

The University of Arizona®
Faculty Senate Executive Committee
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Minutes: December 14, 2020

3:00-5:00 p.m.

VIA ZOOM

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

Present: M Hingle (Chair), M Brewer, J Dudas, J Durán, T Dysart, L Folks, N Ghosh, R Hammer, S Helm, L Hudson, J Lawrence, W Neumann, D Ohala, S Sen, T Singleton, J Summers

Absent: B Brummund, P Gordon, and S Troutman

Guest: J Curry and J Frumkin

Call to Order

Chair Hingle called the meeting to order at 3:02 p.m.

Approval of the Minutes of November 16, 2020

The minutes of November 16, 2020 were approved.

UPDATES

Vice Chair of the Faculty – Melanie Hingle

Hingle opened discussion on mandatory testing strategy for COVID-19. Hingle is part of a working group that is discussing employee mandates. The working group is missing student input, and Hingle asked Singleton and Sen if they could offer recommendations for appointees to the group. Hingle participated in the swish gargle test, which was fast, convenient and painless. Neumann asked if faculty are conducting in-person classes, is there a mandate for being tested? Will faculty's WiFi be monitored? Hingle agreed that there are nuances. The proposal is focused primarily on people who are on campus working and there doesn't appear to be a clear goal to reduce transmission. If there is a mandate in place, then there should be clear consequences if you don't adhere to the mandate. More is achieved by lowering barriers to testing that don't involve consequences. Ghosh said that the discussion at Faculty Senate pertains to the punishment of not complying, and the password reset inconvenience was too benign. Singleton said that this issue is being discussed among different groups within ASUA. Incentives discussed at the most recent Faculty Senate meeting will be discussed with President Robbins as a preliminary step, and if other alternatives cannot be put into effect, the WiFi consequence will move forward. Singleton feels that students should not be singled out as the source of the problem, because faculty and staff are also part of the community that comes to campus. Ohala feels that the coordination

plan still needs work and the WiFi solution is a terrible idea. Arizona State University (ASU), with a larger community, is doing less than what is planned for UArizona. Dudas added that shared governance was heavily utilized with decision-making. Representatives of Faculty Senate, ASUA, and GPSC, and all had problems and concerns with disabling WiFi for non-compliance. The masking compliance is lacking on campus, and everything surrounding COVID-19 has become political. Dudas' son attends ASU and he received a letter telling him if he attends a party he will be expelled, and if he doesn't wear his mask in dormitory space, he will be kicked out. What ASU says and does are two different things. Not allowing building access is showing prejudice. Dudas thinks the best thing to do is see where we stand when the semester starts in the spring, and not come to any conclusions at the moment. The University has to balance the rights of all of the campus community and deal with everyone's frustrations and feelings. Drs. Robbins and Carmona have been accused of violating the Hippocratic oath for not requiring masking and testing. The situation can be reversed with the mindset that students get the benefits of UA WiFi while on campus. Hingle feels that communication style is extremely important and needs to be reframed. Singleton agreed. Frumkin agrees that better student compliance is in order, and asked Hingle if someone from IT could be included in the work group she sits on. A more elegant approach to the WiFi access decision would have been attainable if someone from IT with technical expertise was at the table to explain nuances in the ways things of this nature can be implemented. Dudas said that there is no evidence of any mass non-compliance on the testing issue. The debate is whether the University requires it to be mandatory. The mask compliance issue is another situation entirely. Ohala explained that if a student is coming to campus specifically to use WiFi, and they don't have access to WiFi at home, how is communication going to reach them if the only WiFi access they have is while on campus? Dudas explained that notifications will be received upon logging in about testing compliance to alert the student.

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

Dudas took questions. Ghosh asked if he had a sense of what other Universities that have significant presence on campus are saying publicly what they plan to do about this situation (testing for employees)? Dudas responded that Provost Folks has had more communication with other campuses and the series of consequences range from expulsion from campus to not getting paid. Largely, Dudas doesn't know what the truths are. UArizona feels that opting into WiFi is a better solution than not having building access. Dudas offered to share what Provost Folks has found out at a later date. Sen reiterated that the students she deals with want to comply and get tested as frequently as possible to ensure the campus is safe, but the biggest obstacle is convenience. Having testing on weekends would make it easier for students to meet that requirement. Incentives like free meals and coffee would help keep testing rates high. Dudas agreed on all points. Hudson asked Dudas about the \$7M incentive the University owes to the fired football coach. Dudas responded that the coach had a five-year contract that has to be honored, and Athletics is responsible and the University will not subsidize the loss. Hudson suggested having an insurance policy for things of a catastrophic nature when dealing with contract failures.

Chair of the Faculty – Jessica Summers

Summers reported that she is working on the C11 survey report and is confident that the report and is hoping the report will be available the following week. Hudson asked if there was an update on the population of the oversight committees for Ashford that had Robbins' support. Summers responded that she contacted her and Co-chair Rhoades to set up a meeting with Robbins in January 2021. Neumann suggested that the report be redistributed after the holiday break, and Summers said that the report is an agenda item for the January 2021 Faculty Senate meeting.

Secretary of the Faculty – Michael Brewer

Brewer reported that the annual review group has been working with Colin Blakely and Andrea Romero on a draft update to the annual review process for faculty, and once completed, UHAP Chapters Three and Four will largely mirror one another. Brewer will defer to Hammer and Dysart to discuss in more detail. Email practices on campus are being looked at for people who are no longer employees. Retired faculty and staff currently have University email accounts, and there is an interest in moving new and existing retirees off Microsoft 365 to a Gmail account that has the same server properties but will not move previous files over from when they were employed. Issues surround people having access to information after employment that may be confidential in nature. If people come back to work for the University, previous email accounts can be reactivated. Emeritus faculty will keep the Microsoft 365 account and the opt-in to gmail supported UA email accounts option will be only for retirees. Changes are scheduled to take effect later in the spring semester or the end of the fiscal year. Ghosh suggests discussing changes with the Regents Professors group to get feedback, because losing email accounts for many who retire may not be enthusiastic about the change. Summers would like the committee to investigate DCC's and what kind of resources they need. Certain people leave the University for other reasons and still need to be connected, and will there be exceptions? Frumkin said that DCC's are a separate issue, and the driver of the change stems from a confluence of requirements coming from different areas; marketing, communication, legal, and the technology side is trying to solve these problems elegantly without being disruptive. An extensive communications plan is being worked on and there is no rush to implement the change. Hudson feels this looks like an easy way to separate people from their intellectual work when terminated. People will need assistance downloading work, and a sixty to ninety-day window would be optimal. Brewer said that forwarding is also a major issue, and one that needs to be addressed at some point.

IT Liaison – Jeremy Frumkin

Frumkin reported that there is effort moving forward called Wired Network Registration in response to a security audit. One component is to make sure the University knows what is on the network and it remains secure. The effort is being pushed forward at a rapid pace and caused consternation by IT staff across the institution relative to the amount of effort to comply with the audit. Phase one has been completed, but more communication will be forthcoming. Dudas said that all three in-state Universities were subject to the audit mandated by the State Auditor General. Frumkin said the research community will be affected, because now they will no longer be able to buy and set up their own equipment. It will be mandatory they work through IT support for connectivity to the network due to security and oversight. Ghosh asked how long before University laptops versus personal laptops that should be used for other purposes. Frumkin responded that security is being put in place where it's most needed on the business side, but it doesn't mean you don't have a choice of the machine used for business. One platform is not compatible with different University business models.

SPBAC – Sabrina Helm and Barry Brummund

Helm reported that the upcoming SPBAC meeting will be dedicated to the auxiliaries and Athletics review. GFFAC is also invited to the meeting.

Graduate Council – Ron Hammer

Hammer reported that the will be meeting on Friday. Dean of the Graduate College, Andrew Carnie, distributed a report funded by the National Science Foundation (NSF) and produced by faculty at the University of Montana on graduate student well-being during COVID-19, and of the 3500 students

across different institutions surveyed one-third have symptoms associated with PTSD, and around the same percentage expressed symptoms of anxiety and depression. This age group will be most affected by these disorders for an ongoing period of time throughout their lifetimes. The NSF's rapid study does not endorse anything with the report. Hammer will provide the link for committee members.

Provost – Liesl Folks

Folks reported that she is working with deans to come up with the representatives of the colleges to serve on the new undergraduate and graduate versions of CAAC. Folks prefers one representative assigned to each Council because of differing priorities and issues of concern. The Constitution and Bylaws will be revised to reflect the new structure. Folks confirmed that the reorganization of the Undergraduate Education office is underway. Ghosh asked how enrollment looks for the upcoming semester, and Folks didn't have the numbers for total enrollment. New enrollment is strong, and year over year is elevated. Neumann asked about the accommodation policy for COVID-19. Students have up to six days leniency without documentation, and problems have arisen on days major assignments are due at the end of a five-day period. Is the policy continuing into the spring semester? Folks responded the policy will continue while in pandemic mode. Neumann said he sees similar issues with the WiFi issue and timely submission of assignments or taking exams. Perhaps the Dean of Students can tighten the loop. Folks responded that the Pandemic Academic Coordination Committee is working on language to deal with the issue.

Undergraduate Council – Neel Ghosh

Ghosh reported that in addition to the Undergraduate Minor in Pacific American Studies, a number of other proposals have been approved for Faculty Senate approval. A new policy will allow majors, minors and certificates with minimal changes of 20% an easier approval process. Summers stated that online courses do not share the same faculty approval process. Ghosh responded that the original problem is there was a lack of expertise of what an online degree should look like. If a group could be identified with that expertise, it would be helpful for oversight. Folks said that through normal course approval, pedagogical methods are not looked at, only content of the curriculum. Online delivery should require a different assessment protocol. Summers said that many programs that are turned into online programs have different resources, revenue, faculty, and students, and need to be reviewed. Ghosh said it's not clear if the colleges are reviewing online programs, but that it would be prudent to have a body at the University level undertake a review. Summers said that many faculty affiliates teach classes of this nature at ASU and the drop out rate is high, and the metrics for success are very different than face-to-face classes. Curry said the UArizona Online oversees all online courses and are rigorous with regulations. UArizona online has helped tremendously and all online programs should be overseen by that entity. Summers will talk to Associate Vice Provost for UArizona Online, Melody Buckner. Folks said the online team led by Craig Wilson is very determined to make sure UArizona's quality standard stays very high with UArizona Online because we currently rank #11 in the country for online curriculum and continue to maintain that ranking.

C11 – Javier Durán

No report.

APAC/CSC – Jennifer Lawrence

Lawrence stressed the importance of testing and the employer providing a safe work environment. The University Staff Awards for Excellence nominations are open and hopes everyone considers nominating staff and Appointed Professionals who have been doing great work over the last year. Anyone interested in judging can send her an email.

ASUA – Tara Singleton

Singleton requested that she be alerted if any students on any of the committees step down due to scheduling conflicts so she can appoint replacements.

GPSC – Shilpita Sen

Sen reported that GPSC held its Grab and Go Breakfast this week as part of Wellness Week for finals. GPSC is looking for additional support to provide meals to students prior to the holiday break since the Campus Pantry will be closed. Currently, there is only enough support for 150 meals and is asking for donations. If feedback is needed pertaining to students on any committees, advance notice is preferred to staff the committees with students.

RPC – Paul Gordon

Gordon was absent.

APPC – Ron Hammer and Tessa Dysart

Dysart reported that the committee met last week to review the Annual Review Policy. Hammer will deliver the feedback to the Office of General Counsel prior to the suggestions moving to Faculty Senate for approval. Details are still being worked out, but Hammer feels the committee has decided on a good process for simplification. Dysart said that all colleges are different, and it's difficult to find a "one size fits all" solution.

SAPC – Diane Ohala

Ohala shared that the student support services link has been added to the main UArizona home page. Ohala thanked Provost Folks for her assistance.

Committee for Diversity, Equity and Inclusion – Stephanie Troutman

Troutman was absent.

Other business

There was no other business.

Review agenda for the January 24, 2021 Faculty Senate Meeting

The item was deferred.

Adjournment

With no further business, the meeting was adjourned at 5:00 p.m.

Recorded and transcribed by Jane Cherry