

REPORT TO FACULTY SENATE

DATE: October 4, 2021

SUBMITTED BY The Faculty Officers, Jessica Summers, Chair of the Faculty; Melanie Hingle, Vice Chair of the Faculty; Michael Brewer, Secretary of the Faculty

<http://facultygovernance.arizona.edu/>

ACCOMPLISHMENTS

- Identified a faculty colleague —Prof Mark Stegeman, Eller College— to serve as Senate Parliamentarian; the Parliamentarian has not been utilized in over a decade, but is important to achieving our goals of greater transparency and participation by Senators and elected faculty in shared governance, and our Senate agenda
- Convened the Shared Governance Review Committee for the first time this academic year; members discussed revisions to the signed Shared Governance Memorandum of Understanding and a future “implementation plan” to guide participants in operationalization of SG principles. Work will continue this AY.
- Participated in a series of discussions with Office of Gen Ed, UWGEC, UGC, & Provost’s Office Summer 2021 regarding elected and appointed faculty input to the Gen Ed Refresh, and related program approval process.
- Convened a Special Senate meeting on Monday, September 27 to review a naming request by President Robbins.

GOALS

SHORT-TERM:

- Work with administration on streamlining the program approval process while ensuring for adequate engagement from faculty shared governance entities, including Senate.
- Work with members of the Shared Governance Review Committee, Faculty Senate, President Robbins, Provost Folks, Secretary Dudas, SVPR Cantwell, & CFO Rulney to establish guiding principles and an implementation plan describing how we will collaborate on decisions and direction of the university.
- Revise the membership and mechanisms for populating the Undergraduate and Graduate Councils (and perhaps UWGEC) to include ex officio representation from Senate and to ensure Councils have representative faculty membership and adhere to the Shared Governance Memorandum of Understanding.
- Ensure appropriate continued faculty representation on UWGEC and UGC given planned changes to Gen Ed.
- Run Special Election to fill vacated Faculty Senate seats.
- Support UWGEC in temporary expansion to manage increased workload due to Gen Ed refresh.

- Generate ideas from Senate for addressing imbalances in Senate representation across university committees (**Please see our short explanation below**).

LONG-TERM:

- To ensure a continued successful, safe, and healthy return to campus life for all members of the UA community.
- To broaden participation in shared governance to ensure that the University lives up to its values and supports its mission as we move ahead.
- To work with you to do all that we, as a community, can do to save lives, support our most vulnerable community members, and increase faculty participation in all decision-making that affects our lives and the long-term health and well-being of all of us.

To Our Senate Colleagues: We remain grateful to you for your hard work, your input, your ideas and your continued engagement in shared governance. We continue to work to support the work of the University and to ensure the prominence of the Faculty voice.

Contact us: email (Jessica Summers, jsummers@arizona.edu, Melanie Hingle hinglem@arizona.edu, Michael Brewer mbrewer@arizona.edu)

Trends in Senate Representation on Campus-Level Committees, prepared by Michael Brewer, Secretary of the Faculty, 9/29/2021

Senate representation (either elected, or appointed by an elected officer) on other, campus-level shared governance committees has recently increased by **nearly a third** (from 19 to 29) with the creation of the Senate DEI standing committee and the inclusion of two Senators on each of our campus-wide curriculum committees. During this same time, the number of Faculty Senators has remained largely unchanged at about 50 (not counting ex officio representatives).

These current Faculty Senators (excluding the Faculty Officers) also fill at least 30 other shared governance service roles on upwards of 20 different campus-level shared governance committees (to say nothing of their service at the college or unit levels, in their disciplines, or on ad hoc committees).

This situation has resulted in some Senators serving on multiple committees and several of our standing committees unable to recruit and retain the necessary number of Senate representatives.

The small pool of representatives and large number of slots to be filled also has made it difficult to empanel committees with adequate disciplinary, gender, and racial/ethnic diversity.

Below is a breakdown of the required representation on other campus-level shared governance committees by Senators.

Senate Standing Committees – 16 (or more, depending on Chairs)

- Research Policy Committee – 4
- Student Affairs Policy Committee - 4
- Academic Personnel Policy Committee – 4
- Diversity, Equity, & Inclusion Committee – 4

Curriculum Committees – 6 (up to 9 depending on Chairs)

- Undergraduate Council - 2
- Graduate Council – 2
- University-wide General Education Committee - 2

Strategic Planning & Budget Advisory Committee – 2

Shared Governance Review Committee – 2

Senate Executive Committee – 2 (as well as up to 8 Chairs of Committees who are also on Senate)

Grievance Clearinghouse Committee - 1

Potential options for addressing this imbalance could include increasing the number of Senators or reducing the number of Senate representatives on some of these committees or doing both.

We welcome your thoughts.



Results of the Faculty Senate Survey

Presented to Faculty Senate by Jessica Summers, Chair of the Faculty

10/4/21

Priority Issue

COVID: How are we protecting people? consideration of requiring vaccinations by everyone not immuno compromised and working out off campus solutions for those who are immuno compromised.

1 Continuing response to COVID.

1 covid/workplace safety/modality flexibility

1 Covid related University Mandate/guideline

1 Addressing student/faculty's Covid concerns

2 Push back on the anti-COVID safety executive order. It prevents us from protecting campus and responding safely to a new wave of infection.

2 UArizona classroom COVID upgrades.

2 COVID management

1 Hiring and retention of tenure track faculty: what implications does the increased hiring of career track faculty have for the institution/research mission/overall reputation

1 Catastrophically bad Faculty morale (including retention and failed searches)

1 Wellness & Burnout of Faculty

The biggest issue I am hearing from all of my colleagues is faculty mental health. People are not ok. They feel burnt out, unappreciated, unsupported, and profoundly undervalued by the institution and senior leadership.

1 Faculty retention

1 career track faculty path to securing/awarding "some guarantees"

1 CT Faculty pay equity

1 Upcoming Career-Track Faculty Pay Equity Study (conducted by Provost's office)

1 covid response: supporting faculty with a more liberal approach to instruction modality changes

1 Teaching Modalities such as live online being made available

2 teaching modality and classroom safety

Priorities

1. COVID
2. Faculty Morale/Retention
3. Career Track Pay Equity
4. Teaching Modalities

How do we want to address these issue?



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