

The University of Arizona®
Faculty Senate Executive Committee
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Minutes: March 15, 2021

3:00-5:00 p.m.

VIA ZOOM

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

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

Absent: P Gordon, J Summers (sabbatical), and S Troutman

Guests: J Curry, J Frumkin, C Ramirez, and A Underwood

Call to Order

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

Approval of the Minutes of February 15, 2021

The minutes of February 15, 2021 were approved.

UPDATES

Update on Data Collection: Sex, Gender, Pronouns – Celina Ramirez and Alex Underwood

Ramirez opened by explaining the difference between the different terms. Sex is the category of male/female and/or intersex that a person is assigned by a medical professional at birth based on anatomy, chromosomes, and hormones. Gender Identity is one's internal sense of being male, female, neither, both, or another. Sexual orientation is the identity, expression, and sex to which a person is sexually attracted. Transgender is an umbrella term for people whose gender differs from the sex they were assigned at birth. Pronouns are the language people use to refer to themselves and which others should use to refer to them. A Task Force with a variety of stakeholders was implemented and workgroups were assigned to target expertise in the student, employment, legal, and privacy sectors. The Task Force completed internal and external benchmarking research, formed four working groups with defined scope/charge; finalized sex, gender, and pronoun response options; created privacy notices for students and employees; launched (in August 2020) the undergraduate application with updated sex, gender, and pronoun questions; and finalized data syncing decisions. New hire options were launches in January 2021. Previously, there were only two options for reporting sex, and no accurate alternate option for others to choose from. Another challenge is the designated sex at birth when the person later identifies with another sex. UArizona is required to collect information in order to comply with mandatory federal reporting obligations. Any University employee or a student receiving federal student

assistance and/or federal Pell Grant, UArizona's sex designation must match the sex designation on file with the Social Security Office. For international students, the sex designation must match the sex designation on the passport. Staff members involved in complying with federal reporting requirements will have access to sex data in a deidentified aggregate form, in addition to personnel with a demonstrated educational need to know. Sex data will be used to comply with mandatory federal reporting obligations including, but not limited to, the Integrated Postsecondary Education Data System (IPEDS), student employment records, and the administration of federal financial aid. Additionally, should an equity issue be identified in the aggregate data, executive-level leadership may perform further analysis at the personal record-level for the limited purpose of addressing the issue. The previous gender identity collection method on the undergraduate application was an open field that didn't lodge information into the system. Employee New Hire forms excluded this question. The new collection method recommended by LGBTQ Affairs offers ten different options to choose from that is recorded for analysis trends. Employees and students will soon be able to update their gender identity information in UAccess, and an announcement to that effect will be forthcoming. The Gender Identity privacy notice states that information collected may be used to analyze it in the aggregate to understand outcomes, and the information will be kept private for educational purposes. Previously, UArizona did not ask employees for pronouns, and created a way for students to add pronouns in self-service UAccess. Pronouns have been added to the undergraduate application with a very high response rate. The privacy notice for pronouns lets students and employees know that the pronouns will be visible in UArizona systems in order to properly address the person, and to opt out if they so choose. The student response rate shows only 1.27% prefer not to answer gender or identity questions. Underwood discussed the goals the Task Force has for 2021. These include aligning policies with campus values and provide structure and support necessary to implement restricted access to confidential information. System updates are continually monitored to ensure that students and employees have access to updating their information. Ghosh asked how this information is updated by employees. Ramirez explained that UAccess has a portal tile "personal information" where employees can go in and add or delete their personal information. An email to campus will be forthcoming for existing students and employees. Lawrence asked about shared information and levels of permission through Analytics for reporting. Ramirez replied that one of the Working Groups is addressing that issue, and information on sex will be more restrictive than gender identity and pronouns. All information will be available for analysis and research for those with permissive access.

Update on the change to the academic calendar

Underwood discussed the change to the academic calendar that will be forthcoming to Faculty Senate for a vote at the May 2021 meeting. The fall 2021 term will begin on a Wednesday to support Extended Orientation for undergraduates and other onboarding activities for graduate students. A fall break period will be created to prepare for finals. The summer term will be right-sized with overlap created to consolidate sessions, which will shorten the sixteen-week summer term allowing for a fall break. Currently, the sixteen-week summer session is longer than any other institution, and prior to 2016, UArizona's was thirteen weeks in duration. The majority of AAU schools have an eleven-to-thirteen-week summer session, with twelve weeks being the most common. The proposed change will commence May 2022 for the new academic calendar. Dysart said that the College of Law usually has a short fall break in October, and doesn't see a fall break three weeks before the semester ends very helpful for students or allow catch-up time for faculty. Will all colleges be bound by this? The current length of summer session allows for the law school to offer two sessions, and allows students to experience two summer internships. Underwood responded that the original proposal had two days in October for fall break, but the concern was throwing off the cycle for lab-based courses. Dysart asked that if this calendar change speaks to the undergraduate population, can the law school do what it has been doing with its schedule by starting a week earlier in the semester? Folks said that this change will

be shared by graduate students as well as undergraduate students. Underwood said that the law school will start two days earlier than the rest of campus. The classes in the JD and MIS programs that are shared by graduate students should be able to find a time for a break, and the only alternative is lengthening the semester. The shortening of summer session is more of a compliance and operational efficiency need. Hingle asked Underwood if he planned to prepare a document to demonstrate how the teaching days will remain the same, and if he had brought the academic calendars changes to any other groups for input. Ohala thinks that Urquidez's Extended Orientation piece is the key to the calendar change, and should show the benefits of the domino effect to everyone involved on campus. It is important to get the buy-in from faculty as to why the change in schedule, and its massive ripple effects, will have its benefits. Neumann said that he provides a Master's orientation a week early and no schedule changes are necessary. The calendar change looks like a separate issue from what Urquidez is proposing. Folks responded that what is acceptable for Master's students is not acceptable for first-year students with financial aid. The winter session draws the lowest net tuition revenue than any other session. Folks asked if possibly doing away with it completely in order to add breaks would be something to consider. Dysart said that Helm accurately pointed out that winter break is usually a preparation time for spring semester, depending on the summative assessment in the class. Dysart's students write a paper and doesn't grade a final exam. Ghosh suggested to have a two-year calendar so people who teach fall and spring semesters know when the dates start and end, with the October break highlighted. Too much detail is being put on summer session, and the majority of faculty do not teach summer or winter sessions. Underwood said he would map out the remaining years once the organizing principle was agreed upon.

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

Dudas reported that out of 9,000 COVID-19 tests last week, there were seventeen positives, or a .19%. As of Sunday, 64,000 vaccines have been administered. Approximately 19% of vaccinated the population is unidentified, and 19% are identified as Hispanic. UArizona is the only POD facility that has walk-up vaccinations to accommodate public transportation; all others are drive-through only. UArizona's POD has Spanish translation capability, and is working with Disability Resource Center to make sure its facility is compliant with hearing and sight disabilities. As of March 22, 2021, UArizona will be a state POD facility. Two bills passed in the State Legislature. \$85M can be used until 2023 for UArizona, and \$43M is a direct pass-through to students. An additional \$42M is intended for the next few years. Ghosh asked if there are constraints on the \$85M and what it can be used for. Folks responded that half the money will flow to the students, and the University has until September 2023 to expend the remaining monies, which means that operating units can get through 2021 with survivable operational monies with savings from the furloughs plus previous tranches of money. FY 2022 is looking extremely tough because of significant revenue holes, and the University will likely see more federal support. As the economy starts growing, having the flexibility to use this money through 2022 to support the institution and will be very valuable to support the students through this period. Previous tranches of monies were not allowed to help students with tuition debt, but believe that the Department of Education will allow the use of this new money to help students who are struggling to pay tuition. Hudson asked if there were details on how the first CARES Act monies were spent. Folks said three different tranches of monies were received, and will look to CFO Rulney for a breakdown.

Provost – Liesl Folks

Folks reported that campus is gearing up to move into Phase III instruction in two weeks on the basis of extraordinarily low infection rates on campus and in Pima County. Fingers crossed that this good trend continues and Folks will be thrilled to see the data coming out of UArizona's own research and how effectively the vaccines combat the new variants. Planning for fall, Folks said that expectation is to be

back to somewhat normal operations considering all faculty, staff, and students who are willing have been vaccinated at that time. There is a lot of discussion of what reentry will look like in the fall, and different work groups on campus realize that much of the University's work can continue remotely. Gordon asked if it was his responsibility to collect and submit forms from students who are participating in his class via Zoom. Folks responded that students have been asked to submit the form themselves. Folks also suggested looking at the ways faculty are supporting students who are learning remotely by virtual means, whether it be by posting a video of the class to view later or holding virtual office hours. Dysart asked about the testing requirement for students who choose not to get vaccinated. Folks responded that UArizona is waiting for Centers For Disease Control and Department of Labor guidance on what is appropriate in workplaces. Brewer asked about expected revenue gaps in 2022. Folks responded that the biggest gaping hole is international students not being able to come back into the country. The last estimate was approximately \$44M. Fewer Arizona students are applying at all three in-state Universities, and a large chunk of revenue is tied to the Arizona students who are not subsidized or high merit. Many K-12 students have disappeared out of the system since the pandemic, with a large number of high school students who have seemed to walk away out of the system. Lawrence asked about staff who have been vaccinated but members of their households have not been vaccinated, and what steps for reentry will be needed for that population. Updating the website and doing away with furlough information would be helpful. Folks said that accommodations are still be accepted. Staff are asked to work with management or Human Resources if they are not getting the support they need. No rules are changing about face coverings or distancing in the workplace.

APPC – Ron Hammer and Tessa Dysart

Dysart reported that the committee met last week to review a couple of items. The first being the annual review process being modified and the committee had concerns about the confidentiality of the committee's decision to the faculty member. Neumann spoke to the committee about the Career Track faculty title changes and will report to Faculty Senate on March 1, 2021.

Secretary of the Faculty – Michael Brewer

Brewer discussed the upcoming Constitution and Bylaws changes that will be pending Faculty Senate approval.

IT Liasion – Jeremy Frumkin

No report.

SPBAC – Sabrina Helm and Barry Brummund

No report.

Graduate Council – Ron Hammer

No report.

APAC/CSC – Jennifer Lawrence

No report.

Vice Chair of the Faculty – Melanie Hingle

No report.

Chair of the Faculty – Jessica Summers

Summers in on sabbatical.

Undergraduate Council – Neel Ghosh

Ghosh reported that the BS in Medicine will be reviewed by the Council on March 16, 2021 and expects some contention with the discussion. Committee members discussed the Gen Ed Refresh and item on the Faculty Senate agenda, and Ghosh will secure a document explaining the new structure for approval.

SAPC – Diane Ohala

No report.

University-Wide General Education Committee – Joan Curry

No report.

C11 – Javier Durán

Duran said that the C11 Qualitative Report will be distributed to campus prior to the Faculty Senate meeting and will have time on the upcoming Faculty Senate agenda to field questions.

ASUA – Tara Singleton

No report.

GPSC – Shilpita Sen

No report.

RPC – Paul Gordon

No report.

Committee for Diversity, Equity and Inclusion – Stephanie Troutman

Troutman was absent.

Other business

Hingle talked about the concerns Hudson brought up at the last Faculty Senate meeting with the most recent elections. Hingle recapped Brummund's presentation on election security and anonymity. Hingle reported that election protocol will be publicly available on the Faculty Governance website for more transparency as soon as it's developed. Brewer added that the General Faculty voting population census will be available behind NetID. Hudson proposed three motions from the past Faculty Senate meeting; to release all vote counts for each candidate for each seat, to switch the election process from Qualtrics to a paper ballot system, and implement a procedures manual for elections that is publicly available. Committee members weighed in on the proposal for paper ballots. Hudson's first suggestion will be voted on in the upcoming election in the Constitution and Bylaws revisions, and Hudson's third suggestion is currently being worked on with an election procedure webpage currently being developed. Committee members weighed in on the paper ballot suggestion, and the consensus among the committee members was that they were not in favor of regressing to a paper ballot system. The procedure is archaic, costly, and requires more man power than the Faculty Center currently has to support it. Brewer added that changing the voting system is not a Faculty Senate decision, but rather a decision of the General Faculty. Frumkin stated that there is no problem with the security of online voting when carried out properly, and properly making sure the mechanism is auditable and is a medium of efficiency under those requirements are the goals to work toward. Qualtrics software provides many options within its mechanism for "paper trailing" votes without the paper. Folks brought up the issue of releasing vote counts and the possibility of non-winning candidates feeling humiliated

because of low vote counts. Folks feels that this type of information could push people away from being actively involved in faculty governance processes. Brewer said that vote counts are available upon request to the Committee on Elections. The topic of paper ballots will be discussed at the May 2020 Faculty Senate meeting.

Review agenda for the April 5, 2021 Faculty Senate Meeting

The agenda was reviewed, titles for agenda items were finalized, and time allotments were assigned to each item.

Adjournment

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

Recorded and transcribed by Jane Cherry