

The University of Arizona®  
Faculty Senate Executive Committee  
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**Minutes: September 20, 2021**

3:00-5:00 p.m.

VIA ZOOM

<https://arizona.zoom.us/j/9503583576>

Present: M Hingle (Chair), M Brewer, M Bolger, C Casey, J Curry, J Dudas, T Dysart, W Fink, L Folks, P Gordon, R Hammer, S Helm, M Hymel, K Kline, J Lawrence, W Neumann, S Sen, M Stegeman (Parliamentarian), J Summers, and R Tsosie

Absent: B Brummund and D Ohala

Guest: J Frumkin, IT Liaison

**Call to Order**

Chair Hingle called the meeting to order at 3:03 p.m.

**Approval of the Agenda**

Hingle moved to approve the agenda. Motion was seconded. The meeting agenda was approved as written. Dysart offered a friendly amendment to alter the order of committee reports so the same people don't always go last. Hingle agreed to alternate the order of reports.

**Approval of the Minutes of September 20, 2021**

The minutes of September 20, 2021 were approved.

**UPDATES**

**President's Office – Secretary of the University, Jon Dudas**

Dudas referenced the Memorandum that was distributed to campus regarding the federal requirement for contractors. Although the Memorandum was self-explanatory, starting October 15, 2021, if UArizona wants to continue to have federal contracts, it must comply with vaccination regulations. More guidance will be forthcoming. Accommodations will be made for religious, disability, or medical conditions.

Booster vaccines are available on campus five days a week, six hours daily for the next seven weeks for UArizona employees at Campus Health. Summers asked if faculty can get a booster of the Pfizer vaccine if they claim they work in a high-risk situation. Folks responded that vaccines are widely available to anyone in the education realm. Summers would like to make that known at the next Faculty Senate meeting to let the campus know that educators qualify for the booster shot. Folks said that having the information on UArizona's website will be sufficient, and a public announcement might be disadvantageous. Anyone in an educational setting is eligible for the booster vaccine. Sen asked if there

was any data on how many student workers and graduate assistants/associates have been vaccinated thus far, in order to plan a vaccine day or just encouraging people through emails and providing information. Folks responded that the only data available is what has been offered, but with the mandate, data will soon be available even if it is in anonymous percentages. Fink asked how mandates will align with HIPAA requirements. Folks responded that UArizona has a custom-built HIPAA compliant system for upload and verification, and because it's a public health concern, UArizona is allowed to report to the Human Resource function whether the person is compliant. Dr. Michael Stilson, Medical Director at Campus Health Services, is overseeing all aspects of compliance from vaccine distribution to managing information.

### **Provost – Liesl Folks**

Folks reported that she has had lengthy discussions concerning AIB with various faculty and staff groups who have specific questions and issues about AIB, as well as a special three-hour discussion group with SPBAC last Friday. Brewer said that the focus of AIB is rightly on the revenue generation, but how will it be different from our current budget model in how it incorporates service units? Changes in costs and activity on the service side also need to be considered. Is this part of the conversation around modeling? Folks affirmed that it is part of the conversation and top of mind for everyone involved. Because the environment is highly inflationary at the moment, the University is slow to adjust to inflationary pressures. Tuition increase proposals take nine months to put on the table, and the question is whether or not the increase will generate more tuition revenue or push people away due to lack of affordability. One way to stay abreast with inflation is to grow our revenues with creativity and thoughtfulness about where to invest, and the other conversation is how do we find increased efficiency throughout colleges and central units. AIB's intent is to get alignment around strategic goals. RCM was introduced in 2015, the Strategic Plan wasn't wrapped until 2018, but no thought was given to facilitating the budget support the Strategic Plan and actually advance against the metrics that would show retention and completion for undergraduate education, as well as UArizona's research portfolio and international footprint. Currently, we are working to align strategic goals into the budget model because the budget should reflect the Strategic Plan in order to fund what is cared about. Support units have costs that are mounting at the center and we have done a poor job of keeping them funded because any time there is financial stress, support is given to the colleges over the individual support units. As the University has recovered from budget shocks, investment back into the center of the units has been relatively overlooked causing a rickety infrastructure at the center. Activity drivers are lacking with each support unit. Student Support and Retention Innovation (SSRI) has fixed costs and other costs scale with the number of students that are recruited from different regions. To recruit someone in Texas costs more money because UArizona has to put someone in Texas to recruit at Texas high schools. Since UArizona does not have enough sophistication to accomplish this goal in 2023, the units are being asked to work on what they think their activity drivers will be to have in place for 2024. Units will receive a fixed budget line for 2023, but will have an activity informed piece for 2024 hopefully. The model will have nominal drivers for each of the metrics with allowance for moving the percentages in each area according to each unit's priorities and goals.

### **Chair of the Faculty – Jessica Summers**

Summers reported that the Faculty Officers have been discussing the previous Faculty Senate meeting and how to promote a more resourceful and effective business meeting every month. Every Faculty Senator has a voice, but many do not feel comfortable voicing opinions because there are people who are spending more time talking during the meeting and those who hold back feel uncomfortable asserting themselves. Possibly a broad statement and some polls so that the people who are talking and bringing things up last minute can be reminded that they are only one member of Faculty Senate and

everyone should feel comfortable enough to weigh in. Trying to vote on an Action Item without much review or information is not a productive use of time. Even though Robert's Rules of Order allows this, doesn't necessarily mean it is a good idea. Hammer agreed. Dysart suggested a reminder of what Faculty Senate's role is and who it advises. The trouble with finding faculty to serve as Faculty Senators may be because people feel like their time is being wasted. Folks asked Stegeman what the possibility is to postpone a vote to make sure the appropriate information is circulated prior to taking a vote. Can a motion be introduced and a vote be held until people have had time to review the pros and cons of what the result of the vote might bring forth? Stegeman responded that people have previously discussed imposing some form(s) of Open Meeting Law on the Faculty Senate, and one thing Open Meeting Law requires is Action Items be noticed twenty-four hours in advance. Many legislative bodies in the State of Arizona or where Open Meeting Law applies, the public notice aspects of it serve to impart/inhibit action. Folks said since everyone is busy, twenty-four hours isn't enough time and offered a friendly amendment of one week's prior notice. Stegeman responded that it is possible to craft an Open Meeting Law specific to a body's needs and does not have to follow the State of Arizona's Open Meeting Law. Anyone can make a motion and some time should be spent to discuss subsidiary motions, but anyone can make a motion to postpone action on any item until the next Faculty Senate meeting and that motion can pass with a majority vote. Stegeman added, it has never been true in any legislature that it's possible to prohibit ignorant action. Stegeman hopes that Open Meeting Law rules in the future will help address these issues. Helm asked when it would be best to introduce a motion to postpone. Stegeman responded that any time during the discussion of the motion considered for vote, a motion can be made to postpone the vote. Brewer feels giving Faculty Senators access to a Parliamentary Motions document in chat at the beginning of the meeting will be helpful.

#### **Vice Chair of the Faculty – Melanie Hingle**

No report.

#### **SAPC – Co-chairs Diane Ohala and Cheryl Casey**

Casey reported that the committee was able to get the student videos added to the COVID-19 page. Associate Dean of Students, Dr. Sylvester Gaskin, is now attending the SAPC meetings since Washington White has a scheduling conflict. Campus Pantry is having discussions about expanding to other locations like the Veterinary Medicine College in Oro Valley. The Dean of Students Office is doing trainings to help students apply for SNAP benefits, but there's questions about how to get the word out. Two eateries on campus, the Arizona Market and Highland Market, accept SNAP, which most students aren't aware. The committee discussed the graduate student financial stress survey results. One of the concerns raised in the survey was child care. A child care center had been planned, and a Faculty Senate presentation was made a few years ago, and Casey asked if anyone had more information. Summers responded that the venture was supposed to be a collaboration between the College of Agriculture and Life Sciences (CALs) and the College of Education and CALs had to pull out financially. Casey said the \$2,000 subsidies are gone as soon as they become available. Other issues the committee discussed were mandatory fees and the timing of payment since graduate students don't get paid over the summer. Health insurance premiums are also due at the start of the fall semester, but the health insurance doesn't cover dependents and doesn't offer vision or dental. Hammer said that the National Institutes of Health National Research Service Awards fellowships now offers a \$2,500 supplement for child care. Discussions at the College of Medicine Phoenix about Postdocs and other positions who are initially University employees, but when accepting a fellowship, are no longer University employees. Postdocs cannot obtain student insurance and they can't obtain University insurance, so it's necessary for them to go outside of the University and obtain ACA insurance which is expensive. Casey said the other topic discussed was the rent increases in Tucson, which is tied in with inflation. Sen commented that she's

been in contact with Vice President for University Initiatives, Celina Ramirez to follow up on the child care issue. Sen was told that the University is looking into leasing a space off campus and will most likely look into external vendors to manage the child care facility and the process will take at least a year to eighteen months to fulfill the compliance and regulatory measures required to finding a suitable space. Eligibility is another facet, and determining how the policy would look in terms of deciding which children and staff members are qualified to enter into the daycare system. Folks said the space isn't the issue, and negotiations with an external vendor are underway and as soon as that decision is made, communication to campus should happen fairly quickly. UArizona will use other Universities' protocol for eligibility, and the qualifiers will not make everyone happy. A piece in the RFP designates a teaching school and research unit to be set up within the framework of the daycare center. Casey said she was glad it was being worked on and asked if a Faculty Senate update was in order. Folks responded that by February 2022 the RFP process should be completed and that will be an optimal time for an update. Casey said she recently attended a preview of the new CatCloud, which has interesting functionality, is still in Beta testing, and hope to do a soft launch in early 2022.

#### **Committee for Diversity, Equity and Inclusion – Rebecca Tsosie**

Tsosie reported that the committee is working on an academic freedom statement that is consistent with what AAU counterparts are doing in terms of the message about critical theory, in particular critical race theory. An upcoming meeting with Associate Vice Provost for Diversity and Inclusion, Ivy Banks, is scheduled in November to discuss DEI trainings across campus. The committee would like to investigate a way for DEI committees within different colleges to interface and share best practices and have more dialogue. The committee is working with Andrea Romero's office on evaluating feedback on campus climate, especially as we move into more tense encounters nationwide in terms of DEI, mainly that graduate students feel comfortable and supported, as well as faculty.

#### **APPC – Tessa Dysart**

Dysart reported that Summers came and spoke to the committee about academic freedom following the September Faculty Senate meeting and Senate poll where the issue was listed as a concern. Different aspects come into play with academic freedom with legislative actions and first amendment concerns. For example, if classes are recorded, what are students doing with those recordings? As a lawyer, Dysart explained to the committee that there are four things relevant to this discussion. 1) The academic freedom question if the legislature will dictate what can and can't be taught is a concern, 2) The first amendment issue and if someone is fired for exercising first amendment rights is covered by case law and individuals need to consult an attorney to talk to Human Resources, 3) Civility, which was brought up in Faculty Senate and are currently seeing start again, and 4) Lobbying. Does a University employee have the right to speak about things they can't lobby for as a State employee for laws to be changed and that limitation as a State employee. The committee talked about the aforementioned issues and how to educate faculty. Is there a need for the Office of General Counsel (OGC) to make a presentation at Faculty Senate, or have a particular person discuss these issues with concerned personnel. Hammer suggests the latter would be more effective by having the appropriate person(s) available if faculty wish for more discussion. Committee members were not in favor of any further mandated trainings. Summers suggests the Ombuds office as a resource for people with questions since the office maintains a neutral stance and provides a University service. One APPC member said that he had an issue where he was feeling threatened for his expertise he was sharing and didn't know where to get help, and wonders if that office could field some of these issues. Elected faculty in shared governance have no authority on this subject. Dysart clarified that academic freedom doesn't mean that anyone can be disrespectful and talk endlessly at a meeting without being interrupted. Summers said possibly someone from the Ombuds office should make a presentation in Faculty Senate in the spring. Tsosie said that

when she was Vice Provost at Arizona State University, she would routinely meet with units to confidentially discuss blowups in the classroom or contentious faculty meetings surrounding hiring. Because there is nothing available at the institution, people are asking her where to go for advice. The other issue is technology use, and some cases that are arising from students recording things and using them out of context and providing recordings to reporters. Watchdog groups are policing educational institutions and creating an environment of fear, coupled with the legislative actions of late. Tsosie asked if there was any policy related to these instances or if it is the technology office's purview. Folks responded that Faculty Affairs has been working directly with the Marketing and Communications team centrally, and a web page has been developed that provides resources for people who are being targeted in social media or other ways, and a phone number is available to contact Marketing and Communications leads who can help the individual work through how to manage that process. The University is providing proactive support for people who are being targeted.

#### **RPC – Paul Gordon**

Gordon reported that the committee had its first meeting and will be meeting the following Thursday. The main agenda item for the year is ongoing discussion with RII about funds flow, IDC, and AIB with positive response from Senior Vice President for Research, Innovation, and Impact Cantwell.

#### **C11 – Wolfgang Fink**

Fink had to leave the meeting early, and Summers said the committee discussed administrator annual reviews as a theme, and are planning a future meeting with Vice Provost for Faculty Affairs, Andrea Romero. The goal is to make suggestions for annual reviews for administrators into UHAP to balance the reviews of faculty. Folks agreed. Hammer said that the annual review process for faculty was streamlined, so there might be a model to use for administrators.

#### **GPSC – Shilpita Sen**

Sen reported that GPSC is hosting a Halloween night on October 30, 2021 at the GPSC Office. A costume contest and awards will be given for spooky stories and families are invited. In November, GPSC will be hosting its annual Thanksgiving dinner. Requests from students for a sit-down dinner will be honored so students have the opportunity to connect with their peers. Two options will be offered with the sit-down dinner and a movie on the UArizona Mall, and a grab-and-go option. GPSC is hosting a virtual event Women in Finance financial literacy workshop partnered with an organization in Phoenix that raffles off fun things for students.

#### **ASUA – Kyle Kline**

Kline asked if anyone had relationships to club funding, the appropriations board is fully staffed and has been taking many requests. As is the case with all entities, ASUA is struggling to find people to fill top roles. The Wildcats Event Board and Pride heavily programmed last week for Coming Out Week to support the University pronoun initiative. President Vega and Kline met with CFO Rulney, Craig Barker, and JP Wozniak from the UArizona Foundation to discuss the GPSC and ASUA solutions for fossil fuel divestment. The meeting went well, and potentially using the Harvard model of phasing out fossil fuel investments. The student meeting request with the Investment Committee and Board of Trustees was denied, and as the sole student government representatives for the entire campus, the student organizations are annoyed. Vega will bring this development up at his next meeting with President Robbins in order to secure a meeting with the Board of Trustees.

### **UArizona Staff Council – Jennifer Lawrence**

Lawrence reported that the Staff Council held its first meeting last week and goals set for this year are to increase representation and participation. Staff are completely overloaded with workload currently, and the Council is experiencing a downturn in volunteering and recruitment of members. There is an interest in formulating a survey similar to what GPSC did for the graduate students. UASC suspects that its constituency would have many of the same concerns – low hourly wages that haven't been raised to accommodate the higher rents, higher food costs, and child care.

### **Undergraduate Council – Molly Bolger**

Bolger reported that UGC approved two new minors, one in Neuroscience and one in AETI in CALS, both unanimously approved at its meeting on October 12, 2021. The policy amendment that appears on the agenda is one for the new Gen Ed and is solely an error correction after being approved virtually over the summer. Strengthening the relationship between Faculty Senate and UGC with more Faculty Senator representation on the committee is important, but Bolger reminded the committee that UGC and UWGEC have spent numerous hours reviewing the new Gen Ed, and feels more Faculty Senate involvement on UGC may ease some of these concerns. Time constraints and over-committed faculty are creating a shortage of people who can serve on both UGC and UWGEC. Vice Provost for Undergraduate Education, Greg Heileman, regularly attend UGC meetings and has been helpful with providing ways to obtain updates from UWGEC Chair, Joan Curry on Gen Ed and other matters. UGC would also like to meet with Registrar Alex Underwood on the proposed calendar change before it comes back to Faculty Senate. Hingle added that more work needs to be done to connect the dots so there is more communication with Faculty Senators concerning the work of the committees.

### **Graduate Council – Ron Hammer**

Hammer reported that the Graduate Council met last Friday and approved a name change in the Master's in Information Science to avoid confusion with information technology, and also a new certificate program in Indigenous Health, which is part of future direction toward stackable certificates in the College of Public Health. Hammer is including more discussion items in his report to Faculty Senate. The digital scholarship and data science fellowship applications are due on October 22, 2021.

### **Secretary of the Faculty – Michael Brewer**

Brewer reported that he continues to work on faculty census updates. A group of faculty had their titles changed from Research Scientist to Research Professor as part of the UCAP process, and if faculty in this group met the criteria, should be classified as General Faculty since their jobs did not change, only their titles. Brewer is working with Executive Director for UAair, Ravneet Chadha, to enfranchise this population. Brewer would like to introduce a Resolution in Faculty Senate enforcing UHAP 7.09 that requires colleges to have an elected faculty advisory committee. Not all colleges comply with this requirement, and particularly with curriculum committees, it is important that the people who populate them either be elected or appointed by an elected body in the college. Following the Resolution will be a suggested Bylaws change to put the responsibility for appointing or electing faculty from colleges with these committees, so that the faculty officers or college deans are not left with that responsibility. Dysart said that in smaller colleges, this could pose an awkward situation with the number of untenured faculty who make up the college and cannot visualize how this will work in practice. Summers said that most of the consternation over Gen Ed is voiced by the College of Science faculty because they have never had College Bylaws or a college faculty advisory committee in place. After meeting with the new College of Science dean last week, she is amenable to making changes. Hammer said this process was recently implemented in the College of Medicine Phoenix.

### **University-Wide General Education Committee – Joan Curry**

Curry reported that UWGEC continues to do its work every two weeks. Curry gave more thought to the Faculty Senators who already serve on UGC and UWGEC and how their charge would be defined and how their structure will be operational. Communication will increase if need be, and agrees that it can improve. With the vast amount of course revisions under evaluation at present, two hundred in a very short period of time, UWGEC has been extremely busy. Hingle said the new people put on the committees would participate in discussions and deliberations and support the Chairs and help make reports to Faculty Senate. It is a pilot project and is difficult at this point to get volunteers to serve.

### **IT Liasion – Jeremy Frumkin**

No report.

### **SPBAC – Sabrina Helm and Barry Brummund**

No report.

### **Other business**

Casey mentioned the December 8, 2021 deadline for vaccination requirement and asked about anticipated questions for the President and Provost and how they will be addressed. Hingle responded that it can be addressed in the President's report and questions can be asked about the report.

### **Review agenda for the November 1, 2021 Faculty Senate Meeting**

Items were added to the agenda. Hingle moved to approve the agenda. Motion was seconded. Motion passed and the agenda was approved.

### **Adjournment**

With no further business, the meeting was adjourned at 4:57 p.m.

Recorded and transcribed by Jane Cherry