



Academic Personnel Policy Committee

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THE UNIVERSITY OF ARIZONA®
ACADEMIC PERSONNEL POLICY COMMITTEE

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APPC Annual Report 2018-2019

APPC Members:

Melanie Hingle, **Chair**, CALS (1/19-5/19)
Daisy Pitkin, **Chair**, Honors College (6/18-12/18)
Gaurav Charudatta Deshpande, GPSC (9/16-5/18)
Tessa Dysart, LAW, (6/18-5/19)
Daniel B. Ferguson, RDI (1/19-5/19)
Ronald Hammer, COM (6/16-5/19)
Brad Story, COS (7/10-5/19)
Matt Rein, ASUA (8/18-5/19)
Judd Ruggill, COH (6/18-5/19)
John P. (Pat) Willerton, SBS (6/10-5/19)
Jerome (Keaton) Wilson, Postdoc (11/17-5/19)

**APPC met 7 times during the 2018-19 year (9/7, 10/15, 11/28, 1/30, 2/27, 3/28, 5/1)
to review a variety of issues/policies as summarized below.**

9/7/18 Meeting

Activities: Orient new members to APPC and review 2017-18 Annual Report

Summary: APPC Chair Daisy Pitkin oriented new members to committee activities and reviewed the annual report. Goals for the next meeting were set. No other business.

10/15/18 Meeting

Action Item: Review and provide feedback on UCAP/proposed Research Scientist title change
Proposed by VP Faculty Affairs Tom Miller

Summary: The UCAP project has prompted a discussion regarding a potential Research Scientist title change and how this position may or may not differ from the Research Professor position (who are non-tenure track faculty). The committee discussed the differences between the two positions and agreed that although many of the people currently classified as Research Scientists function similarly to faculty, they should not be automatically re-assigned as a member of the faculty, and this switch should occur on a case-by-case basis. APPC had additional questions for Tom Miller which related to how many people the proposed change would impact, and whether/how post-docs would be affected, all of which were summarized in an email to him.

11/28/18 Meeting

Action Item: Provide input to Government and Community Relations team regarding steps the faculty can take to protect freedom of expression on campus

Proposed by Kody Kelleher and Sabrina Vasquez, UA Office of Gov't and Community Relations

Summary: Kody Kelleher discussed Arizona legislative activity related to freedom of expression on university campuses, specifically:

https://www.azleg.gov/legtext/52leg/2r/summary/S.2615FMFR_ASENACTED.pdf and https://www.azleg.gov/legtext/52leg/2r/summary/S.2548ED_ASENACTED.pdf, and the role of the Foundation for Individual Rights in Education in informing related legislative activity. Kody made some suggestions regarding steps the UA might consider to clearly indicate existing support for freedom of expression. Other campuses across the U.S. have adopted freedom of expression policies similar to the Chicago

Principles <https://provost.uchicago.edu/sites/default/files/documents/reports/FOECommitteeReport.pdf>. Upon review, the APPC unanimously agreed to recommend that Senate/UA adopt the Principles. APPC provided additional information at the December 2018 Senate meeting in their report and aloud (Daisy Pitkin). Senate voted to adopt the Principles at the December meeting.

1/30/19 Meeting

Activities: Legislative Updates (Sabrina Vasquez, Senior Director of State Relations, Office of Government and Community Relations) and

Career Track Faculty Task Force (Co-Chairs Bill Neumann and Amy Fountain).

Summary: Sabrina reported on the governor's budget recommendation and various bills that affect higher education and fielded questions from the Committee. Dr. Neumann and Dr. Fountain explained that the Career Track Faculty Task Force will systematically evaluate policies in place to support year-to-year faculty in career progression and participation in faculty voting where appropriate and make recommendations for improvement. The committee will meet regularly with VP Faculty Affairs Andrea Romero, who will be executive sponsor.

2/27/19 Meeting

Action Item: Review and provide feedback on Disruptive Behavior in the Workplace, a proposed substantive change to the Workplace Violence Policy

Proposed by VP Allison Vaillancourt

Summary: The **Disruptive Behavior Policy** was proposed to replace the current Workplace Violence Policy 2.21 in UHAP Chapter 2 (<http://www.policy.arizona.edu/university-handbook-appointed-personnel>). The committee thought the definitions provided in the policy were helpful in establishing what disruptive behavior looked/sound like and wondered whether these definitions could be linked to statute where applicable (e.g., intimidation and stalking). Bullying seemed absent from the policy, perhaps because it is difficult to define, but the committee thought that this was a pervasive issue across units and ranks on campus and could certainly be considered a disruptive behavior.

Action Item: Review and provide feedback on "Our Professional Commitments," a set of guidelines for members of the University of Arizona community

Proposed by Chair of the Faculty, Jessica Summers

Summary: Our Professional Commitments would replace introductory language in Chapter 7 of UHAP - <http://policy.arizona.edu/employmenthuman-resources/statement-professional-conduct>

After review and a brief discussion, APPC had only a minor wording change to suggest. The suggestion was sent to Jessica Summers following the meeting.

Action Item: Reviewed and provided feedback on the University Privacy Policy

Proposed by Celina Ramirez and Lanita Collette

Summary: Celina Ramirez, Lanita Collete, Danielle Oxnom and Owen Lefkon discussed the need for an updated UA Electronic Privacy Policy. Their team was assembled to address information securities-related issues, including competition for extramural funding and audits, and they identified a need for a set of policies that addressed both information securities and privacy. The team has vetted the set of policies with over 30 units on campus prior to APPC. Information securities policies are standard and focus on protecting confidential and regulated information. The privacy policy speaks more to a cultural issue, with which the UA should be well aligned. The team solicited feedback from APPC and next steps were bringing this to Senate.

3/28/19 Meeting

Action: Review and give feedback on proposed TCE Changes

Proposed by Lisa Elfring, Assistant Vice Provost, Instruction and Assessment

Summary: AVP Elfring met with APPC and explained that the rationale for the proposed changes was to address serious concerns about what exactly the TCE data demonstrate with respect to quality of teaching. APPC asked many questions and offered several ideas for improving wording/clarity of the proposed items.

Action Item: Review and give feedback on UHAP Chapter 7 – Statement on Professional Conduct

Proposed by Vice Chair of the Faculty, Michael Brewer

Summary: APPC reviewed the proposed changes to UHAP Ch 7. The committee members agreed that the changes were warranted and supported them. There were no recommendations to change anything. APPC did agree that it is very important to "get the word out" across campus once these changes are voted on/adopted by Senate, since several units are currently working on their own ethics documents (e.g., CALS, COS).

Action Item: Gen Ed Policy Language Change

Proposed by GPSC (Marie Teemant)

Summary: Marie Teemant, President of GPSC, presented two proposed changes to the standing Gen Ed Policy regarding who can teach general education courses at UA
<https://academicaffairs.arizona.edu/gened-who-can-teach>

The major proposed change included striking the "winter/summer only" clause from the policy, thereby allowing qualified graduate students to also teach fall/spring gen ed courses. The committee did not have adequate discussion time and put this topic on the agenda for the final meeting, after VP Gail Burd and Marie Teemant were both invited to attend to present their different viewpoints.

5/1/19 Meeting

Action Item: Gen Ed Policy Language Change

Proposed by GPSC (Marie Teemant)

Summary: Meeting with Gail Burd, Pam Coonan, & Marie Teemant (GPSC), to discuss issues surrounding the proposed policy change to gen ed teaching with regard to graduate students. (Currently only allowed in summer/winter sessions) There was a robust discussion; Marie's main concerns included: adequate opportunities for graduate students to serve as instructors of record (or in a role with commensurate responsibilities) so that they enter the job market ready to compete for top teaching jobs; adequate training for these positions during graduate school (but appropriately supported by the faculty with mentoring and compensation); and balanced with protections from exploitation by units who lean inappropriately on students to teach large courses. Gail Burd and Pam Coonan explained their perspective, and particular concerns with regard to the

proposed changes, including: a need to ensure undergraduate students are only taught by qualified instructors (which includes the faculty); this is balanced with an imperative to protect graduate students from exploitation/overwork and to match student instructors with appropriate courses (e.g., ones in which they can excel and that will complement their expertise) which often means the more advanced courses (requiring specialty narrowly focused knowledge) versus general education. The committee, Gail, Pam, and Marie agreed that Tier 2 general education courses might be a way to offer qualified graduate students opportunities to teach as instructor of record, and/or serve as preceptor (which is differentiated from TA positions in that they receive academic credit and a note on their transcript, and implicit in that, mentoring by the faculty instructor which can be noted in a CV/resume and would serve as a way to demonstrate teaching skills.) Additional opportunities for training around instruction include the Graduate Assistant Learning Communities (similar to FLCs) and upcoming requirements for all faculty/students who teach online courses. Gail Burd offered to co-develop a new policy related to general education but requested that APPC collect data from graduate program committee members on campus to understand what is currently being done to train students to teach. APPC will explore this moving forward.

Respectfully submitted,



Melanie Hingle, Chair, APPC