



Academic Personnel Policy Committee

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APPC Annual Report 2019-2020

2019-2020 APPC Members:

Melanie Hingle, **Chair**, CALS (6/18-5/20)
Janet Cooley, COP (6/19-5/20)
Tessa Dysart, LAW, (6/18-5/20)
Daniel B. Ferguson, RDI (1/19-5/20)
Ronald Hammer, COM (6/16-5/20)
Judd Ruggill, COH (6/18-5/20)
Madison Smith, ASUA (6/19-5/20)
Dustin Tran, GPSC (6/19-5/20)
John P. (Pat) Willerton, SBS (6/10-5/20)
Jerome (Keaton) Wilson, Postdoc (11/17-5/20)

APPC met 5 times during the 2019-20 year (10/23, 11/18, 1/8, 2/28, 5/8) to review issues & policies summarized below.

10.23.19 Meeting

Activities: Oriented new members to APPC and review 2018-19 Annual Report; reviewed Senate Open Session speakers' request to consider a UA policy on donor interference including the document Institutional Conflicts of Interest in Academia provided to attendees of the October 7, 2019 Senate meeting; reviewed proposal from the ad hoc Committee on Career Track Faculty

Guest: Amy Fountain

Topics proposed by Jessica Summers, Chair of the Faculty, and Amy Fountain, Secretary of the Faculty
Summary: APPC Chair Hingle oriented new members to committee activities and reviewed the annual report. Chair Hingle updated the committee on a document circulated during the Oct. 7 Faculty Senate regarding conflicts of interest in academia. The committee discussed the UA Freedom Center (the example raised at the Senate open session), the UA Gift policy, and expressed interest in knowing the best practices regarding gifts and donors used by other institutions. Committee members discussed restrictions on donations and restrictions on endowed chairs, and disclosure of conflicts of interest. The second part of the session was spent debating whether we need a senate standing committee based on the ad-hoc Committee on Career Track Faculty. A potential workflow was proposed and shared with Amy Fountain, Co-Chair of the ad hoc group, and Secretary of the Faculty for discussion with Faculty Officers and the ad hoc Committee.

11.18.19 Meeting

Activities: Continued October 2019 discussion of potential donor interference; Reviewed and provided feedback on draft policy acknowledging indigenous/AI and HSI "servicingness" by faculty and staff

Guests: Francine Gachupin, and Maurice Magaña

Topics proposed by Andrea Romero, Vice Provost for Faculty Affairs, Maurice Magana, HSI Fellow, and Francine Gachupin, President of the Native Faculty Association at University of Arizona

Summary: Committee members discussed gift and conflict of interest policies currently in place and issues with donor influence. Conflict of interest policy revisions are still in progress and will return to the Faculty Senate as an information item. Chair Hingle said she would follow up with Celina Ramirez and the Compliance Office to determine how COI/COC intersect with donor funding/gifts. The Committee reviewed materials provided by Maurice Magaña (HSI Fellow) and Francine Gachupin (UA Native Faculty working list of retention and promotion concerns, strategic actions, list of UArizona Native Faculty). Currently, UA is not a Native American Serving Institution and Gachupin shared strategies to achieve this status including increasing overall numbers and retention. Committee members discussed ways amplify concerns raised by Native Faculty and perhaps integrate similar concerns with the Hispanic Serving Institution Inclusive View of Scholarship proposal brought to the committee by Magaña. Members expressed the importance of this policy including language that addresses all faculty—including career track faculty members.

1.8.20 Meeting

Activities: Review **proposed changes to** General Education Teaching Policy and Conflict of Interest/Conflict of Commitment Policies. Review existing Gift Policies.

Guests: Taren Langford and Marie Teemant

Summary: Teemant spoke with the committee regarding proposed changes to general education and teaching policies previously discussed with APPC and Gail Burd on May 1, 2019. The proposed changes were passed by UWGEC and were then tabled by UGC. Teemant has been working with Gail Burd, Senior Vice Provost, Academic Affairs / Teaching and Learning, to facilitate a compromise: graduate students cannot teach tier one courses (due to size and the broad nature of topic taught) but can teach tier two courses (as they are specific topics, entry-level courses, and smaller in class size). Committee members debated the necessity and logic of the distinction between tier one and tier two courses and expressed concerns regarding specificity of content on the tier two level. Members decided to direct the policy to the Senate Executive Committee with the statement that the policy has been considered by APPC and the committee recommends no differentiation of grads and faculty regarding teaching general education.

The Committee reviewed the COI and COC policy under consideration plus discussed the [ppt from the January Senate meeting](#) that explains some of the "why" of these revisions, and was asked to weigh in on whether or not revised COI & COC policies adequately addressed concerns raised about donor interference (and lack of an explicit policy here at UA), and/or whether protections against this potential were addressed by the COI/COC policies in conjunction with the [UA Gift Policy](#). Committee members discussed a possible threshold amount for disclosure of support to be necessary. Members also reviewed definitions of roles that would have to disclose sources of support and agreed the financial controller of a unit should be responsible for disclosure even though this duty varies according to unit. Langford provided details to the committee regarding the workflow of the COI office and the steps taken when a source of financial support for a university center or association is disclosed to her office. Currently the university employs hybrid model of COI/COC policy enforcement: the college or center receiving a source of support must enforce policies and the COI office will provide guidance. No recommendations were made.

2.28.20 Meeting

Activities: Reviewed Interim Campus Use Policy and Interim Political Activity Policy; reviewed and discussed revised COI/COC policies; reviewed and offered suggestions regarding a proposal to

streamline new program approvals developed by Greg Heileman and Jessica Summers on behalf of Provost Folks.

Guests: Taren Langford, Jessica Summers

Summary: Committee members reviewed and discussed the Interim Campus Use Policy and Interim Political Activity Policy. There were no concerns.

Taren Langford met with the committee to continue discussion of revisions to the Conflict of Interest and Conflict of Commitment policies. Recent changes from her Office included a new requirement to disclose donations which may influence academic policy and changes to the language regarding financial interests. Committee members raised concerns that existing policies were aimed at financial conflicts of interest and did not include gifts that may influence faculty and curriculum. Members reiterated the need for a clear policy to ensure gifts are disclosed and reported through appropriate mechanisms.

Jessica Summers presented proposed revisions to the new academic program approval process. The proposal continued to involve shared governance, curricular affairs, and the Provost's office but allowed for some approvals to happen simultaneously. Committee members expressed to Summers concerns about the importance of feedback provided by committees at each step of the approval process as it is currently proposed. Members discussed the possible problems of streamlining the program approval process including the proliferation of similar programs and the lack of sunseting of programs. Final thoughts on this will be submitted to Jessica.

5.8.20 Meeting

Activities: Continue to discuss potential donor interference at University of Arizona with Taren Langford, Director of UArizona Compliance; review new APPC committee roster beginning June 1, 2020.

Guest(s): Taren Langford

Summary: To be updated after the May 8th 2020 meeting.

Respectfully submitted,



Melanie Hingle, Chair, APPC