

**The University of Arizona®**  
**Faculty Senate Executive Committee**  
**1216 E. Mabel St. (PO Box 210456)**  
**621.1342**  
**facultycenter@email.arizona.edu**  
**Minutes: November 15, 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, W Fink, P Gordon, L Folks, R Hammer, S Helm, M Hymel, K Kline, J Lawrence, W Neumann, S Sen, M Stegeman (Parliamentarian), J Summers, D Ohala, and R Tsosie

Absent: B Brummund and T Dysart.

**Call to Order**

Chair Hingle called the meeting to order at 3:04 p.m.

**Approval of the Agenda**

Hingle moved to approve the agenda. Motion was seconded. Motion passed.

**Approval of the Minutes of October 18, 2021**

Hingle moved to approve minutes of October 18, 2021. Jane Cherry referenced that the minutes rules should be all in favor, then discussion. Ron Hammer clarified that it was a discussion first, then the all-in favor vote. Melanie Hingle second that. Wolfgang Fink asked for Ron Hammer to elaborate on the mentioned language that the “annual review process for faculty was minimized, what did he mean by that?” Ron Hammer stated he was not sure what he meant by that. Wolfgang stated that C11 is pursuing a revision regarding review of administrators and supposedly Ron Hammer mentioned that to balance that regarding the reviews of faculty which happens on an annual basis, and then the provost agreed, then Ron Hammer said that the annual review process of faculty was minimized, so there might be a model to use for administrators. Ron Hammer said that minimized is not a right word to use, the extent of work on faculty or department head is a better wording. Michael Brewer agreed of the language of streamlined. Wolfgang stated that the work is not reduced, it takes about a week of work. Wolfgang Fink, Ron Hammer agree on changing the language to streamlined. Friendly amendment was approved per Wolfgang Fink and Ron Hammer. Jane Cherry asks if this should motioned for approval, Mark Stegeman stated that if the maker of the motion and the person who seconded it accepted it as a friendly amendment, then no vote was needed. Cheryl Casey stated a change in SAPC section, it should be “catcloud student top” instead of just “cloud”. Mark Stegeman reiterated that the maker of the original motion request and second, should accept that, which was motioned by Wolfgang Fink and Ron Hammer. Melanie Hingle motioned for yeses, and then no’s. Diane Ohala recorded as an abstention. The minutes of October 18, 2021 were approved as corrected.

**UPDATES**

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

Jon Dudas stated that the process was working well, but one thing noticed in last meeting, that Michael brought up an item that was noticed for a month and there was no notice of motion to change it. Jon Dudas was curious if there should be a weeks’ notice on motions. Not implicating a vote, but believes it was not applying equally, was this worth a discussion? Michael Brewer responded that if it is a small minor change, then those were fine, but the suggestion that was made was a big major change, that should have been brought back to committee rather than just a vote. Mark Stegeman stated that Roberts rules does not impose any requirement that something was noticed in advance the body is allowed to do whatever it wants – on a statewide level the open meeting law says a lot about that, but the open meeting law does not apply to the body per general counsel. it might be appropriate to have an action item noticed in advance, which can be implemented but the rules must be changed to accommodate that. Melanie Hingle reminded that there is an option who don’t agree with agenda items, to have a back and forth, and the direction was to give the subcommittee tools to participate that would make them comfortable. Mark Stegeman stated that people who were not comfortable with immediate action have the power to postpone the motion. Jon believes these tools sound fitting to his proposed concerns but would like to eventually speak about what tools they do have and consider what would help

others in making this process more orderly. Melanie Hingle reminded that in 2020 proposed adopting open meeting policies, but it was turned down - Jon Dudas reported that the UA campus COVID mitigation is going well, even with rising cases in Arizona, the campus has a good mitigation. The concern is state vs federal on vaccine mandates, the confusion stems from the guidance and dates were being changed on a confusing basis. The requirement for the UA is not in sync with the OSHA requirements, as that UA pertains to large scale federal contractors' regulations, which if not followed, the UA would lose their research grants, contracts, etc. The federal government had a day of required compliance of December 4<sup>th</sup> that was moved to January 4, moved again to January 18. The UA is not seeking to have a large-scale termination for those who do not comply, the UA worked with people having concerns and requiring accommodation, by calling people if they were unable to be accommodated. Moving from 51% of non-student faculty and staff, who had some demonstration of compliance to 76% - Students employees were about 79% - collectively all colleagues were at 77% - If someone is in the process of complying, then we will let them continue to comply - Since this is so new, the vaccine requirements were a sudden shift, so working with Staff and Faculty to make everyone feel comfortable - Wolfgang asks if in the light of rising cases, were we seeking to add more requirements on masking up? John states that there is more requirements, but since the changes were shifting so frequently, there is no blast across campus, the idea is to update the website and follow the guidelines on the site, as the country and region were having cases uptick - Places that have signage that states that masks were recommended, will be reverted to required or just check the website to know if a mask is required - Michael Brewer stated that the changes in requirements is more about signage rather than enforcement, as the libraries and presumably student union lacks the resources to enforce, hope we can make that clear - Ron Hammer asked if there is a difference at the other universities- John Dudas stated they were trying to stay coordinated but will not do anything that the UA will undermine employees and their safety - Barry Brummund stated the safest path is getting most staff member and faculty member vaccinated and getting those cards uploaded - John Dudas stated we were 77% at compliance - John Dudas the plan of HR is to work with employees to make sure the employees were fully informed, the goal to inform 23% of employees is to shrink the number and give the employees the chance to state where they were, and the it is a small very few people who were pushing back on the vaccine entirely, but we were working with them. The issue is those who we have not heard from at all, and we need to communicate with them - Cheryl Casey in the weekly briefing that stated what will occur if they do not provide their vaccine information, we cannot continue to have employees working if they do not provide an accommodation. Some verbal abuse occurred at McKale, there were concerns over frustrations for masks requirements - John Dudas is aware the inappropriate behavior at some games, a good reminder that this needs to end at some form of compliance, we can accommodate any ones concerns, but there needs to be communication, there will come a point - John Dudas informed that the distribution of trip dollars at the state has collected more in tax revenue sales, more tax revenue than expected and those excess dollars were not being automatically distributed at the universities 4020 formula, board of regents do have authority of the dollars, but there is a point frustration on all three presidents and Rita Chang wrote a letter to the regions to change the formula distributed. For 21 years the distribution was set a certain way and had no issue, but this maybe changing - Mona Hymel stated that there may be a report on COVID from Lisa Hudson that could be helpful, curious if it would be needed here, just throwing it out - Melanie Hingle stated we can make it an agenda item - Liesl Folk stated that it may be better fit for a separate meeting - Mona Hymel said that they could possibly be a better fit for the President to talk about - Liesl Folk said it could benefit, but it doesn't move forward the business of the university so a regular webinar may better suite this than a special session - Liesl Folks stated her team will look into a webinar where everyone is invited to discuss COVID.

### **Provost – Liesl Folks**

Liesl Folk responded to the furlough saving communication that needs clarification, there is a rumor that employees were being reimbursed for furlough, to clarify, there is no reimbursements going on. Melanie Hingle clarified that there could be a clarifying language that could express where the money went and a definitive no that no one will be reimbursed - Wolfgang Fink stated that the confusion is not that people were going to be paid back, but that the CALS memo stated they had money they didn't need to spend and they were planning to give the money back, which could have stirred up the whole story. Liesl Folks stated that there was never a formal request, it was a conversation that was turned down due to equity of disbursement of funds, as the pandemic affected employees differently, to reimburse people would not work fairly. Melanie Hingle stated that senators can submit questions until the 29<sup>th</sup> so Liesl Folk can review and answer and help people understand how things work here. Melanie Hingle stated that Susan would be happy to come regularly to help keep people posted, but on a every month visit January, then come again in May - Liesl Folks stated that they were already enrolling students in gen ed, the incoming class is already lined up to be taught so there is time to talk about it. Jessica Summers stated there is a lot of issues with Gen Ed to decide and it is a great idea to submit a report for every senate to submit so Liesl Folks can answer. Diane Ohala was curious on how the increase on the GTA GRA salaries, she teaches Grad Students, and they were seeking help to ease their concerns of their department will increase salary, but will also increase their fees, can we clarify. - Liesl Folks stated that most units will move forward with their new floor, two units have submitted plans for a stepwise move towards the new floor, Kepler and the College of Fine Arts could not close their budget, so they were doing an increment this year, haven't heard any dreadful for any units, and if you have narratives please tell Liesl Folks - Diane Ohala they were more concerned on the mandatory fee increase - Liesl Folk stated the increases were tiny, and the salary increases were larger at a range

from \$14,000 – \$25,000. – Liesl Folk said the programs differ in their fees so she will need a specific program. Shilpita Sen stated the Council had a presentation that Council from the Health and REC that the increase from \$425 to \$600, as an increase would be \$135 increase in mandatory fees were not covered by GA stipends and must be paid out of pocket. The College of Nursing has a plan of increasing 10% apart from them the they were not sure of other college fees. – Liesl Folks stated that it sounds like a proposed increase in fees, it may not go anywhere, but Diane Ohala was just checking to see what she can report back to her team.

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

Jessica Summers explained that the only updates were pertaining to see what SGRC has been working on, or meeting for a year and a half, Melanie has been setting firm deadlines with the group, with the hopes to send something to senate to January since it will take a while for them to review before agreeing on anything. It would be nice to have a MOU signed before Jessica Summers is not reelected –

#### **Secretary of the Faculty – Melanie Hingle**

Michael Brewer was pleased on the progress, and some changes may be needed, but overall looks good – Jessica Summers stated the ABOR meeting will be at Student Union, anyone can attend. – Melanie Hingle request pertaining to academic calendar, proposed changes that need to happen to the academic calendar, faculty senate is the approving body, the registrar reached out and they're wanting to make some changes, there were difficulties and lack of involvement of some of the faculty senate, so they want to include one or two folks from the senate leadership on the committee, this work will occur up until April – Send Melanie a note on this topic in hopes to avoid a situation where people feel left out – Michael Brewer was hoping to bring back bylaws and constitution changes for a vote in December, planning on dropping the house keeping change that was initial requested for the constitution since it became more than housekeeping. Deans counsel gave them some context around the support for UHAP 7.09 around faculty committees, some have some in the colleges, but there are a few who were working on it or don't know. – Melanie Hingle it sounded like some exchanging of ideas on the Deans Counsel meeting, the deans were chatting amongst themselves, and the Provost asked who has any, so it is all out there.

#### **SPBAC - Sabrina Helms**

Sabrina Helm devoted time on external benchmarks on tuition revenues, also there were updates on outcomes of the LCS visit with the re-accreditation, there was also an updated on AIB, specifically strategic guidelines on the budget allocation. The meeting on Wednesday was focused on budgets, Lupita also presented the graduate financial stress report and GA stipends. The Cals memo had been circulating and there was hope to have a discussion at SPBAC, which would put this discussion at rest. – Melanie Hingle said what is your view on scope of these share governance bodies connections hearing in one and hearing in the other regarding this topic – Sabrina Helm was concerned that faculty would be shortchanged, but sometimes there is just not much to talk about, it makes sense to address the issues or propose solutions in this meeting or the SPBAC meeting – Melanie Hingle stated that the memo reads as a lack of understanding of how budgets work at the UA, makes sense as faculty don't have much training on this, so is there a place on campus we can help go to or a person who can help understand the financial literacy – Sabrina Helm said that this is fair to not know this inherently, but no one really wants to look at the info provided, what is much more important that the general info that everything is unfair and SPBAC doesn't take that on, but we need to limit how much room were given to rumor fed narrative – Wolfgang Fink was curious how can faculty bring input to SPBAC – Sabrina Helm was not entirely sure, but a good resource is to go to your faculty council in your college and they can aid you, unless SPBAC members want this, we will not solicit the general faculty directly – Melanie Hingle stated that faculty perspective is important, but it is not like senate where you represent constituencies.

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

Joan Curry said no updates that required any attention and no questions were asked.

#### **Graduate Council – Ronald Hammer**

Ronald Hammer stated a new program coming up, link listed on agenda, and the graduate council will be meeting on Friday, the new program is a masters in clinical research Ronald Hammer stated that there was a statement on the October 4th minutes that came from a FOIA request pertaining to the Koch fund and there was an implication that influence the passage of the Master's program, Ron investigated that since it has a bearing on the graduate council and wants to report to the Grad Council this week, the funds were allocated and had some influence in 2020, did not come to the university in 2020, which was before Vlad Turco who was the director of the master's program, who was not at the university. Speaking to JP the funds were supposedly for faculty members and had nothing to do with the master's program, the statements from Layla were impugning the understanding and the integrity of the grad council and the department head of the program JP is investigating it further, ultimately this is done and has no part of the master's program. – Melanie Hingle asked if Ronald will fill out a report – Ronald Hammer stated he will be – Jane Cherry stated the report was not received yet – Ronald Hammer stated he will send before Friday.

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

Jennifer Lawrence had raised concerns of the harassment against the individuals who were enforcing the covid compliance and is seeking to invite HR to talk with them on how to navigate this situation November 30, 2021.

#### **ASUA – Kyle Kline**

Kyle Kline stated if connected with clubs' appropriations were up and running and everything is fully staffed – Kyle Kline stated concerns of the library leadership had against the limited hours of the libraries maybe using the new bear down facility as a potential 24-hour option. Kyle Kline stated that there were talks with GP from the foundation regarding fossil fuel divestment from foundations portfolio, and did not want to go into straight divestments, but slowly stray off fossil fuels, the goal is to have more one more with administrators and ACI representatives, both ASUA and GPSC has passed resolutions in support. John Dudas stated if we reached out to the CFO he can follow up with them as well. Liesl Folks was curious on if a decision on the library time was made, Kyle Kline clarified that the concerns were not regarding keeping the 24-hour open library to just more flexible time rather than 24 hours, as the cost and staffing alongside that many students were not using the time anyway pre pandemic. Bill Neuman stated that access to tech is just as important you can rent a piece of tech that you can home and be able to use without being in the library.

#### **Committee of Eleven – Wolfgang Fink**

Wolfgang Fink had followed up with ventilation issue, the issues were brought to the senate, prepared a memo to the president awaiting confirmation of receiving it. Wolfgang Fink stated regarding the CO2 aspect that they were looking into CO2 monitors potentially deploying them on a larger scale. Wolfgang Fink said that they were looking into term limits for department heads as originally stated by the Provost. Liesl Folks asked if Wolfgang Fink followed up with Andrea Romero – Wolfgang Fink stated he did and he is potentially joining forces with Andrea and synergizing and focusing on parts where they may be more separate in viewpoints and trying to close the gap and jointly pushing forward on this. Liesl Folks stated this may bring college insights when things were going bad so they can address it – Wolfgang Fink stated that this could address some issues sooner, faculty obviously will be reviewed on an annual basis and there is no way around that since that is ABOR mandated, the annual reviews of administrators would be beneficial as it seems currently there is a two class system, this will serve everyone well and keep it in sync as administrators were reviewed on a 5 year basis. Melanie Hingle read in chat that a question stated the administrators were currently being reviewed on an annual basis anyway, correct? Liesl Folk clarified that there was not a process of reviews of them outside the 5-year review, they were hoping to put a Qualtrics survey on leadership that is annually. Wolfgang Fink confirmed that is correct, but there will also be stakeholder feedback, this would be more immediate feedback about department heads. Melanie Hingle asked if this is completed by a faculty member? Liesl Folk clarified that it's a Qualtrics survey that the administrator Dean would send it out, for most Deans they would have to send it out to the heads, chairs and directors, the work load was for College of Medicine, but most Deans were not given feedback

#### **Research Policy Committee – Paul Gordon**

Paul Gordon sent a message to Jane Cherry, and Jane said there were no updates.

#### **APPC – Tessa Dysart**

Tessa Dysart was not present, Ron Hammer spoke on behalf of APPC, he was reviewing the revised APR and reviewing that for the presentation for faculty senate. – Jessica Summers stated she would like to add a small agenda item because Romero wants to come to the December meeting and go over the changes in an open comments section, so it was added a tentative agenda item. Ron Hammer stated he believed it was best to have a brief presentation for the faculty senate, but it should not be long. Melanie Hingle stated that was fine and we can add that to the end of our agenda.

#### **Student Affairs Policy Committee – Diane Ohala/Cheryl Casey**

Cheryl Casey gave a brief update on student affairs policy committee; they had a guest speaker Meredith Aaronson gave a demonstration on CatCloud. She talked to the variations challenges pulling student info, as it is timely and personalized, since the variations of usage with D2I, since some professors use it, and the system pulls that info from D2I. The focus is to be more students driven. Diane Ohala took the opportunity to make the students aware of the resources, even if it a tab that states "student basic needs" it would help tremendously.

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

Rebecca Tsosie apologized for not bringing the written report. Rebecca Tsosie spoke on the topics of meeting with the council, meeting with the committee and Ivy Banks November 30<sup>th</sup>. Rebecca Tsosie presented some points to see if these topics were still ok to go over with that committee. First was going over critical race theory, in regard to Arizona's attempt to block that topic, it seems that is a unenforceable law, rather than following the lead of the other universities that issues a statement, should the UA not see it as a red flag. The second topic that was discussed was the discussion on who monitors the instances of faculty and equity, whether it be Ivy Banks. Andre Romero is a knowledgeable person,

but not the correct person to reach on that. The discussion of favoring certain people, there is no way to measure, and Rebecca was wondering how to approach that. The third items were the training that was available but some universities were giving broader trainings regarding community inclusiveness, she wanted to check on that. Rebecca was on the call with the White House Tribal Leaders Summit, it was interesting to see how this administration was handling as the main take away was the leaders were focusing on transparency, accountability, and equity, every agency is needing to meet that standard. Rebecca stated it seems like a great step, as we the UA do not monitor complaints pertaining to those topics. Lisa Folks said that we do monitor the complaints on some basis, the complaints come from many doors, as this leaves an open space for people to submit complaints on different levels that they feel comfortable with. Liesl Folks spoke regards the office of institutional equity, and it is a place to go to if there is discrimination under federal law, but it is recognized that this process may be difficult to show a pattern of behavior. The biggest challenge is finding ways to communicate out to the campus without compromising the personal. Liesl Folk would love to sit down and figure this out. Liesl Folk stated there is active discussions with HR but would love to sit with Rebecca Tsosie to discuss some examples and work through them. John Dudas clarified that they do not typically come out with a university statement but typically faculty or small groups would make a statement, the best thing to do is manage where the statement is coming from and dealing with both sides John Dudas was extending any help he can bring or discuss on how to navigate submitting a statement, maybe reaching out to Mary Beth.

#### **Other Business**

Bill Neumann stated the progress on career track, the alignment of titles under the new correct titles series is going well, the one thing that is going to come back is that the definition of professor of practice through GC will get refined. No action item, just requested as an agenda item, titled "Updated from Career Track Ad Hoc Committee, Career Track Faculty Titling". Wolfgang Fink requested to have a presentation from CFO Rulney. Melanie Hingle said we can always ask. Melanie Hingle moved for approval of adding this item to the 12.6.2021 agenda. Cheryl Casey stated that number six should have an explicit language stating a vote – Michael clarified that this is best to add to avoid any problems. No other comments, Motion was seconded. Motion Passed. item was added to the agenda of 12.6.2021.

#### **Adjournment**

There being no further business, the meeting was adjourned at 5:05 p.m.