

MINUTES FACULTY SENATE NOVEMBER 2, 2020

Once approved, these minutes may be accessed electronically at:

<http://arizona.openrepository.com/arizona/handle/10150/107812>

Visit the faculty governance webpage at:

<http://facultygovernance.arizona.edu/>

1. **CALL TO ORDER**

Presiding Officer of the Faculty Senate, Melanie Hingle, called the Faculty Senate meeting to order at 3:00 p.m. via Zoom. Hingle reminded Faculty Senators that the Faculty Officers have every intention to stay within the two-hour time-frame. Hingle posted the electronic agenda in chat.

Present: Senators Acosta, Behrangi, Bourget, Brewer, Brummund, Castro, Colina, Cooley, Cuillier, Dial, Diroberto, Domin, Dong, Durán, Fink, Folks, Frey, Gephart, Gerald, Ghosh, Gordon, Goyal, Hammer, Hassan, Helm, Hildebrand, Hingle, Hudson, Hurh, Hymel, Knox, Lawrence, Leafgren, Lee, Little, McDonald, Milbauer, Murphy, Neumann, Ottusch, Pau, Provencher, Rafelski, Reimann Robbins, Rodrigues Rosenblatt, Roussas, Ruggill, Russell, Sen, Singleton, Slepian, Smith, Spece, Stone, Sulkowski, Summers, Valerdi, Vedantam, M. Witte, and R. Witte.

Absent: Senators Durand, Hiller, Min Simpkins, and Oxnam.

2. ***ACTION ITEM: APPROVAL OF THE MINUTES OF OCTOBER 5, 2020 (WILL BE APPROVED VIA QUALTRICS SURVEY AT THE CONCLUSION OF THE MEETING)**

The minutes of October 5, 2020 were approved via Qualtrics survey. M. Witte mentioned the tabling of McDonald's motion at the October 5, 2020 Faculty Senate meeting. Witte said that she tabled discussion on the topic, but the minutes reflected only that a motion to table the meeting had been made; it had not been voted on and received the required majority vote to table it. As such, a vote was not required to discuss and vote upon it. Secondly, Witte again suggested that Senate should vote by raised hand rather than through Qualtrics, thus ensuring only Faculty Senators present at the meeting vote instead of non-attendees. Hingle said no consensus was reached on the manner of voting, although the matter has been discussed. Hingle mentioned the need for a Parliamentarian, which has been absent from Faculty Senate for many years.

3. ***ACTION ITEM: CONSENT AGENDA: UNDERGRADUATE MINOR IN REAL ESTATE; UNDERGRADUATE MINOR IN CLIMATE CHANGE AND SOCIETY (WILL BE APPROVED VIA QUALTRICS SURVEY AT THE CONCLUSION OF THE MEETING)**

Seconded [Motion 2020/21-19] Undergraduate Minor in Real Estate, and seconded [Motion 2020/21-20] Undergraduate Minor in Climate Change and Society carried, respectively, via Qualtrics survey and are detailed at the end of these minutes.

4. **OPEN SESSION: STATEMENTS AT THE PODIUM ON ANY TOPIC, LIMITED TO TWO MINUTES – MAXIMUM NUMBER OF SPEAKERS IS FOUR. NO DISCUSSION IS PERMITTED, AND NO VOTES WILL BE TAKEN.**

Senator Singleton, ASUA President, spoke to Faculty Senate about outsourcing the UArizona BookStore, and ASUA's long-standing relationship and its ability to serve the student population. Beyond ASUA's partnership with the BookStore, there are a vast number of other ways that students benefit from having an in-house bookstore. Student success far outweighs the financial benefit for outsourcing the BookStore, and Singleton would like Faculty Senators to keep an open mind and listen to the upcoming presentation at today's meeting. The impact outsourcing would have on students is not made up or falsified. Singleton speaks firsthand that the relationship the BookStore has with many units is directly linked to student success, retention and the ability to learn. Many issues Singleton and her counterparts have experienced surround faculty-centric issues, particularly the conversation surrounding the furlough program. Students recognize that faculty morale and well-being have a direct impact on students and the campus community. Students have been supportive of faculty's conversations, and we, as students, ask that Faculty Senate share that same dedication and understanding to the issues presented today.

Senator M. Witte addressed the Faculty Senate. Witte suggested that Faculty Senate focus on the Office of Research, Innovation, and Impact (RII), a major cost center involving more than \$700M annually. Senior Vice President Cantwell has been invited to this Faculty Senate meeting (and also subsequent monthly meetings) to provide an update, and to question and answer on the annual budget, and retrospectively for prior unreported years for all income sources and

expenditures by category, along with how and if shared governance has participated in oversight and decision-making. Since 2018, the Research Policy Committee (RPC) has been looking into a microcosm of RII reflected in the shared instrument cores regarding faculty participation in direction and governance and the financial status and sustainability of the cores. In Spring 2019, a shared governance model based on cores at other universities was presented by the RPC to RII along with a repeat request for past annual financial performance of each core, information that has not been provided – only a future projection. This public information on usage is easily collected from an iLab app placed on each core instrument. The RPC shared governance model has met with resistance, but not an alternative from RII. RPC Chair, Paul Gordon will report under New Business that RPC expects to provide their Model for review by Faculty Senate with discussion and possible action in January.

5. INFORMATION AND DISCUSSION ITEM: REPORTS FROM THE PRESIDENT, PROVOST, FACULTY OFFICERS, ASUA, GPSC, GFFAC, GLOBAL CAMPUS SENATE ADVISORY COMMITTEE, APAC, CSC, RPC, APPC, SACP, DEI, UNDERGRADUATE COUNCIL, GRADUATE COUNCIL

M. Witte asked a question regarding information on compensation received by the Faculty Officers and SPBAC co-chairs. Witte feels this is public information and compensation information should be disclosed prior to University elections, since some nominees may wish to defer compensation as a possible conflict of interest. Bourget asked about the Graduate Faculty Policy being a University Policy and not requiring shared governance approval. Bourget mentioned that academic policies related to courses and instruction require Faculty Senate approval, and feels this policy qualifies since graduate faculty are directly related to instruction and should follow the same shared governance processes. Hammer responded that the involvement of shared governance is essentially the statement of graduate faculty status, the creation of a new status of graduate faculty, which is 3.01.04 in UHAP policy. The statement says that members of graduate faculty have special privileges and obligations, membership is automatically granted to tenured and tenure-track faculty, continuing status and other eligible faculty. The Graduate College, in coordination with the programs, oversees the criteria. More importantly, the criteria for who will be a member of the graduate faculty is up to the individual programs and is no longer managed by administration or the Graduate College. An additional policy is referred to in the Graduate Faculty statement, and that is a Graduate College policy on the process of appointment/reappointment, responsibilities, performance and remediation of poor performance. The latter was discussed in Faculty Senate on November 4, 2019. No vote was taken as it was an informational item coming from the Graduate Council. Changes were made based on Faculty Senate feedback. Bourget emphasizes that once a policy is revised, as a courtesy, it should be brought back for Faculty Senate review. Anything relating to instruction and who gets assigned to teach graduate courses, certainly relates to instruction and should follow shared governance guidelines. Faculty Senate should be involved in all academic policy design and approval and not set a precedent of staying silent. Hammer responded that the Office of General Council (OGC), and OGC determined that the process followed was appropriate for the statement or definition of graduate faculty, differing from the Graduate College policy. Hammer feels it perfectly appropriate to raise the issue of whether or not that is in fact an academic policy and offered to provide further investigation. Bourget asked if being a graduate faculty member will be listed on contracts, and Hammer said that, to his understanding, it will be noted in the directory and a component of the appointment. Hammer also stated that approval of University policies is the thirty-day open comment period. Five pages of comments were received and responses were issued. Bourget asked about the discussion pertaining to the mechanism for graduate students' grievances and if anything has been implemented. Hammer responded that nothing is listed in the Graduate College policy, nor in the Graduate Faculty statement. Hudson asked what is the process and who initiates revisions to UHAP. Hammer responded that any entity can be a sponsor for creating or revising UHAP or University policy. Hammer posted the procedure in chat, and said that within the procedure is the mechanism for changing academic policies, which differs from the aforementioned policy. Bourget registered her opposition to the process, since the Graduate Faculty Statement is linked to instruction and bypasses shared governance oversight. Colina stated that potential problems may arise for departments because there is nothing written in the policy to allow departments to consider graduate faculty's qualifications and qualifications are overseen by the Graduate College. Hammer agreed to bring the concerns back to Graduate Council and possibly have the policy revised if the concerns aren't already addressed in the policy.

6. INFORMATION ITEM: RE-ENTRY TASK FORCE UPDATE – VICE PRESIDENT FOR UNIVERSITY INITIATIVES, CELINA RAMIREZ, AND ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGMEENT, CHRISTOPHER KOPACH

Ramirez opened by giving a brief overview of the current structure for COVID-19 related problem solving, planning, and decision-making. Three primary committees make up the Incident Command System (ICS), chaired by Kopach; the Pandemic Academic Committee (PAC), the Public Health Advisory COVID Team (PHACT), and the COVID Response Team (CRT), and representatives from each committee are present today. PHACT's roles include advising the President of the University, ICS, CRT, and PAC on the best public health practices including advisement on testing allocation and responses driven by public health metrics. Co-chair of PAC, Robert Stephan, explained that PAC's role is to review and develop proposals regarding academic matters with COVID-19 implications, which are reviewed by

ICS and approved by the President of the University. PAC works with the Office of Instructional Assessment, Disability Resource Center, advising, and the Registrar on anything related to classroom instruction, with heavy emphasis on instructor involvement. The goal for the spring semester is to continue with what is prescribed for the fall semester with in-person instruction with no more than fifty individuals in a classroom. Things may change over the winter months, and adjustments will be made according to data received. The CRT is the operational, service delivery part of the ICS handling the non-academic matters of the University. Two sub-committees of CRT handle events and internal club sports activities. Kopach informed Faculty Senate that formerly he was a member of ICS under the direction of Dr. Richard Carmona, and after the ICS was moved in-house, Kopach was appointed Commander of the ICS. The foremost concern is to keep the campus community safe and healthy. Facilities Management team members have been trained in COVID-19 clean up and isolation procedures. Kopach has listened to the campus community and attended numerous presentations to ensure that 12M square feet of the University campus is a safe environment for everyone. Facilities Management has installed 1,898 sneeze guards, installed signage on 100 buildings, installed 1,530 wall-mounted hand sanitizers, 2,350 touch-free paper towel dispensers, and 1,310 toilet seat covers. Over thirty proposals have been submitted and are being looked at from a safety standpoint. Hudson asked where the budget for ICS safeguards comes from. Kopach replied that \$15M in PPE has come from Facilities Management, and the Federal and State funds through the CARES Act has assisted in funding. Robbins responded that \$20M is being tracked by the CFO and CARES Act monies are being applied where deficits exist.

7. INFORMATION ITEM: UPDATE ON BOOKSTORE AND TEXTBOOK ADOPTION – SENATOR CHERYL CUILIER, ASSOCIATE VICE PRESIDENT FOR AUXILIARY SERVICES, DEBBY SHIVELY, AND ASSISTANT DIRECTOR FOR UA ASSOCIATED STUDENT BOOKSTORES, CINDY HAWK

Cuillier opened by sharing survey data from another institution that is replicated across the United States related to the negative impact of high textbook costs. Data shows that 64.2% do not purchase the required textbook, 42.8% take fewer courses, 40.5% will not register for particular course, 22.9% drop a course, 18.1% withdraw from a course, and 17.2% fail a course. If students have day one access to free course materials, a large study at the University of Georgia found that outcomes improved for all students, particularly for Pell recipients and students from underrepresented groups. As Cuillier leads course material initiatives on campus for the Library, partnering with the BookStore and faculty allow for day one access for free-to-use and low-cost course materials. Outsourcing the BookStore would increase costs for students and disintegrate long-standing partnerships, undermine key aspects of the University Strategic Plan by hurting student success and retention, increasing student debt, and decreasing equity and access. One piece of the partnership is free-to-use eBooks. Working with faculty in the BookStore, the Libraries are able to provide hundreds of courses per semester, but the Libraries' ability to do hinges on two critical things: 1) Faculty submitting their textbook options to the BookStore, and 2) The BookStore sharing textbook lists with the Library and Library colleagues across the country. Outsourced stores often refuse to share data. Through combined efforts, the BookStore and Library have saved Arizona students more than \$32M since FY13. The BookStore accounts for the majority of savings through inclusive access, rentals, used books, price matching, and student scholarships. The Library/BookStore partnership is truly a national model. Cuillier has spoken at conferences, and Hawk and Cuillier have co-presented at a national conference on how UArizona's unique collaboration benefits students, faculty, and the campus. As a result of this partnership, UArizona students consistently pay far less for course materials than the national average. In FY20, students paid an average of \$253 versus \$413, and the figures from the National Association of College Stores only include campus-owned bookstores; stores that have been outsourced to for-profit companies would be higher. Approximately 73% of course material purchases from UArizona BookStores were from students on financial aid. Most outsourced stores do not allow students to put course materials on their Bursar accounts or use financial aid to pay for course materials. The UArizona BookStore allows both these options for students. The Library would like to see student spending drop even more, and working with colleges and departments to develop Z degrees and Z majors; the "Z" meaning zero course material costs. The biggest success to date is the collaboration with the new College of Veterinary Medicine. Newly hired faculty work closely with the Library and BookStore when selecting course materials for inaugural classes. As a result, Veterinary Medicine students have free access through the Library to thirty-eight eBooks and only needed to buy three books and a clicker this semester. In addition to partnering closely with the Library and Veterinary Medicine, the BookStore offers experiential learning opportunities to business students in Eller College of Management. In spring 2019, the BookStore gave students a real-world business challenge to solve in Eller's case competition. According to Management and Organization's, Kimberly Marchesseault, UArizona BookStore provided a rich and meaningful learning experience for over 450 students in Eller College this semester, and will be partnering again with the BookStore on a future consulting project this semester. The bookstore at Dickinson State University was outsourced last fall, and according to a recent news article, eight weeks into the fall 2020 semester, students did not have class textbooks. Many outsourced bookstores closed completely this spring due to COVID-19, but UArizona BookStore continued to deliver course materials and graduation regalia online and through a pick-up window. Outsourcing has been framed as cost-saving for campus, but it's important to note that UArizona BookStore is not losing money and is not subsidized by the University. To maintain costs when sales declined during COVID-19, they adjusted operations and reduced staffing, and despite COVID-19, will continue to contribute millions of dollars back to the University this year. Keeping the UArizona BookStore campus owned guarantees the following: 1) Lower textbook costs for students;

2) Profits are reinvested back to campus, not in shareholder's pockets (last year, UArizona BookStores contributed \$6M to the UArizona community through scholarships, student club funding, and more), 3) Experiential learning opportunities for students, and, 4) Community outreach and literacy initiatives. If a new company refused to share textbook data with the Library, it would be much harder for the Library to supply free course materials to students for classes. Students shouldn't have to choose between food, rent, and textbooks. Campus collaborations impact textbook affordability and students' access to the course materials they need. Students can't learn from the textbooks they can't afford. Cuillier is grateful for the Library's partnership with the BookStore for the past seven years. Unsure of what the consultant's report on outsourcing will render, the campus community is lucky to have Shively and Hawk at the helm of BookStore operations. A great injustice will overcome our campus community and jeopardize the close partnerships that have been forged if outsourcing comes to fruition. Shively mentioned that as a member of the operational efficiency workgroup led by Vice President for Financial Services, Nicole Salazar, a recommendation that all business affairs units perform an external-led review performed by a company named PFM. Shively and Kopach suggested to Rulney to have the Facilities Management and the BookStore be the first units to participate in the operational financial review. Over the last six to eight weeks, PFM has been provided data and in-depth interviews performed pertaining to the two units. PFM will provide a recommendation on best practices and how UArizona compared to its peers. Parking and Transportation, the Student Union will be next in line for review, with recommendations that all support units be reviewed on a recurring basis every five years. Shively reassures that no decisions are being made about outsourcing, but many questions remain about UArizona's auxiliary units. In over thirty year, the BookStore has never been financed or subsidized by the University. UArizona is one of the best college stores in the country and we all should be proud of it. Bourget requested the report be available upon completion. M. Witte asked how the campus community can help. Cuillier responded that years ago, ASUA made a Resolution related to textbook costs asking faculty to consider textbook costs when selecting course materials. Faculty can pay attention to the textbook adoption process and deadlines before classes start. Cuillier will be happy to discuss alternatives with the Senate Executive Committee. Dial stated that UArizona BookStore and the Library have been essential for the College of Veterinary Medicine. Its students are under tremendous financial pressure because of the cost of education is equivalent to medical school, and many are going to school while they work. Any element to decreasing the cost of the students' education is greatly appreciated. Cuillier said that many textbook authors worked with their publishers to get the cost of textbooks as close to zero for course materials as possible. Hingle said that her college is working with Cuillier on Open Education Resource that is student-authored/co-authored with faculty with the intention of making a Z degree for students. This is a terrific project that works with any discipline and gets students engaged, as well as a great marketing tool because students can obtain a degree with zero cost textbooks.

8. INFORMATION ITEM: COMMITTEE OF ELEVEN LEADERSHIP AND COMMUNICATION SURVEY – CHAIR OF THE COMMITTEE OF ELEVEN, JAVIER DURÁN

Durán announced that the deadline for the survey on leadership and communication was extended until Friday, October 21, 2020 at 5:00 p.m. and 2,105 responses were received. A total of 892 faculty, 986 staff, 224 graduate students, and 3 Designated Campus Colleagues. The Committee of Eleven will be analyzing data and provide a full report on the findings to the campus community by the end of the month. Regarding concerns about confidentiality, there was no unique I.D. to identify participants other than a numeric ordering of surveys as they came in. No matching was used to identify data collected by the survey with any identifiable information. Hudson stated that there were concerns of confidentiality in her college, and some feel the wording of the email that accompanied the survey was tilted toward one way.

9. DISCUSSION AND POSSIBLE ACTION ITEM: OPEN MEETING LAW AND SENATE BUSINESS MEETING WITH Q & A – SENATOR DAN MCDONALD

Discussion on the **[Motion 2020/21-11]** was deferred from the October 6, 2020 Faculty Senate meeting. McDonald addressed one of the major concerns for Faculty Senators raised last month on whether or not the Faculty Senate can act on emergency issues. Open Meeting Law does contain provisions for emergency situations. The statute reads, "If matters not on the agenda were discussed or decided at a meeting because of an actual emergency, the minutes must contain a full description of the nature of the emergency." The statute defines emergency as "an actual emergency exists when due to unforeseen circumstances immediate action is necessary to avoid some serious consequence that would result from waiting until the required notice could be given." McDonald offered scenarios. With respect to the two-month waiting time to place an item on the agenda, a Faculty Senator can rationalize that the item is an emergency. The Presiding Officer of the Faculty Senate will determine whether or not the item is indeed an emergency. If it is deemed an emergency, the Faculty Senate moves forward to act, explaining the situation via the minutes of the meeting. If the Presiding Officer of the Faculty Senate does not deem the item an emergency, the Senator making the motion can get a majority vote of Faculty Senators to petition for a emergency meeting of the Faculty Senate. McDonald feels that many items brought up in Faculty Senate are known well in advance, and the Open Meeting Law provides some discipline for what the Faculty Senate undertakes as a body, and to provide order with how it operates. M. Witte said that after the extensive discussion at the previous Faculty Senate meeting, and hearing input from Senator Spece

from the Law School, that there is great ambiguity. UArizona has one forum for faculty, the Faculty Senate, and the campus has been hit with crises on a monthly basis. The Open Meeting Law will restrain people from bringing issues that are of importance, and if they are out of order, they can be tabled. Prior restraint is overseen by the Senate Executive Committee. Speakers at the last meeting feel this motion is very harmful to the functions of the Faculty Senate in these challenging times. Ottusch stated that the motion falls in line with best practices and following the agenda, and it makes clear to our constituents that when the agenda is posted, feedback is gathered beforehand. Hingle stated that the agenda is formed from all constituents on Faculty Senate, with oversight from the Senate Executive Committee. Agenda items arise from all groups on campus, and Hingle advises anyone to come forward and work with the Faculty Officers to bring items to the proper place. Not all items need debate in Faculty Senate. M. Witte stated that the Senate Executive Committee falls under an inefficiency, and because of administrators as members, it is not a faculty committee. Hingle expressed a personal view that the Faculty Senate operates more of a University Senate because Faculty Senate is no longer solely a faculty forum. Smith feels the Faculty Senate has done an exemplary job making important decisions and dealing with important issues aside from agenda items. Smith feels the Open Meeting law is too limiting and creates a hinderance. Acosta feels Open Meeting Law adds an unnecessary procedural loophole with decision-making. M. Witte and Spece agree that the Open Meeting Law enforces prior restraint. Hingle suggested having a conversation, aside from the Open Meeting Law, how the Faculty Senate meeting is conducted, which might be different than the motion on the table. Most, if not all people, have an opportunity to speak, which may be a difficult task in a two-hour meeting. M. Witte stated that in the past meetings have gone on longer due to long presentations and speeches by presenters. **[Motion 2020/21-11]** failed via Qualtrics survey and is detailed at the end of these minutes.

10. DISCUSSION ITEM: CONSTITUTION REVISION FOR EMERITUS FACULTY – SECRETARY OF THE FACULTY, MICHAEL BREWER

Brewer brings back for discussion a revision of the General Faculty definition for Emeritus faculty. Strong opinions weigh both sides of the issue on whether or not Emeritus faculty should be granted voting privileges. There are approximately 800 Emeritus faculty making up 20% of the General Faculty population. Some are very engaged, but most do not participate. In recent elections, less than 1% of eligible emeritus faculty have voted. As non-employees of the University, Emeritus faculty are not governed by most policies moved through Faculty Senate or shared governance mechanisms. General Faculty have full rights at the campus level, and in most instances, at the unit level as well, but there are concerns that the Emeritus faculty population may outsize units when it pertains to making unit-level decisions. Brewer feels that it may be a better option to bring this item back to the Constitution and Bylaws Committee, or possibly survey the General Faculty for feedback on this issue to gain a wider perspective. M. Witte said that what Brewer proposes is taking away a right to vote, and if paralleled in general society, that decision would be obstructed. Even if the level of involvement is only 5-10%, there are many Emeritus faculty who work full-time and are not interested in shared governance. Talking percentages is not fair, and is taking away something that is earned and is a constitutional right. Hudson stated that pushing an agenda for any disenfranchisement is a move in the wrong direction. Conversely, more enfranchisement, inclusion and latitude with civility and pertinence is the goal. Smith said that there are many newly appointed faculty at the University who have no understanding how Emeritus faculty contribute to the University with their life-long investment and how the University operates. One thing to take into consideration is to ask why are these disenfranchised groups are not participating. Emeritus faculty have been abominably neglected by Faculty Senate. No communication goes out to Emeritus faculty once they retire to inform them that they can still run for Faculty Senate and continue to serve on University committees. Emeritus faculty are a tremendous source of free labor for this University that have tremendous expertise in many areas. There is no hard and fast rule that retired faculty have to use their University email address, and many choose not to, thereby missing important email communication. Brewer responded that faculty can have their University email forwarded to any email address they choose. Letters go out to Emeritus faculty outlining their privileges once the Provost's Office alerts the Faculty Center. Smith would like to form a group of Faculty Senators to look at the issue more closely. Hudson asked if she could move to table any Constitution and Bylaws initiatives with regard to disenfranchisement of Emeriti. Summers responded that there is no motion on the floor to table, because Brewer put forward an Information and Discussion Item and is only gathering information, and the item being discussed is not an initiative. M. Witte said that Brewer stated he was going to engage the Constitution and Bylaws Committee, and Hudson is asking for a motion not to refer the matter to the committee, because Smith would like to form a group to look into the matter further. Hingle, taking control of the floor, thanked Brewer for his Information Item.

11. DISCUSSION ITEM: LEADERSHIP DISCUSSION ON FURLOUGH AND FINANCE – CHAIR OF THE FACULTY, JESSICA SUMMERS

Summers said that since the furlough end date was announced last week, CFO Rulney, and Vice President and Chief Human Resources Officer, Rodrigues, will have the opportunity to answer questions. Bourget asked about borrowing, not seeing anything on their report submitted to Faculty Senate, since ABOR approved and gave authorization to the University to obtain a line of credit. Why is this option no longer being considered? Rulney responded that the team

has evaluated the University's financing options, and two options have been implemented. The first is looking at the market and refinancing our bond portfolio when the opportunity arises in a favorable market, which happened on October 14, 2020, along with restructuring debt payments for December 2020 and June 2021. The bond market will be evaluated in the spring and anticipate that principal payment be restructured for June 2021. This will alleviate the burden that auxiliaries face from reduced revenue as employees are responsible for paying the debt on all capital projects. Shortening the furlough passed on the improvement in tuition revenue to the colleges and support units, but that tool was removed from the auxiliaries. Looking at our financing options, this option was most optimal at this time, and will continue to look at other financing options. A line of credit was not the most efficient use of financing option at the time. Spece asked what part of a nine-month employee's salary was going to be cut, given that there will not be a full cut, what part is being saved? Rulney responded that shortening the furlough is roughly a 30% reduction, so 60% aligns with the 40% improvement in net tuition revenue, so the entire program has been reduced by 40%. Acosta asked for a breakdown of the losses that occurred over the course of the year relative to the predicted losses from May 2020. Rulney responded that she will share the quarterly leadership update provided on the agenda for all revenue and expenses, and the impact for FY20 and projections for FY21. Hudson asked about the deans and budget cuts to programs being negotiated. The furlough was the source of ongoing budgets, and what are the deans' views on the shortened furlough. Rulney responded that the team is still working on finalizing the FY21 budget, and hope to have that process completed this week. Hudson asked Rodrigues if people have taken flex-time according to the original furlough time-frame, will any time have to be given back. Rodrigues responded that if someone has taken all of their flex-time before the furlough adjustment, they will not be asked to pay back in flex-time or adjust how they've reported the time. Gordon mentioned the rising COVID-19 numbers around the country, and could it be possible that tuition dollars could decline in the spring semester and put the University in a more detrimental situation than expected. Rulney responded that tuition is not due until classes begin, and projections are difficult. Traditional projections over the summer were very difficult to predict. Traditional metrics used as leading indicators for what enrollment will look like were not viable sources – orientation sign-ups, enrollment fees, housing starts. Students and parents were waiting until they had confidence that the campus was going to open and that the University had a plan to keep everyone safe. Although the University has shown that we are able to function well, despite the pandemic, there is a possibility that if there were a spike in COVID-19, students could drop in-person classes and move to the online delivery option. A commitment has been made that there will be no more changes to the furlough plan, and if the University finds itself in a more despondent financial position than we are currently, other mitigation strategies will have to be employed.

12. **NEW BUSINESS**

Hingle explained that this section of the meeting has been renamed in an effort to bring forward possible items for the upcoming Faculty Senate meetings. Gordon mentioned that in anticipation of the January 2021 Faculty Senate meeting, the Research Policy Committee (RPC) is going to submit a draft related to shared governance of the Core Facilities. RPC is waiting for documentation from RII on its version of shared governance for the Core Facilities and RPC would like to share both policies. Hudson brought up the question of the Faculty Officers' full representation under shared governance. This situation is inspired by Summer's good fortune of having a sabbatical in the spring semester, and the precedent that was set by the previous Chair of the Faculty that the work of the Chair is redistributed to their fellow Officers. Given our renewed emphasis on shared governance and maximal use of that tool, Hudson feels that Faculty Senate needs to find an approved method for having at least three Faculty Officers and not merely redistributing the already overwhelming workload that the Faculty Officers bear from three people to two people. Hudson's suggestion is that the Vice Chair moves up to temporarily take the role of Chair, and use the rules in the bylaws of appointing runners-up in an election, for the Vice Chair's position to cover that workload. Hudson has an interest in that position having tied with Hingle for Vice Chair and losing by a coin toss. Hudson feels that relegating the workload to the other two Officers is unfair. Hudson would like to work with the Senate Executive Committee to craft a Resolution. Hingle responded that since Hudson was addressing her position, that there is no position to fill. Even though Summers is planning to take sabbatical in the spring, it's clear in the Constitution under Article III, Section 5, what happens under these circumstances. The Vice Chair fills in for the Chair of the faculty and the Faculty Officers retain their positions, so there's no need for solving a problem that doesn't exist. The Constitution also does not provide any mechanism for appointing runners-up for the Chair, Vice Chair, or Secretary in this or any other circumstance. Hingle has met with Summers and Brewer and the Faculty Officers have devised a plan. Summers responded that if an exception is going to be made to the Constitution, then the Constitution needs to be changed, which means a General Faculty vote at the spring election. Summers stated that she's not incapacitated or stepping down (which are what are required for her replacement per the Constitution); she is still Chair and will be involved in some meetings during her sabbatical, just not all meetings. If push comes to shove, Summers will not take a sabbatical. Any exception to the Constitution without changing the Constitution is a push against what is just, right, and democratic. Summers feels that the suggestion from Hudson is not in the people's best interest, but in Hudson's best interest. The Faculty Officers have asked Hudson to work with the Senate Executive Committee on this issue several times, and she has not done so, only offering to work with the Senate Executive Committee after the fact of bringing it up in this forum. From Summers' standpoint, Hudson does not have Faculty Senate's best interest in mind, and stated her disappointment in Hudson for bringing this matter to the floor as an exception to the Constitution. Bourget remarked that the situation warranted further discussion at a

time where faculty involvement is critical, and possibly the Constitution needs revision. M. Witte said that the bylaws state that when a vacancy occurs on General Faculty committees, the next highest vote-getter is offered the vacancy. Hingle feels that if Faculty Senators are concerned about the Faculty Officers' workloads, a discussion at Faculty Senate office hours is advised, and not make assumptions and patronizing decisions on the Faculty Officers' behalf. Hudson said that her suggestion is about maximizing shared governance and for all those who participate in shared governance, and establishing a precedence to change the Constitution. Summers reiterated that the seats the Faculty Officers hold were won, therefore, the Officers hold those positions, and if Summers has to forego her sabbatical, she will. Hudson said she hopes that doesn't have to happen, and Summers agreed. Slepian, speaking as a cardiologist, suggested that it would be in everyone's best interest to take this conversation offline.

13. ADJOURNMENT

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

Michael Brewer, Secretary of the Faculty
Jane Cherry, Recording Secretary

Appendix*

*Copies of material listed in the Appendix are attached to the original minutes and are on file in the Faculty Center.

1. **Faculty Senate Minutes of October 5, 2020**
2. **Undergraduate Minor in Real Estate**
3. **Undergraduate Minor in Climate Change and Society**
4. **Report from the President**
5. **Report from the Provost**
6. **Report from Faculty Officers**
7. **Report from GFFAC**
8. **Report from GCSAC**
9. **Report from APAC**
10. **Report from RPC**
11. **Report from APPC**
12. **Report from SAPC**
13. **Report from Graduate Council**
14. **Re-Entry Task Force Update**
15. **Update on BookStore and Textbook Adoption**
16. **Constitution revision for Emeritus Faculty**

Motions of the October 5, 2020 Faculty Senate Meeting

[Motion 2020/21-11] that the Faculty Senate commits to complying with Arizona Open Meeting Law. Motion failed.

[Motion 2020/21-19] Seconded motion from Undergraduate Council. Undergraduate Minor in Real Estate. Motion carried.

[Motion 2020/21-20] Seconded motion from Undergraduate Council. Undergraduate Minor in Climate Change and Society. Motion carried.

FACULTY CENTER
1216 E. Mabel
PO Box 210456