., chair

cc: Faculty Center, file



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Friday, December 1, 2023

Leila Hudson, Ph.D.  
Chair of the Faculty  
The University of Arizona  
*via E-mail*

Re: Policy Sponsorship

Dear Dr. Hudson,

### Background

On September 29, 2023, the Academic Personnel Policy Committee (APPC) was asked to investigate and evaluate the policies that govern how new policies are made, and how existing policies are changed. APPC was specifically asked if the Faculty Senate could be considered a Policy Sponsor, able to propose new and edited University Policies. The current understanding is that the Faculty Senate is not able to be a sponsor, and instead must "Sponsor shop" to identify a friendly administrator or administrative office to sponsor a policy on behalf of the Faculty Senate. This creates an unideal situation where the policy actions of the Faculty Senate are contingent upon the wishes of single individuals of the administration. This seems to contradict the independence of the Faculty Senate as afforded by the principles of Shared Governance.

APPC reviewed the relevant University policies (*i.e.*, the "UNIVERSITY POLICY-MAKING POLICY," henceforth UPMP, at [link](#), the "PROCEDURE FOR CREATING AND REVISING UNIVERSITY POLICIES website, henceforth PCRUP website, at [link](#), the "Memorandum of Understanding Entered into by the Faculty and the Administration of The University of Arizona," henceforth MOU, at [link](#)), and contacted Annette Maggio (Policy Analyst at the Office of University Initiatives).

### Findings

The University of Arizona "*standardized process for University Policy development promotes shared governance, transparency, institutional efficiency and effectiveness, mitigates risk, and enhances compliance and accountability*" (from the UPMP). A Policy is defined as "*...a statement that mandates or constrains actions and may affect the rights or duties of the University Community or general public. Policies are often intended to ensure compliance with applicable laws, regulations, and/or Arizona Board of Regents (ABOR) Policies, reduce institutional risk, or promote operational efficiencies. Policies are also enacted to promote and safeguard the University mission and core values*" (UPMP). University Policies affect the entire University after approval by the President, regardless of the Responsible Unit.

The UPMP does not describe the process or constraints for creating new policies. Instead, it refers to the PCRUP website. The PCRUP website states that a new policy requires the identification of a Policy Sponsor by a Responsible Unit. The former is described on the PCRUP website as “...the administrator or compliance professional who oversees the Unit responsible for the Policy.” The latter is defined by the UPMP as “...the Unit [further defined by UPMP as “any University college, department, program, or other operating unit”] that initiates a request for a new, or to revise or repeal a University Policy, consults with shared governance groups of elected faculty representatives and other shared governance groups, interprets and administers University Policies under its authority, oversees compliance of the University Policy, and regularly reviews and makes recommendations for updating, revising, or repealing its University Policies.”

As the APPC understands, **the PCRUP website precludes the Faculty Senate from sponsoring policies:** the Faculty Senate is not specifically named as a sponsor, nor can anyone on the Faculty Senate be seen as an “administrator or compliance professional who oversees the Unit.” However, the PCRUP website itself is not a policy, nor does there seem to be any guidelines for changing its content. Notably, the PCRUP website was edited twice in the last year, with no public evaluation period, input by Shared Governance, nor (as far as we can tell) approval by the President. This creates a situation where an enforceable policy (the UPMP) is governed by processes (outlined on the PCRUP website) that themselves are not reviewed or overseen, and can be altered with ease and without oversight. It is not clear how or when the terms laid out on the PCRUP website are evaluated in the way one expects of a University Policy, and in the spirit of Shared Governance as outlined in the UPMP, which specifically states that policy creation “... must follow shared governance principles and the procedures set out in the Procedure for Creating and Revising University Policies.” The MOU further emphasizes that “... academic personnel, research, or student affairs policy; ... are all within the jurisdiction of shared governance. An initial proposal to change these policies may come **from any source**, but the formal consideration and development of such policy changes shall always be undertaken through shared governance processes.” (emphasis added)

Thus, a contradiction arises when the PCRUP website does not follow the principles of shared governance required of it by UPMP and expected of it by MOU.

## Opinion

With respect to the question of whether the Faculty Senate can sponsor policies, we see five possible interpretations/solutions:

1 – Accepting both the UPMP and the PCRUP website literally, the **Faculty Senate cannot sponsor policies**, as it is precluded from doing so by the PCRUP website. This interpretation simply ignores the conflicts arising between the UPMP and the PCRUP website.

2 – As with (1), under the current information featured on the UPMP and the PCRUP website, it is fully valid to **recruit an administrator from within the Senate or from outside to act as Policy Sponsor** on the Senate’s behalf. Administrators include vice presidents, deans, academic department heads and other positions as determined by ABOR (from “DEFINING ADMINISTRATORS AND ADMINISTRATIVE STRUCTURE” at [link](#), and ABOR 6-101.B.3.a). This interpretation also ignores the contradiction between the UPMP and the PCRUP website, and is essentially the situation as it exists

now. While the Faculty Senate will likely include one or more administrators, this is an unideal situation. First, it may not always be the case that a Faculty Senator will also be an administrator. Second, disagreements within the Senate may make it difficult to find such a willing Policy Sponsor within the Senate. Third, it critically undermines the autonomy of the Faculty Senate by clearly placing it subordinate to the administration.

3 – The **Faculty Senate can sponsor policies** that, if approved by the President, would be fully-equal with other policies. This is based on the fact that University Policy (UPMP) does not require a “Policy Sponsor.” This interpretation is troublesome since it contradicts the existing process (the PCRUP website), even if that process is not itself governed by policy. We imagine this would necessitate reevaluation of the PCRUP website to bring it into compliance with the UPMP (that is, not to enforce additional requirements that are not dictated by policy).

4 – The Board of Regents may **declare the Chair of the Faculty (or any officer of the Senate) to be an administrator**, which by UPMP and the PCRUP website would allow policy sponsorship.

5 – The President, or whomever writes and maintains the PCRUP website, may specifically **declare the Faculty Senate to be a valid Policy Sponsor**.

**Options 4 and 5 are recommended by APPC** insofar as they would be parsimonious and clear, without requiring any policy or procedure changes. These options **do not** address the current situation wherein non-policy guidelines are used to limit (and thereby materially interpret) an approved Policy; the **APPC further recommends enduring correction of the current situation** by alteration of the PCRUP website.

Respectfully submitted on behalf of the APPC,

A handwritten signature in black ink, appearing to read 'Keith A. Maggert'.

Keith A. Maggert, Ph.D., chair

cc: Faculty Center, file

Links: UNIVERSITY POLICY-MAKING POLICY: <https://policy.arizona.edu/administration-university-relations/university-policy-making-policy>

PROCEDURE FOR CREATING AND REVISING UNIVERSITY POLICIES: <https://policy.arizona.edu/procedure-creating-and-revising-university-policy>

DEFINING ADMINISTRATORS AND ADMINISTRATIVE STRUCTURE: <https://policy.arizona.edu/administration/defining-administrators-and-administrative-structure>



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Friday, February 2, 2024

Hong Cui, Ph.D.  
Chair of the Graduate Council  
The University of Arizona  
*via E-mail*

Re: Graduate Council Membership

Dear Dr. Cui,

### Background

On January 22, 2024, during the Faculty Senate Executive Committee meeting, the Academic Personnel Policy Committee (APPC) was asked to investigate and evaluate the policies that govern membership of the Graduate Council.

APPC was provided a series of E-mails outlining the essential issue. The bylaws of the Graduate Council (see link below), state: "*Members shall include representatives of the Graduate Faculty of those colleges with graduate programs that are under the jurisdiction of the Graduate College, graduate coordinators, and graduate students. Individual Colleges within larger colleges will have representation. The Dean and the Associate Deans of the Graduate College shall also be ex-officio members. The representative from Academic Affairs, Undergraduate Council and the library shall be ex-officio (non-voting).*" (Art.II.§.1).

Further, Art.I.§.2 states: "*College faculty members are selected according to Faculty Senate rules. Faculty representation on the Graduate Council is based on the number of students enrolled in graduate programs within each academic college and the Graduate Interdisciplinary Programs. The number of representatives per college is determined by ranking ordering colleges by graduate enrollment. Those colleges whose graduate enrollment is in the upper half will have two members; those in the lower half will have one representative. The term is four years.*"

The Faculty Bylaws, which are referred to as the "Faculty Senate rules," state: "*Two ex officio voting members from Faculty Senate. These members are appointed by the Vice Chair of the Faculty in consultation with the Chair and after nominations have been received from the Senate.*" (Art.VI.§.6b).

### Findings

Confusion exists between the language of the Graduate Council bylaws and those of the Faculty Bylaws – the statement "*Individual Colleges within larger colleges will have representation*" has no

clear meaning, the Graduate Council Bylaws do not include the Senate representatives, and Art.II.§.1. may appear contradicted by Art.V.§.6.

### Opinions

As deference should be paid to the word and intent of the Faculty Bylaws, we see a clear interpretation/solution:

Following the Faculty Bylaws, the Graduate Council shall be composed of College Faculty, (apportioned as laid out in Art.VI.§.6a), two *ex officio* (voting) members from the Faculty Senate (6b), two (voting) Graduate Coordinators (6c), three (voting) Graduate Students (6d), and the (voting) Dean and (voting) Associate Deans of the Graduate College (6e). From this Council, the Chair of the Faculty shall select a committee chair (in consultation with the Dean of the Graduate College) (6f).

These are essentially the rules laid out in the existing Graduate Council Bylaws, but with one noteworthy exception. No allowance is made for the inclusion of representatives from Academic Affairs, the Undergraduate Council, or the library. While it may be desirable to include those representatives, they are not accommodated by the Faculty Bylaws, and should not be considered members.

The APPC recommends:

- 1 – The Graduate Council should strike Art.I of their Bylaws, and replace the language with a reference to the Faculty Bylaws.
- 2 – The Faculty Senate solicit nominations, and from that list the Vice Chair and Chair of the Faculty place two Senate representatives on the Graduate Council.
- 3 – *If desired by the Graduate Council*, initiate a discussion in the Faculty Senate about representation of Academic Affairs, the Undergraduate Council, and the library. If representation is decided upon, a change to the Faculty Bylaws should be undertaken through the regular process.

APPC acknowledges that Academic Affairs, the Undergraduate Council, and the library may be represented by the members from the Faculty Senate (recommendation 2), however this is an impermanent solution and may not accommodate units without Faculty Senate representation (such as Academic Affairs). Nothing in the Bylaws of either the Faculty or the Graduate Council prohibits invitation of standing or *ad hoc* representatives, provided they have no voting rights. APPC recommends this course of action in order to preserve engagement by Academic Affairs, the Undergraduate Council, and the library, and to safeguard any “institutional knowledge” those individuals may possess.

Respectfully submitted on behalf of the APPC,



Keith A. Maggert, Ph.D., chair



cc: Leila Hudson, Ph.D., Chair of the Faculty

Mona Hymel, J.D., Vice Chair of the Faculty, Presiding Officer of the Faculty Senate

Tessa Dysart, J.D., Secretary of the Faculty

Faculty Center, file

Links: BYLAWS OF THE GRADUATE COUNCIL: <https://emailarizona.sharepoint.com/sites/gradcouncil/SitePages/By-.aspx>, adopted Jan 21, 2000 and amended April 11, 2008 and April 17, 2009

FACULTY BYLAWS: <https://facultygovernance.arizona.edu/sites/default/files/2023-10/Faculty%20Bylaws%20v.%208-21-23.pdf>, approved Oct 27, 2023



THE UNIVERSITY  
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*Committee on Academic  
Freedom and Tenure*

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THE UNIVERSITY OF ARIZONA  
**Committee on Academic Freedom and Tenure**  
**Annual Report 2023-2024**

**Committee Members**

Ramin Yadegari, Chair	School of Plant Sciences	CALES
Roberto Guzman, Vice Chair	Chem/Enviro Engineering	ENGR
Matthew Abraham	English	SBS
Dalila Ayoun	French and Italian	COH
Cynthia Condit	College of Law	LAW
Samira Farwanah	Middle Eastern/No. African Studies	SBS
Jamie Lee	College of Information Science	SBS
Judd Ruggill	Public & Applied Humanities	COH
Alejandro Salado	Systems Engineering	ENGR
Shufang Su	Physics	COS
Gayatri Vedantam	Animal & Biomedical Sciences	CALS
Angie Zielenski	School of Art	COFA

**Mission**

The Committee on Academic Freedom and Tenure shall have jurisdiction to make inquiry and to conduct hearings in two general areas contained in ABOR 6-201 and 6-301, namely: in regard to those matters contained in the Conditions of Service dealing with the contractual employment relationship between the General Faculty member and the University /Board of Regents; and in regard to any internal matters relating to grievances against or by any member of the General Faculty. The committee shall consider the protection of academic freedom and tenure as a principal obligation. (Certain preliminary steps for dismissal situations are described in Chapters 3 and 4 of the *University Handbook for Appointed Personnel* and Sections 6-201 and 6-301 of the *University Handbook for Appointed Personnel* and Sections 6-201 and 6-301 of the *Arizona Board of Regents Policy Manual*.)

**Hearings**

No cases came before CAFT in 2023-2024.



The Chair is grateful for the expertise and dedication of CAFT members, all of whom volunteer their time for service on this important faculty rights committee.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'Ramin Yadegari', written in a cursive style.

Ramin Yadegari  
Chair, CAFT (2023-2024)

## Constitution and Bylaws Committee

### 2023-2024 Annual Report

#### Members:

Prof. Tessa L. Dysart, **CHAIR**, Secretary of the  
Faculty

Dr. Alex Braithwaite, SBS

Dr. Amy Fountain, SBS

Dr. Mark Stegeman, Eller

Dr. Ted Downing, RII

Dr. Andrea Romero, *ex-officio*/non-voting

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Our committee held several meetings over the year. The Committee primarily worked on updating the grievance provisions in the Bylaws. However, per a memo from the President, the Senate needed to remove a provision from the Bylaws that conflicted with state law. The Committee brought that provision to the Senate, but the Senate failed to act on it. Thus, the Faculty has no current Bylaws because it refuses to address the President's concerns.

Respectfully submitted

Tessa L. Dysart

Chair

Constitution and Bylaws Committee



Friday, April 26, 2024

**Committee on Conciliation ANNUAL REPORT 2023-2024**

<b>Committee Members</b>	<b>Department</b>	<b>College</b>	<b>Term</b>
Dr. Keith A. Maggert, chair	Molecular & Cell Biol	COS	2023-2025
Dr. Albrecht Classen, vice chair	German Studies	COH	2022-2024
Dr. Duarte Diaz	Animal/Biomed Sci	CALS	2022-2024
Mr. Lawrence Gipe	School of Art		2023-2025
Ms. Ashley Wright	Cooperative Extension		2023-2025
Dr. Lynda Zwinger	English	SBS	2022-2024
Dr. Cynthia White, outgoing chair	Classics	COH	2021-2023 <sup>†</sup>
Dr. M. Grandner, outgoing v-chair	Psychiatry	COM-T	2021-2023 <sup>†</sup>
Dr. Shufang Su	Physics	COS	2021-2023 <sup>†</sup>

*† outgoing members overlapped with incoming members during summer 2023*

There was one case referred to the Committee between academic years 2022-2023 and 2023-2024.

**Overview:** Recommendation for termination for cause of a tenured faculty member was sent by Provost Liesl Folks to President Robbins. A letter announcing the recommendation was sent to the faculty member, with the direction that an appeal would be sent to the Committee on Conciliation. The faculty member appealed, and the Office of the President sent the relevant information to the Committee.

Two Committee members reviewed the documents and met with the faculty member on June 13, 2023. The faculty member made three requests. The President declined to meet with the Committee, therefore the Committee sent analysis of the Provost’s recommendation and the faculty member’s requests to the Office of the President on July 5, 2023.

**Outcome:** Partial success. The President met with the faculty member on 8/8/2023 and verbally accepted two of the terms (a change of home unit, cessation of the process of termination) and declined the third (re-evaluation of the annual performance review). The President issued a final written decision on 8/11/2023.

Respectfully submitted,



Keith A. Maggert, Ph.D., chair

## Committee on Faculty Membership

### 2023-2024 Annual Report

**Members:**

Prof. Tessa L. Dysart, **CHAIR**, Secretary of the Faculty

Dr. Andrea Romero, *ex officio*/non-voting

Last academic year the Chair of the Faculty dismissed three members of the Committee—Drs. Narter, McDonald, and Ruggill. The dismissed members sent a letter to the Chair explaining that under the Constitution and Bylaws they should retain their seats because they were in the middle of their terms. Dr. Ruggill's term ends in 2023, and Drs. Narter and McDonald had de facto started new terms at the start of the 2022 academic year. The Chair reappointed Dr. Ruggill but did not reappoint the other committee members or replace them on the Committee. Dr. Ruggill's term ended at the last academic year, and no other members were appointed to the Committee. Thus the Committee was unable to meet.

Respectfully submitted

Tessa L. Dysart, Chair  
Committee on Faculty Membership

THE UNIVERSITY OF ARIZONA  
FACULTY SENATE STANDING COMMITTEE ON DIVERSITY, EQUITY, AND  
INCLUSION  
ANNUAL REPORT 2023-24

Throughout the 2023-24 academic year the Senate Committee on Diversity, Equity, and Inclusion gathered several times to consider events involving threats to academic freedom and doxing, how the University supports faculty who are teaching and doing research around controversial topics, and to begin work on a new campus climate survey. As a group, we were fortunate to have committee members with different perspective on the events, as well as how to grow as a university community afterward.

At the September meeting, the Committee considered an event that occurred at the College of Nursing that involved a graduate student who shared photographs of lecture slides presented during a class that addressed gender identity in the pediatric care setting with groups outside the University. These slides were posted to X (formerly Twitter) without any of the context provided during the lecture, and a social media firestorm resulted. College of Nursing faculty and staff received threatening emails and phone calls. In response, the College of Nursing and the University released a public statement, that while successful at quelling the social media firestorm did not express support for members of the College of Nursing faculty to teach essential but potentially controversial healthcare topics. Specific points considered during the September meeting were as follows:

- The Committee reviewed the facts of the situation known at the time, and considered the best way forward.
- Committee members commented that besides being of great concern regarding how the University supports its faculty and staff, the situation also represented a threat to academic freedom.
- The Committee decided to issue a public report to the Faculty Senate (see attached) that summarized the event, and also offered key recommendations to University leadership on how best to move forward.
- This report was to make clear the importance of University leadership's support of faculty, as faculty perform evidence-based teaching, service, and research.

At the December meeting, Mona Hymel, Presiding Officer of the Faculty Senate, asked Drs. Pace and Willis to serve as Committee co-chairs for the remainder of the academic year. The discussion then turned to briefly recapping the September incident at the College of Nursing, and how doxing had occurred in other ways involving members of the campus community. This then turned to a lively discussion about the possibility of taking a survey to understand the extent to which doxing has occurred on our campus, which then began to focus on understanding the broader campus climate. Specific points from the meeting were as follows:

- Members of the Committee pointed out that it has been several years since the last campus climate survey took place.
- The Committee discussed how it was important to consider the perspective of various student and affinity groups on campus if a climate survey was undertaken.



- There was discussion about the best approach for engaging different perspectives using focus groups with carefully developed questions.

In the February, March and April meetings, the focus continued on the development and planning of a campus climate survey regarding Diversity, Equity, and Inclusion (DEI).

During the February meeting the following specifics were considered:

- The Committee discussed the logistics and goals of a new climate survey, emphasizing the need for contributions from various stakeholders and the importance of including input from colleges with and without DEI committees.
- Concerns were raised about the effectiveness and historical participation rates of similar surveys. The discussion also included using previous surveys and incidents to guide the new survey's focus.
- Plans were made to gather existing data and draft a purpose statement for the survey, aiming to provide a comprehensive understanding of campus issues.

During the March meeting the following was discussed:

- Strategic engagement plans for different stakeholder groups were considered, including students and faculty, to ensure meaningful responses.
- There was talk of collaborating with student organizations and experts to gather and analyze data effectively.
- The conversation included ideas for leveraging various data collection methods, including focus groups and qualitative analysis, to enrich the survey's results.

- Plans were laid out to identify collaborators and refine the approach to ensure the survey effectively captures the campus climate and informs potential interventions.

At the April meeting the following was discussed, or occurred:

- The committee engaged with the Vice Provost for Diversity and Inclusion and the Chief Inclusion Officer to further discuss the campus climate survey. During the meeting, the committee gained insights into the survey efforts spearheaded by the Provost's Office.
- The Vice Provost for Diversity and Inclusion and the Chief Inclusion Officer agreed to provide the committee with the latest draft of the survey for review and feedback, prior to its distribution to the broader campus community.

Meetings in the spring semester underscored the importance of a well-structured and inclusive approach to understanding and addressing DEI issues on campus through a comprehensive climate survey. The Committee resolved to carry these principles into the next academic, with the plan and overarching goal to contribute to the release of a campus climate survey before the end of the calendar year.



Research Policy Committee

## FACULTY CENTER

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**Research Policy Committee**

### ANNUAL REPORT 2023-24

#### Committee Members:

Dr. Lucy Ziurys, **CHAIR**, COS (6/22-5/24)  
Dr. Suzann Duan, Post-Doc/MDTC (6/23-5/24)  
Dr. Wolfgang Fink, ENGR (6/20-5/24)  
Ms. Divya Jeyansingh, GPSC (6/23-5/24)  
Dr. Stanley Pau, OSC (6/11-5/24)  
Dr. Phyllis Taoua, HMNT (3/24-5/24)  
Dr. Ramin Yadegari, AGSC (10/23-5/24)  
Dr. Marlys Witte, COM-T (6/13-5/24)

The Research Policy Committee worked this year on several issues of importance to UA researchers:

#### 1. Facilities & Administration distributions to principal investigators

The RPC this year continued to work to increase the IDC distribution to PIs, from 2% to 5%. The Faculty Senate had recommended the increase to 5%. There was also a question concerning whether the current 2% return came from the central administration funds or the colleges. The Senate had recommended the central administration as the source. A meeting with Interim Provost Ron Marx and Interim Senior Vice President for Research Elliot Cheu was arranged to request the increase to 5% IDC return and clarify the source of the current 2% return. Marx and Cheu concurred that the new budget crisis prohibited the increase to 5% at the current time. However, the 2% return would continue, despite the budget crisis. The origin of the IDC return remained ambiguous in the current confusion of RCM, AIB and the new centralization models.

#### 2. Center Approval and Guidelines

The seemingly arbitrary way in which centers are created by RII has been a subject of discussion and debate with the RPC. The RPC was tasked by Senate President Leila Hudson to evaluate 18 new Center initiatives in Feb. 2024. Chair Hudson had spoken with Interim Associate Vice President, Research Centers & Institutes Dr.

Pete Reiners about centers being arbitrarily approved, and the RPC was identified to conduct evaluations of the currently proposed centers. The RPC evaluated the three of the proposals – those most pressing as indicated by Dr. Reiners. The RPC provisionally approved the Lovejoy Center and the WEST EJ Center. THE RPC made the recommendation that these center proposals should additionally provide a management/budget structure for the proposed 5 year duration, as well as a sunset clause. The COM-T Education Center was not approved because the RPC felt that there was insufficient justification of the proposed center, as the program was already established. The findings were communicated to the Senate and RII. In April Reiners told the RPC to postpone further evaluations, as all centers are on hold by ABOR until at least July 2024

The RPC found the RII guidelines for the formation and sustaining of such centers under RII vague and non-uniform. For example, the applications were different for each proposed center and many lacked important information, such as a sunset scheme, or plan for sustained funding. It was also unclear how the center success was tracked. These problems were discussed with both Cheu and Reiners. Cheu said there was an evaluation process after several years into the center duration. Reiners said that a new policy was being formulated with help from Interim CoS Associate Dean for Research Daniel Apai. Apai was contacted for a guideline draft but none was yet available. The RPC decided it was time to formulate its own center draft for RII to start the process.

### **3. IT Centralization**

The effect of the IT centralization program was discussed in the RPC and was considered to be of grave concern for many research efforts. The RPC agreed unanimously to endorse the draft IT Centralization report written by a senate committee, entitled *A review of The University of Arizona's Information Technology Services strategy, security, centralization, cloud, research, and data management*. It was decided that the RPC should also request a vote for Senate endorsement of the report. A memo is being written to the senate president with that request,

### **4. PI Rights Issue**

The situation concerning Prof. Pedro Andrade Sanchez, who was removed as the local PI of a federal grant by administrators, was discussed. The RPC discussion suggested this situation occurs more often at UA than previously thought, as other instances were revealed. Such action could be considered intellectual theft. Sanchez was asked to present his case to the RPC, which he did in Executive Session. Further action was considered necessary. The RPC is asking relevant administrators to meet for further discussion of the Sanchez situation. The RPC is planning to write policy to protect PIs in the future, as further investigation continues,

### **5. RII: Research Security Issues**

RII is in the process of formulating a new Research Security Program. The RPC met with Taren Langford, RII's senior director of Research, Innovation & Impact's Office for Responsible Outside Interests, and Brian Hillemonds, Assistant Director, Research Security Office, in December 2023 to discuss the impact of the program on research. RPC had questions relating to how the research security mandate will affect individuals submitting grants. Langford felt things were in flux at that time but would keep RPC updated on the matter. In April 2024, Langford and Hillemonds asked to meet with RPC to discuss a new aspect of research security. According to Langford, faculty returning

from certain countries like China have had their laptops and even their cell phones confiscated at Customs. To prevent such incidents from occurring, RII wanted to initiate a “clean laptop program” where faculty and university researchers traveling to certain foreign countries (China, North Korea, Iran, Russia (when allowed)) are provided with a laptop. The laptop will have certain security protection software that blocks the port so that outside parties cannot put anything on the laptop or access information on it. Individuals would be given written documentation saying their travel has been approved by the University of Arizona and that they are allowed to take this equipment with them. The RPC arranged with RII to make this program optional to travelers to these countries, but available if wanted. The option would be recommended and indicated in the foreign travel registration paperwork. The RPC voted unanimously in favor of the new program as stated. The new laptop program will be launched soon by RII but will give RPC 30 days prior notice. RPC will help to notify faculty of the program through the Senate and department meetings.

## **6. New Members**

The RPC nominated two new faculty members and one new postdoc member for RPC membership. All three were approved by the senate: post-doctoral fellow Dr. Suzann Duan, Prof. Prof. Ramin Yadegari, School of Plant Sciences, Prof. Dr. Phyllis Taoua, College of Humanities.

Here is a summary of the RPC's meetings for the year:

### **August 28, 2023**

The first meeting of the FY2023-24. The group discussed the issue of increasing the F&A return from 2% to 5% for PIs and a follow-up on the Conflict of Interest (COI) policy of RII. Also discussed was the need to formulate a policy for PI changes on federal grants as an unfortunate situation has been brought to the attention of RPC. Possible new RPC members were also discussed.

### **September 18, 2023**

The committee met in Executive Session with Pedro Andrade Sanchez concerning PI changes on federal grants. A new member for RPC was voted on and approved: Prof. Ramin Yadegari, School of Plant Sciences.

### **October 16, 2023**

The committee continued its work on the Sanchez situation and PI changes. The committee discussed the F&A return issue and planned a meeting with Provost Marx about raising the percentage return for PIs from 2% to 5% There was further discussion of the COI issue as applied to training grants.

### **November 20, 2023**

The committee discussed the new Research Security Program of RII, to be implemented in 2024, and the problems that it might create in writing research grants. A future meeting with RII was planned. The RPC then met with Interim Provost Ron Marx and Interim Senior Vice President for Research Elliot Cheu concerning the % overhead return to PIs.

**December 18, 2023**

The committee met with Interim Senior Vice President for Research Elliot Cheu to discuss the upcoming budget cuts and the possible impact on research, hiring, TRIP funding, and RII Center formation and continuation. The discussion indicated clear cuts to the colleges. The committee also met with Taren Langford, and Brian Hillegonds from RII to discuss the new Research Security Program. This program is in development, but RII would keep RPC informed. Dr. Phyllis Taoua discussed and approved as a new RPC member to represent the College of Humanities.

**February 19, 2023**

The RII center discussion continued. The RPC was tasked with reviewing 18 center proposals by Senate President Leila Hudson. Three proposals were evaluated, and recommendations made to the senate and RII.

**March 27, 2023**

The RPC met with Interim Associate Vice President, Research Centers & Institutes Dr. Pete Reiners concerning the Center issue. More formal guidelines were suggested by the RPC. Reiners said these were in progress: contact Daniel Apai. RPC also discussed the negative impact of the IT centralization on research. Dr. Phyllis Taoua formally joined RPC.

**April 19, 2024**

The RPC met with Taren Langford and Brian Hillegonds from RII about a current research security issue. Recommendations were made by RPC to RII. The IT centralization impact was further discussed, as well as the issue of PI changes on federal grants.

Respectfully submitted,

Dr. Lucy Ziurys  
Chair, RPC

## Faculty Senate Committee on Diversity, Equity, and Inclusion

### **Overview and Comments regarding the September 2023 Incident at the College of Nursing\***

#### *Overview*

Sometime before September 6, 2023, an advanced practice nursing student in the Doctor of Nursing Practice (DNP) program at the College of Nursing photographed slides during a clinical immersion class that considered complex issues that may be encountered in advanced clinical practice. The slides that were photographed addressed gender identity in the pediatric care setting. Against the social media policies of the College that apply to all nursing students, and in flagrant disregard of principles discussed in a class on nursing professionalism, the student shared photos of the lecture slides with groups outside the University and without context provided during the lecture. The photos were then weaponized by outside groups, and posted on various social media sites on September 6. A social media firestorm resulted. Some faculty and staff at the College received threatening phone calls and emails, and many of these were documented by the Threat Assessment and Management Team (TAMT).

In order to address the social media firestorm, the College, in consultation with the University, quickly prepared a statement that was released on September 8. Please find this statement at <https://www.nursing.arizona.edu/news/2023-09-08-statement-college-nursing-doctoral-student-seminar>

While this statement clarified that College faculty share evidence-based information, the statement also said that College faculty members “do not recommend any specific practice guidelines related to gender-related issues.” Of particular concern, the statement did not affirm the right and responsibility of faculty to teach principles of evidence-based care to nursing students, including care for LGBTQ+ people, or express support for the faculty members involved. In addition, the statement did not address the violent threats that faculty and staff at the College were experiencing stemming from the incident, nor did it express support for the health and well-being of members of the LGBTQ+ community. Finally, it did not express a commitment on the part of the College to principles of academic freedom, including the ability of faculty to teach and students to learn about gender-affirming care and LGBTQ+ health issues.

On September 21, a communication was sent from members of a campus faculty, staff, and student organization to President Robert Robbins, Vice President Craig Henderson, Interim Provost Ronald Marx, College of Nursing Dean Brian Ahn, Interim Associate Vice Provost of DEI Jenna Hatcher, and Faculty Chair Leila Hudson regarding how the University had distanced itself from gender-affirming care principles taught in the clinical immersion class and how the statement on September 8 did not defend academic

\*This document has been updated to correct a factual error in the version posted on Sept 29. In that document, it was stated that photographs of lecture slides were taken on Sept 6. Instead, these photos were posted to social media on Sept 6.

freedom. The communication from the campus organization also noted significant concern about how the College statement was harmful and “further contributes to the violence against transgender people, including transgender youth, and University of Arizona’s transgender employees and students.”

On September 22, Dean Brian Ahn and Vice President of Health Sciences Michael Dake sent a message to the College of Nursing community that affirmed the commitment of the College of Nursing to “to the health, safety and well-being of all, including members of our LGBTQA+ community, and their medical care,” as well as the College’s support and expectation that faculty will use evidence-based research in their teaching. This message also affirmed the College’s commitment to principles of academic freedom. Finally, the message summarized the extensive steps that were taken to ensure the safety of the College community, and mentioned a series of upcoming faculty forums that will discuss gender-affirming care. While this message was not posted to the College’s website, it can be viewed at:

<https://view.comms.arizona.edu/?qs=1aaff6d2919a81a96e9811c1a97e562a32db01229d6d85eb34d0f4197fb659238a82dccb70cdf9bfd43358c01dff581e729389064928eea73b83ba7d309a9864185df29a533f9927268d00cd47620909>

#### *Comments from the Senate DEI Committee*

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 involves 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 resource.

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.

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 borders of our campuses.**

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.

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). Cowring and accommodating these attacks does not stop them. Rather, they embolden these



attacks. University leaders need to take a stronger and more proactive stance against these threats.

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.



*Grievance Clearinghouse Committee*

**FACULTY CENTER**

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Grievance Clearinghouse Committee  
2023-2024 Annual Report

**Committee Members**

Ramin Yadegari, CALES  
Roberto Guzman, ENGR  
Kate Bunton, COS  
Sharon Dial, VET MED  
Kristen Klotz  
Keith Maggert, COS

Chair, CAFT  
Vice-Chair, CAFT (non-voting)  
Chair, UCEC  
Faculty Senate Representative  
Assist. Vice President, Office of Institutional Equity  
Chair, Committee on Conciliation

**Mission**

The Grievance Clearinghouse Committee shall be the faculty committee that accepts faculty members' written requests for grievance hearings and which determines which committee (Conciliation, Committee on Academic Freedom and Tenure, University Committee on Ethics and Commitment) or process (Office of Institutional Equity) should consider a grievance.

**Petitions**

The Committee reviewed no petitions in the 2023-2024 academic year:

The Chair is grateful for the work and expertise of GCC members, all of whom volunteer their time to serve on this important shared governance committee.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'Ramin Yadegari'.

Ramin Yadegari  
Chair, Grievance Clearinghouse Committee (2023-2024)

THE UNIVERSITY OF ARIZONA®  
STUDENT AFFAIRS POLICY COMMITTEE  
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# Student Affairs Policy Committee Annual Report 2023-2024

## **SAPC Members:**

- Kristin Little, English [Co-Chair Spring 2024]
- Tim Ottusch, Human Development & Family Science [Co-Chair Spring 2024]
- Cheryl Casey, Co-Chair, University Libraries [through Fall 2023]
- Diane Ohala, Co-Chair, Linguistics [through Fall 2023]
- Kennedy Sparling, GPSC
- Meg Cota, Educational Policy Studies and Practice
- Alane Dy, Asthma/Airway Disease Research Center, Postdoc
- Maya Kostov ASUA
- Matt Mugmon, Music
- Jennifer Ludwig, Student Success & Retention Innovation
- Jenny Nirh, Student Success & Retention Innovation (alternates attendance with Jennifer)
- Joel Smith (Spring 2024]
- Amanda Kraus, Education Policy Studies and Practice, AVP for Campus Life

The committee's focus in 2023-2024 remained on student success, including basic needs, course materials, and health and wellness.

## **Major SAPC Accomplishments in 2023-2024:**

- Having Parking and Transportation Services, Campus Health, and Pay One Price representatives share about their programs and insights to help students.
- The Spring 2024 focused on mechanisms to sharing resources in a broader way with faculty, to support students.
- A presentation was drafted up, to be presented at Faculty Senate hopefully in September 2024 on available resources for students that faculty should be aware of.

## **Highlights from 2023-24 SAPC Meetings**

- The university implemented the Pay One Price model, offering students all textbooks and materials for one flat price, no matter how much the books would have cost if purchased individually. UA saw a smaller opt-out rate than expected.

- The university implemented the use of Ally, a accessibility and inclusivity software, into D2L course sites. This provides accessibility tools and feedback mechanisms to help improve accessibility within courses.
- Parking and Transportation Services (PTS) offers free Lyft service for campus students to several nearby grocery stores and also offers free Lyft rides home.
- Compilation of helpful resources for students.

The committee met September 11, 2023; October 9, 2023; November 13, 2023; December 4, 2023; January 31, 2024; February 28, 2024; March 27, 2024; and April 24, 2024.

### **Highlights for September 11, 2023:**

Co-Chair Casey shared updates from the Pay 1 Price Course Material Program (P1P). The P1P launched for the first time across the whole campus in Fall 2023. The amount of students opting out of the program was much lower than they expected. From a faculty end, there is work being done to have more textbook coordinators for colleges/departments. Some faculty don't submit until very late in the process, which is not helpful for the P1P model. New faculty are often confused in general how to handle textbook adoptions. Another issues for faculty to know is they need to tell students that if they opt-out the materials will go away in D2L once the deadline hits (i.e. they will lose access to the textbook they had immediate access from to start the class). Reports/presentations to units on the model appeared to be really helpful and might be beneficial in Fall 2024.

### **Highlights for October 9, 2023:**

Member Kraus highlighted the integration of Ally, a software on accessibility and inclusivity, in D2L pages. In D2L, if there is an "A" icon next to an item of content that means it can be engaged with in multiple ways (read, listened to). The DRC is helping fund this, which makes content more accessible from the start for all students. Instructors eventually will be able to get an accessibility score for their courses and can understand from it how they can make their courses more accessible.

### **Highlights for November 13, 2023:**

David Salafsky and Ivan Acosta joined the meeting to talk about Campus Health and Insurance options. Highlights of the overview of their presentations included a reminder there are three locations of campus health (Main one at 6<sup>th</sup> and Highland; CAPS North (North Rec); Health Promotion Hideaway (Bear Down). Virtual appointments are also available. Health insurance is not needed to obtain services, although fees (discounted for students) are typically charged. Services include Campus Acute Treatment, which is similar to an urget care, as well as general primary care, health promotion efforts, immunizations clinics (flu, COVID, etc.). They also do lab testing, for things such as STIs, blood, and urine samples. They also have a gender affirming care unit, two nutrition counselors, and a women's health clinic. Other services involve sports medicine and physical therapy, and X-Rays.

Counseling and Psych Services (CAPS) are housed within campus health, connecting to the overall holistic nature of Campus Health, with five practitioners available, as well as outreach through workshops and support groups are offered.

Acosta talked about health insurance options for students. They do except commercial plans, as well as a Student Health Insurance Plan is available. This is open to undergraduates taking at least 6+ units and graduate students taking 3+ units. Students are available to receive services over the summer if they are enrolled for the fall.

An appointment note, starting Fall 2024 the pharmacy through Campus Health will no longer be open.

#### **Highlights for December 4, 2023:**

Jim Sayre from Parking and Transportation Services joined the group and shared valuable information for students, faculty, and staff. PTS helps subsidize city transportation (SunTran, SunLink), as well as bike transit and other programs. Nearly 90% of their revenue is from parking permits and “meter” parking, with only 4% from citations (which doesn’t cover the cost of the citation program).

Some recent initiatives include putting into place Wildcat Ambassadors instead of cashiers at garages, as well as no longer doing cash payments, moving more online (no pay machines), using a license plate program instead of stickers, and more on-demand ride hailing for individuals with disabilities.

PTS also offers a bike repair shop and only cost is for parts (i.e. tubes, but don’t have to pay for labor).

Some important programs also include emergency ride homes, such as PTS will pay for alift if they have a bus pass (bus passes are free), Night Cat Train, and Lyft Service for campus students to get to nearby grocery stores (i.e. Fry’s, Walmart).

January 31, 2024; February 28, 2024; March 27, 2024; and April 24, 2024.

#### **Highlights for January 31, 2024:**

The group discussed major goals for the spring. Co-Chairs Little and Ottusch proposed working on a resource to be shared with Faculty Senate (which could then be shared out their constituents) on all the resources mentioned during recent SAPC presentations to get the word out on options for students (such as Lyft rides for campus students to grocery stores). We also welcomed new member Joel Smith.

#### **Highlights for February 28, 2024:**

The group continued discussions on resources to be shared to the larger faculty community, and the mechanisms best suited to do that. Discussion also circled around what resources already exist that partially or fully addresses this. The group also discussed recording policies for classes. Follow-up email with UCATT found they do have a committee working on that, with a policy on this topic likely out in 2024 at some point. Finally, concerns were discussed related to what students are hearing and saying about how the financial crisis is influencing them.

#### **Highlights for March 27, 2024:**

The group worked through questions received about student concerns, such as student fees, advising, and more. Co-Chairs Little and Ottusch worked to investigate those questions further after the meeting. Further discussion on how to present information to faculty on resources for students. A presentation will be created and presented to Senate in September 2024.

**Highlights for April 24, 2024:**

For the final meeting of the year, the group spent most of the time working on the presentation the committee plans to give at the first Faculty Senate meeting in the fall. The group discussed both what to include, the format, and how they plan to have resources available after. They also discussed items for next year, including all-gender bathroom availability and campus safety. The group worked to see who on the committee has an interest in serving another term.

Respectfully submitted,

Kristin Little, English  
Co-Chair, SAPC

Tim Ottusch, Human Development and Family Science  
Co-Chair, SAPC