

**The University of Arizona®**  
**Faculty Senate Executive Committee**  
**1216 E. Mabel St. (PO Box 210456)**  
**621.1342**  
**facultycenter@email.arizona.edu**  
**Minutes: February 14, 2022**  
**3:00-5:00 p.m.**  
**VIA ZOOM**  
<https://arizona.zoom.us/j/9503583576>

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

Absent: J Curry, D Ohala, and R Tsosie

Guests: J Frumkin

**Call to Order**

Chair Hingle called the meeting to order at 3:10 p.m. Committee members discussed parliamentary procedures for ending lengthy Faculty Senate meetings, discussing business with the absence of a quorum, and proper handling of motions.

**Approval of the Agenda**

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

**Approval of the Minutes of January 24, 2022 and November 15, 2021**

Approval of the minutes of January 24, 2022 and November 15, 2021 was deferred.

**UPDATES**

**Committee of Eleven – Wolfgang Fink**

Fink reported that the committee will be meeting with President Robbins and Vice Provost for Faculty Affairs, Andrea Romero this semester to discuss academic freedom issues, and streamlining the annual performance review process of deans and department heads. Romero is working diligently on the Chicago Principles to anchor them to the University via UHAP. The committee has decided to avoid all aspects of the UAGC discussions since there are other constituencies that are better structured to handle the matter.

**President of the University – Jon Dudas**

Dudas reported that ABOR met the previous week and discussed COVID issues and some Regents expressed concern about ramping down masking recommendations. UArizona's stance is flexible rules are in place that allow campus to adjust to the circumstances at hand. Fink remarked that he is hopeful that leadership will continue to maintain the status quo with masking until the end of the semester because many faculty have to teach in-person classes. Dudas replied that UArizona was successful at pushing back at ABOR who was in favor of changing the rules that would limit our campus from enforcing mask requirements. A relaxation of requirements has not been imposed. Although the Omicron variant is dropping quickly, the level of positive cases still warrants to err on the side of caution. Folks added that the future remains a little uncertain and the political sands are shifting quickly. In discussion with the other PAC 12 Provosts, they are all deep in planning letting go of mask mandates, even where they existed. Getting to the end of the semester remains an open question given that politics could move quickly. Folks applauds the effort that Dudas pointed to, which is the decision-making authority for the Universities.

**Provost – Liesl Folks**

Folks reported that less than twenty students are in isolation for COVID out of the 288 beds available. UArizona's positivity rate is down to 2%, but remains high across Pima County reflecting a large unvaccinated population. A Mentor Institute has been launched to get practical training out to more junior faculty, Post Docs, and graduate faculty. One hundred eight faculty signed up for the first round, which was a very enthusiastic response. The goal is to build institutional strength for career success. Proctored, rapid antigen tests have been brought in to be used by faculty to reenter the United States when traveling. Candidates for hiring and visiting Ph.D. students are not able to use the University's infrastructure, therefore the proctored tests were utilized. The Provost's Investment Fund has ended, with

seventy-five proposals received, and a smaller number from the usual 100. Thirteen out of the seventy-five were funded for \$1.5M total over a two-year period. Some were routed out to the HIS funding pool that was left from the Federal CARES Act allocation. Dysart asked about no masking requirements down the road and significant ways for faculty/students with health concerns to teach in person if students are unmasked. Will this be the avenue Department Heads will use to move classes online? Folks responded that this subject hasn't been discussed with the Pandemic Academic Coordination Committee (PACC), but now that KN95's are being worn across campus, the triple-vaccinated individual has a substantive degree of protection for most situations with a miniscule risk profile. Going forward, there will always be an at-risk population in the community. Summers suggested having a push for testing after spring break, even though the University cannot require testing, can faculty help distribute take-home tests to students in the classroom to help push students to get tested. Folks said that is a great idea, and also favors testing before and after spring break. Casey asked if there would be any more updates were planned for the employee vaccine requirement page. Folks replied that the legislative system has spoken and is not favorable of the message.

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

Summers said she sent out a petition for General Faculty to sign, based on the legislation that campuses should not have control over who can bring authorized concealed weapons on campus. Since then, the House has created SB1123, which passed on its Judiciary Committee and it's unclear when this issue will surface for a vote. The deadline to sign the petition is this Friday, and it will be sent to ABOR and all respective offices. Summers attended ABOR and attended the Arizona Faculties Council meeting. Northern Arizona University is piloting a new admissions standard for a small group of students who can be admitted without a fourth-year high school math requirement or a language requirement because the admission standards currently for all three in-state Universities do not match the ability of all Arizona high schools to produce students who are ready for a four-year degree. The pilot will be interesting to see how it serves students who may be interested in the STEM related majors without that fourth-year requirement. Hingle asked if foundational math would be proposed to supplement math courses. Summers said they are going to have to meet the needs of the students in order to meet the needs of the requisites necessary for the major. Not all majors will require the fourth year of math in order to be successful. Fink said that he has noticed a decline in math capabilities in the last ten years, and lowering the math standards is not the answer. From a class perspective, how would that work with entry criteria to be dependent on the major the student chooses or would this change be across the board? Summers thinks it would be across the board because students are allowed to switch majors. Problems arise when it comes to requisite knowledge, but high schools cannot get enough students to take four years of math before they graduate. There is no requirement to take four years of math to get a high school degree in Arizona. Other states do a better job of preparing high school students for college than Arizona does, and the University has to fill in the gaps where K-12 can't meet those needs. More resources will be needed in order to carry this out for students to be able to have the requisite math classes taken in college instead of high school. The major question is where is the funding going to come from to help support the students to be successful. ABOR agrees that the University will have to come up with a plan with the change to admissions standards. The pilot at NAU will determine how much money and resources are needed. Hingle remarked how disappointing this sounds because with trying to fix the problem with K-12, it's up to the state to invest appropriately instead of having the Universities figure this out. Stegeman was under the impression that this was not a pilot program, but only specific to NAU. Summers said that possibly NAU will be the school to change admissions standards and be easier to enroll in, but the other two Universities may not adopt this change. Admissions are currently delicate because the University is dependent on out-of-state students for tuition revenue, but in-state student enrollment could definitely be increased. Folks doesn't believe NAU has the resources to provide extra care to this student population because they're struggling financially. Studies show when a student doesn't have the higher-level math requirement, they don't perform as well at UArizona and the University has been clear on this. UArizona's data shows that there is nothing that will compel it to move in this direction because doing so would harm the University in terms of retention and completion. No in-state student is barred from coming to UArizona if they are qualified. The out-of-state and international students' tuitions make up for the low tuition offered to in-state students. Dudas added that the average Arizona resident received a 73% discount from the regular cost of tuition.

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

No report.

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

Helm reported that last meeting, Brummund gave a presentation on Higher Education Expenditure Benchmarking, and recommends it be shared with the committee. A UAGC update was provided, and the upcoming March 16, 2022 meeting will have UAGC President, Paul Pastorek in attendance. Committee members will be compiling pertinent questions for a Q & A discussion. SPBAC discovered that UAGC does not have a Chief Financial Officer, and asked Folks if she could recommend someone with UAGC that could partake in the upcoming discussion. AIB and its relation to graduate students will be discussed at the next meeting on February 16, 2022. Brummund added that in addition to Romero's presentation on Faculty, an upcoming presentation will be made on University Staff. The spring agenda is full, but the committee is prioritizing AIB and UAGC discussions this semester in light of their importance to the University.

#### **APPC – Tessa Dysart**

Dysart reported that the committee has been considering matters with the grievance language in both UHAP Chapter 6, and the Faculty Bylaws. UHAP revisions are scheduled to be presented to Faculty Senate at its March 2020 meeting. The Faculty Bylaws' obstacle is whether or not CAFT hearings can automatically be open if a grievant specifically makes the request for an open hearing. Currently, all parties must agree, but the language in the Bylaws is misleading and egregious and has been a source of contention. Perhaps a Faculty Senate agreement can be made before the next General Faculty election. The committee is also reviewing the Conflict of Interest policy language and will devise FAQ's explaining the policy while changes are being articulated with Research, Innovation, and Impact.

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

Brewer discussed the problems concerning the data in UAccess underlying the Faculty Census and the current General Faculty election. A number of faculty were dropped from the census following a recent title change and subsequently, were never notified of the election via the General Faculty listserv. Former Secretary of the Faculty Fountain notified Brewer she hadn't received a notice to declare or vote in the ongoing spring election. Brewer is working with Workforce Systems to try to locate all faculty who may have been affected. Brewer believes they have identified the issue (which was with UAccess and how units wrongly input data rather than the Census report itself) and also those faculty who were excluded. Casey asked about a forensic audit of the election results. Brummund replied that he is confident that if one is required, his office will provide any external auditor all appropriate information that is fully available to confirm results.

#### **IT Liaison – Jeremy Frumkin**

Brummund talked about the UITS employee shortage. Private sectors are offering two-to- three times the salaries that UArizona is willing to provide. Strong efforts are being made to recruit staff to address the shortages with many UITS positions.

#### **Graduate Council – Ron Hammer**

No report for committee business, but mentioned the change of name for the Norton School of Family and Consumer Sciences to the School of Human Ecology.

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

Bolger introduced two minors, UG Minor JEDI and UG Minor Future Earth Resilience to move forward on the Consent agenda for the March 14, 2022 Faculty Senate meeting. Bolger mentioned the BGS Transfer Credit being postponed from the last Faculty Senate meeting, but is hopeful it is passed at the next meeting. Summers added that according to ABOR policy, number of transfer credits allowed does not have to be approved by UGC or Faculty Senate. The proposal was heard by ABOR's Academic Affairs and Educational Attainment Committee, but requested more information before consideration. Due to the impact on curriculum, Summers feels that the University's shared governance entities would benefit from reviewing curriculum proposals and make this recommendation to ABOR.

#### **University Staff Council – Jennifer Lawrence**

Lawrence reported that the Council has been active in the last month, and had over eighty attendees at its last meeting, which is higher than usual since the onset of the pandemic. An *ad hoc* group has been formed to look at work arrangements staff would like and how different arrangements impact staff. NAU made a statement that they are a hybrid-friendly organization and many staff would like to see similar opportunities for flexible work arrangements that could involve both hybrid and remote work, and flexible schedules that are more elaborately defined. Salary compression is another topic of concern, since new hires are receiving the same salaries as people who have been at UArizona for many years. The Council met with the Provost's Office today to look at organizational structure and support mechanisms for the Council itself. Vacant positions have increased the workload on the employees who remain at the University. Hingle said that the mindset of some administrators alludes to not allowing flexibility for employees because they feel employees only perform their work when working on site rather than remotely. From experiences working through the pandemic, this assumption is not accurate. Lawrence said that work schedules need to be defined more accurately because employees have an 8:00 to 5:00 schedule, but end up answering emails in the evening and over weekends.

#### **ASUA – Kyle Kline**

No report.

#### **GPSC – Shilpita Sen**

No report.

#### **RPC – Paul Gordon**

No report.

### **SAPC – Cheryl Casey**

Casey reported that one of the topics the committee discussed was potential impact of the integration of UAGC and how that would impact committee's work. Will the committee be including UAGC and Micro-campus students in addition to the student population who are enrolled traditionally. Committee member, Associate Dean of Students, Dr. Sylvester Gaskin, had the same question. Gaskin relayed a story of a UAGC student who called a college insisting they were a UArizona student, and after many resources being exhausted, the miscommunication was rectified. Committee members discussed the Inflation in parking costs. Parking on campus after 5:00 p.m. used to be free, but apparently that changed over the summer to after 9:00 p.m. Students who were parking on campus for evening courses were surprised to learn of the change. The committee confidentially discussed a new course material program that the BookStore is rolling out, but is not at liberty to give more details. Lawrence asked why staff or students who take evening courses should be exempt from paying a proportionate amount of parking costs. Casey said that the frustration was based on the change not being announced in advance so people were not prepared when the change took place.

### **Review agenda for the March 14, 2022 Faculty Senate meeting**

Hingle moved to add another meeting on February 28, 2022 closer to the Senate meeting. If no new developments arise, the meeting can be canceled. Motion was seconded and passed. The March 14, 2022 Faculty Senate agenda was shared and attention was given to the items postponed from the previous meeting. Time allotments were assigned for each item. Brewer asked to set a time limit for the meeting to be worked into the Approval of the Agenda item at the beginning of the meeting. Stegeman confirmed that a 2/3 vote has to be reached for it to pass. Committee members discussed the eleven motions presented by Senator Hudson from the previous meeting, and what is needed is more clarity from a defining document to alleviate extended discussion. Hingle will ask Hudson for her document a week prior to the meeting in order to know what is being requested ahead of time and give Senators time to review what they are voting on. The agenda was approved by unanimous vote.

### **Adjournment**

There being no further business, the meeting was adjourned at 5:10 p.m.

Recorded and transcribed by Jane Cherry