

Friday, May 2, 2025

Academic Personnel Policy Committee ANNUAL REPORT 2024-2025

Committee Members	Department	College	Term
Dr. Keith A. Maggert, chair	Molecular & Cellular Biology	COS	2023-2025
Dr. Dawn Coletta	Physiology/Medicine	COM-T	2024-2025
Dr. Janet Cooley	Pharmacy Practice & Sci	PHARM	2019-2025
Dr. Anna Cooper	Theatre, Film and Television	CFA	2024-2025
Dr. Tania García-Piná	Spanish & Portuguese	COH	2024-2025
Mr. Gabriel Madrid	Law	COL	2024-2025
Dr. Victoria Meyer	Religious Studies	COH	2023-2024
Prof. Jamey Rogers	English	SBS	2024-2025
Dr. Martin Welker	Arizona State Museum	RII	2024-2025
Ms. Elizabeth Wilson	Engineering	COE	2024-2025

The Committee met four times during the 2024-2025 academic year (9/16, 10/21, 11/18, 3/28) to review issues and policies as summarized below. As there were fewer policies posted by the University Policies Office in 2024-2025, APPC met less often than monthly.

2024-Sept-16 Meeting

Summary: The Committee posted its Faculty Guide of Rights and Resources to its web page and to the main Faculty Center web page. The Committee also continued its work on rewriting UHAP 7.01 to clarify the vague language and to create a separate UHAP on Academic Freedom, as recommended by Vice Provost for Faculty Affairs Andrea Romero. The Committee reviewed two new policies and five revised policies. In each case, Committee comments were sent to the Policies Office through the web feedback form, and directly to the policy sponsor via written reports. These reports are also filed with the Faculty Center.

2024-Oct-21 Meeting

Summary: Annette Maggio, Amy Glicken, and Vice President of University Initiatives & Policy Celina Ramirez of the Policies Office attended APPC and presented, "The Lifecycle of a Policy." The Committee then reviewed the Political Activity Policy (interim) and, having found serious problems, recommended it be withdrawn by its policy sponsor. This recommendation was sent via the web feedback form, and directly to the sponsor and President via written report. APPC did not receive any confirmation or response from the sponsor.

2024-Nov-18 Meeting

Summary: The Chair of APPC was contacted by Dean of the Graduate College Limesand, and had a one-on-one meeting on Nov 15 to discuss aspects of the Graduate Faculty Policy, in particular provisions to remove faculty from the Graduate College. APPC met to discuss the policy, and prepared a report of concerns, proposed language, and terms for Dean Limesand.

2025-Mar-28 Meeting

Summary: Vice Provost for Faculty Affairs Romero attended APPC to discuss UHAP 3.03.03. Though APPC had concerns about other aspects of the policy, Vice Provost Romero only wished to present changes (addition of §K to UHAP 3.03.03, describing a mechanism to appeal). APPC will await the final version of the policy and review it once posted to the Policies Office web page.

Other Activities

The Chair of APPC presented analysis of Political Activity Policy (interim) to the Faculty Senate on January 27. The Senate took up the concerns expressed in the APPC report and passed a motion to request the Political Activity Policy (interim) be rescinded, that interim status be properly scrutinized, and that FAQ sections be removed from policies. Also as a result of this motion, the APPC report on the Political Activity Policy (interim) was sent to all faculty. On February 13, the Policies Office announced that FAQ sections would be phased out, and that new procedures were being introduced to assure interim policies are properly scrutinized.

The Chair of APPC met with Vice President Ramirez to discuss policies in general and the Political Activity Policy (interim) in particular. Vice President Ramirez indicated that there would be overhauls of the policy, and confirmed that new policies would no longer contain "FAQ" sections. They further discussed a unified Policy and Procedure manual to assure that procedural changes undergo scrutiny and do not materially alter the spirit or terms of policies. The Chair of APPC will meet with Vice President Ramirez after this report is filed; the outcome will be reported in the next Annual Report.

As of this Annual Report, the status of the interim policy – now in effect as interim for 5 years (four years beyond the 1-year limit imposed by University policy) – is unchanged.

Work on UHAP 7.01 was suspended when Vice Provost Romero expressed that she would no longer support changes or alterations, instead deferring to a new Provost once installed.

As the Policies Office does not post new or revised policies from May through August, this concludes the business of the APPC.

Respectfully submitted on behalf of the APPC,

A handwritten signature in black ink, appearing to read 'Keith A. Maggert', written in a cursive style.

Keith A. Maggert, Ph.D., chair

Friday, May 2, 2025

Committee on Conciliation ANNUAL REPORT 2024-2025

Committee Members	Department	College	Term
Dr. Keith A. Maggert, chair	Molecular & Cell Biol	COS	2023-2025
Dr. Damián Baca, vice chair	Mexican American Studies	SBS	2024-2026
Prof. Lawrence Gipe	School of Art	CFA	2023-2025
Dr. Mary Koss	Health Promotion Sciences	CPH	2024-2026
Dr. Susie Salmon	Prog. Legal Writing	COL	2024-2026
Prof. Ashley Wright	Cooperative Extension		2023-2025

Two cases were referred to the Committee in academic years 2022-2025: one from the Grievance Clearinghouse Committee (pursuant to ABOR 6-201.N and Bylaws of the General Faculty Art.VII.§.5), and one from the Office of the President (pursuant to ABOR 6-201.I.1-3).

Grievance 1: The first grievance was between a faculty member and dean, with the central issue being a Conflict of Commitment determination. The grievant held that the dean exceeded authority and worked well beyond policy and law in enforcing limits on the grievant's right to academic freedom, and for enforcing University policies onto the grievant's non-employment personal life.

The Committee found strong merit in the grievant's claims, however conciliation failed when the dean refused to participate. As per the terms of the referral by the Grievance Clearinghouse Committee, the grievant was entitled to initiate a Committee on Academic Freedom and Tenure hearing by contacting the chair of that committee. Further, the Committee found serious problems with the Conflict of Commitment policies and recommended review of the policy and how it is managed. The final report was sent to the President and Provost for action.

Grievance 2: The second grievance was a recommendation for dismissal for just cause of a tenured faculty member, sent by interim Provost Ronald Marx to President Garimella, and forwarded to the Committee on Conciliation.

The Conciliation was being scheduled at the time of this report; the outcome will be reported in the 2025-2026 Annual Report.

Additional Comment: The Committee expresses concern over administrative interference in the grievance process. Claiming support by University Handbook for Appointed Personnel chapter 6, Vice Provost Romero has attempted to prevent faculty from evaluating or even *being informed* about

grievances until the Provost's office approves for a grievance to be sent to the Grievance Clearinghouse Committee. This is a violation of Arizona Board of Regent policy 6-201.N, which states "... each university shall provide an established grievance procedure to resolve any work-related concerns of a faculty member, including but not limited to any complaint alleging a violation of the conditions of faculty service or any other rules of the Board or university relating to faculty members. The grievance procedure shall authorize a faculty member to initiate a grievance by filing with the chair of the designated faculty committee a written statement that describes the specific action(s) being challenged and any Board or university rule that has allegedly been violated." The issue was raised with interim Provost Ronald Marx, who indicated he would pursue the concern; he did not.

Respectfully submitted,

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

Keith A. Maggert, Ph.D., chair



Committee on Faculty Membership

FACULTY CENTER

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Committee on Faculty Membership

2024-2025 Annual Report

Members:

Dr. Katie Zeiders, Chair, Secretary of the Faculty
Dr. Lia Falco, COEd
Dr. Sara Fraker, COFA
Dr. Suzanne Eckert, RII
Dr. Andrea Romero, ex-officio non voting member

The Committee on Faculty Membership met once in the Spring semester. We discussed Faculty Senate apportionment and the definition of General faculty at the request of the Constitution and Bylaws Committee. We will continue this discussion and work in the coming academic year. Consistent with previous years, Secretary Zeiders updated new faculty vote codes 4 times throughout the year (including prior to general faculty elections).

Dr. Suzanne Eckert resigned from the Committee in late Spring; Dr. Hina Arif was recommended by the Nominating Committee and approved by the Chair of the Faculty upon consultation with the Faculty Senate Executive Committee in April 2025.

Respectfully Submitted,

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

Katie Zeiders, Secretary of the Faculty, Chair of the Committee on Faculty Membership



Constitution and Bylaws Committee

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Constitution and Bylaws Committee

2024-2025 Annual Report

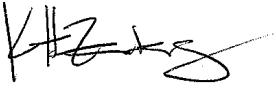
Members:

Dr. Katie Zeiders, Chair, Secretary of the Faculty
Dr. Alex Braithwaite, SBS
Dr. Mark Stegeman, Eller
Dr. Ted Downing, RII
Dr. Kathleen Kennedy, CALES
Dr. Andrea Romero, ex-officio/non-voting

The Faculty Constitution and Bylaws (C & B) Committee was reconvened in August 2024 under the leadership of Secretary of the Faculty Dr. Katie Zeiders. During the fall semester, Secretary Zeiders conducted a comprehensive review of the past four years of committee activity to clarify and improve the process of updating the Faculty Constitution and Bylaws. This review revealed significant challenges related to the Constitution and Bylaws work, including communication breakdowns among the Faculty Center, Faculty Senate, and administrative offices; inconsistent handling of “housekeeping” changes; delayed or contingent approvals by the President’s Office; and poor document organization. Notably, a footnote was added to the Bylaws without proper approval. The Committee removed the unauthorized footnote and reissued a version of the Bylaws. The Committee recommends improved coordination and communication among all stakeholders, transparency in document management, limited use of housekeeping changes, and greater collaboration between faculty governance bodies and university leadership to maintain the integrity of the Faculty Constitution and Bylaws.

During the spring semester, the Committee advanced three Bylaws-related actions: (1) a housekeeping update reflecting the Staff Council's name change, which was approved by the Faculty Senate and incorporated into the current Bylaws; (2) a proposed revision to the Committee on Academic Freedom and Tenure (CAFT) selection process for the General Faculty election ballot; and (3) the proposed inclusion of a postdoctoral representative in the Faculty Senate. The latter two items are scheduled for discussion and a vote at the final Faculty Senate meeting in May. If approved, they will proceed to a General Faculty vote in Fall 2025.

Respectfully Submitted,

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

Katie Zeiders, Secretary of the Faculty, Chair of the C & B Committee

THE UNIVERSITY OF ARIZONA®
STUDENT AFFAIRS POLICY COMMITTEE
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Student Affairs Policy Committee Annual Report 2024-2025

SAPC Members:

- Kristin Little, Co-Chair, English
- Tim Ottusch, Co-Chair, Human Development & Family Science
- Sean O'Brien, GPSC Representative
- Adriana Grijalva, ASUA Representative
- Jennifer Ludwig, Student Success & Retention Innovation
- Jenny Nirh, Student Success & Retention Innovation
- Meg Cota, Educational Policy Studies and Practice
- Alane Dy, Asthma/Airway Disease Research Center, Postdoc
- Scott Gregory, East Asian Studies
- Maya Kostov ASUA
- Matt Mugmon, Music
- Joel Smith, Honors College
- Amanda Kraus, Education Policy Studies and Practice, AVP for Campus Life

The committee's focus in 2024-2025 remained on student success, including basic needs, campus safety, and health and wellness.

Major SAPC Accomplishments in 2024-2025:

- Co-Chairs Little and Ottusch presented an update to the Faculty Senate on September 9 about resources available for faculty (and staff) to support students. These resources included the Student Success and Retention Resources, the Student Stress Cycle, Bear Down Rundown, and the Basic Needs Website and Faculty Toolkit coming later in the fall.
- Focused on basic needs, setting up Basic Needs Presentation to Faculty Senate at the January 27, 2025, Senate meeting.
- Focused on campus safety. The committee hosted Chief Safety Officer Steve Patterson on November 13, 2025, and helped facilitate at Threat Assessment and Management Team (TAMT) presentation to the faculty senate on March 3.

Highlights from 2024-25 SAPC Meetings:

- Campus Safety Office Patterson presented on campus safety and followed up on questions regarding the campus shooting, why there was a delay in alerts to students, how they are changing things in the future related to alerts, and other campus safety topics.

- Bridgette Riebe and Dani Carillo presented on campus basic needs, including increased demand for support but fewer resources to support students, faculty, and staff needing that support.
- Housing and Residential Life, Campus Health, and the Library/Campus Store all presented on valuable resources and programs for students.

The committee met August 28, 2024; September 11, 2024; October 9, 2024; November 13, 2024; December 11, 2024; January 22, 2025; February 19, 2025; March 19, 2025; and April 16, 2025.

Highlights for August 24, 2024:

The main goal of this meeting was to prepare the presentation on resources available for faculty and staff, to be given at the September 9, 2024, faculty meeting. These resources included the Student Success and Retention Resources, the Student Stress Cycle, Bear Down Rundown, and the Basic Needs Website and Faculty Toolkit coming later in the fall.

Highlights for September 11, 2024:

ASUA representative Grijalva shared about concerns facing students, particularly around campus safety. She noted the possibility of hopefully more blue lights and cameras placed in garages. She also shared the effects of raised parking prices and the stress that the overall UA financial crisis has put on students. General concerns were shared of ensuring safety but also access, such as Cat Card locking buildings or rooms with large classes, causes issues. Discussion around how to support the Campus Pantry was discussed, as numbers have continued to increase yet funding has not increased (in many ways decreased).

Highlights for October 9, 2024:

Bridgette Riebe and Dani Carillo from the Basic Needs Center joined to discuss the topic on campus. Dani shared basics of how the Pantry functions (anyone with a Cat Card, a points system and possibility for food bag grab program. She noted 21000 visits per week, 1900 unique individuals. The pantry is funded by a mix of student fees, grants and donations. Worries about the budget and sustainability to serve as many people seeking support. Campus Closet is a program for people looking for any type of clothing, professional or just looking for a t-shirt for the game. The program sees 300 visits per week, with people being able to go once a week. Fostering Success is a program that began in 2017 and supports those in the foster care system, housing insecure, homeless, or former YOTO participants. They are matched with a mentor, with 65 students in the program. They offer supplies (school and otherwise) and provided resources on how to be successful in college. Many more students are eligible than can participate in the program. It was noted financial and other donations are accepted for the pantry and campus closet. There is a wish list, particularly those for hygiene products, which can't be sustained now at the pantry. It was decided to get a Basic Needs Coalition presentation at a senate meeting.

Highlights for November 13, 2024:

The meeting's main item was welcoming Chief Safety Officer Steve Patterson to talk about campus safety, and follow-up from the shooting that happened on campus earlier in the spring where a Pima County Community College student was killed. Patterson discussed the safety walks ongoing he was doing with various groups on campus. He noted the goal is for more visibility on campus in terms of

campus safety vehicles. Goal is for more cameras to be placed in garages, but noted the fiscal challenge that will come with actually doing it. Discussion occurred around the digital CatCard coming, which is harder to steal and use than the physical copy. That is being pilot tested now.

Highlights for December 11, 2024:

Celina Ramirez, Amy Glick, Annette Maggio and Lori Van Buggenum from the University Initiatives and Policy department presented to the committee. They noted they work on reviewing policies and going back to review outdated ones. There are 212 policies university wide that is reviewed on 5-year cycles. Follow-up from the Patterson presentation during the 11/13/24 meeting then occurred. It was suggested to have TAMT present to the faculty senate, which occurred during the March meeting.

Highlights for January 22, 2025:

Dan Crosson from the Campus Store (formally the Bookstore) to talk about initiatives. The library and store have saved \$38M for students since the adoption of their process. He noted that publisher set access timelines, such as Pearson with lifetime and McGraw-Hill at five years. There was a 8-9% opt out rate, which is lower than the expected 30%. Cheryl Casey from the library then shared about Open Educational Resources and Pressbooks. She noted that OER are free and have perpetual access. The library also has Pressbooks, which is a publishing platform. She noted that her and Cheryl Neal had a learning community around using it this spring semester.

Highlights for February 19, 2025:

The committee were joined by Dana Robbins-Murray and Linda Scheu from Housing and Residential Life. They shared about campus housing options and pricing, with notes of \$ or \$\$ or \$\$\$ to help people see costs (and options such as single, double, etc.). They also shared that campus housing is facing an issue of needing more halls to be built to meet need, citing it has become cheaper than many nearby housing options (such as the towers off campus near Park and Speedway).

Highlights for March 19, 2025:

The committee was joined by Rachel Abraham and Ande Nutter from Campus Health. They shared about data they collected via the campus health survey, as well as discussed services Campus Health offers. Up to date data from the survey is located at: <https://health.arizona.edu/data>

Highlights for April 16, 2025:

For the April meeting, space was given for ASUA representative Grijalva and GPSC representative O'Brien to share concerns and thoughts facing students given the university financial crisis and ongoing concerns from recent federal changes. Grijalva shared concerns around basic needs, such as the decrease in funding for the campus pantry, as well as other needs for students like healthcare and when computers break. She shared there are concerns from students around the future of financial aid, such as Pell grants. She asked for faculty and staff to be compassionate during this time and for them to become educated on topics to be able to support their students. The worry of the fates of the cultural centers was also discussed, and the general understanding that more needs to be done for students to feel safe across campus, not just in the centers. O'Brien shared further concerns around immigration, asking that the university only do what is legally required, and to not make any changes until told to do

so. He noted graduate students are looking for more transparency and force, such as more transparency around the changes to the land acknowledgement statement. He also suggested UA revisit free speech policies to ensure students are not put at the loss of Visas for engaging in peaceful protests.

Highlights for May (Scheduled):

Co-Chairs Little and Ottusch are scheduled to present on student concerns and action items during the May 5 faculty meeting. For the committee's final meeting of the year on May 14 they will be joined by International Student Services and leadership from the cultural centers for updates on those entities.

Respectfully submitted,
Kristin Little, English
Co-Chair, SAPC
Tim Ottusch, Human Development and Family Science
Co-Chair, SAPC

UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT

2024-2025 Annual Report

UCEC Members:

Dr. Fabio Lanza, Chair (6/22-5/25) (SBS/COH)
Dr. Dian Li, Vice Chair (6/23-5/26) (COH)
Dr. Stefano Bloch (6/24-5/27) (SBS)
Dr. Michelle Perfect (6/23-6/26) (COE)
Dr. Ruth Taylor-Pilae (6/22-5/25) (NUR)
Dr. Matthew Williams (6/24-5/27) (COFA)

Ex officio: Ms. Mariette Marsh Research Integrity Office (RIO) January 2024-present

Mission (from Faculty Constitution, Article V, Section 7)

"The University Committee on Ethics and Commitment shall deal with questions of misconduct in research, scholarship, or creative endeavor; conflict of commitment; and facilities misuse; and receive reports from the Research Integrity Officer. In its deliberations it will use the current versions of the University policies on research integrity, professional commitment and proper facilities use."

See also the inquiry function of the UCEC as described in UHAP 2.13.09: "Policy and Procedures for Investigations of Misconduct in Scholarly, Creative and Research Activities."

The Committee's Annual Meeting was held on October 8, 2024. During the meeting Dr. Lanza was elected Chair and Dr. Li Vice Chair for 2024-2025. The committee members reviewed the annual report and the charge of the Committee on Ethics.

During the 2024-2025 academic year, the committee investigated one allegation of research misconduct. The request to form the inquiry panel was received from the Research Integrity Officer on February 18, 2025. An Inquiry panel consisting of 2 UCEC members and 1 member from a relevant department at University of Arizona was formed and investigated the allegations by reviewing evidence provided by the respondent. The Inquiry Panel submitted a final report with Findings and Recommendations to the Research Integrity Officer on March 31, 2025.

Respectfully submitted,



Fabio Lanza
Professor
Department of History and Department of East Asian Studies
The University of Arizona