Minutes: April 20, 2020
3:00-5:00 p.m.
VIA ZOOM


Guest: J Frumkin

Call to Order
Chair Brewer called the meeting to order at 3:03 p.m.

Approval of the Minutes of March 23, 2020
The minutes of March 23, 2020 were approved.

UPDATES

Chair of the Faculty – Jessica Summers
Summers announced that the furlough announcement was released to campus on April 17, 2020. Several committees that Summers sits on are overwhelmed with questions from faculty and staff, primarily how nine-month contracts for faculty will be handled, grant monies, and whether or not the percentage calculations are correct. The largest group of affected employees (~4,000) are in the <$45,000 salary category. Fountain asked if people in higher salary groups could volunteer to take more furlough days in order to reduce the burden on those in the lower salary groups. Chair Summers answered that currently the best way to do this would be to contribute to the emergency loan fund for staff. Hudson asked if thought had been given to increasing the percentage reduction for those in the higher income ranges in order to alleviate the huge hit to the lowest paid employees. Summers responded that the position of task force leaders was that across the board furloughs were necessary, but that leadership was trying to make them progressive as much as possible. How would Career Track faculty with an 80% teaching load carry out furlough days? Summers said that there are many unanswered questions, and the Provost would like to meet with Deans prior to uploading a Q & A site. Summers and the Provost would like an additional Faculty Senate meeting added for August 2020 just in case it’s needed.

Vice Chair of the Faculty – Michael Brewer
Senate Standing Committee appointments are being made for the next academic year. The Guidelines for Shared Governance Memorandum of Understanding ad hoc committee needs to be finalized, as well
as the new Diversity, Equity and Inclusion Standing Committee. The Task Force for Career Track Faculty Co-chairs Neumann and Fountain reported that the systems for reporting and titling need to be changed so it is supported by the University’s business process. The Candidate Statements for the upcoming Faculty Senate elections are posted on the website.

**Secretary of the Faculty – Amy Fountain**
The Attendance Policy in UHAP is being revised, specifically the Syllabus Policy for attendance and Professional Conduct Statements for Faculty. SAPC will vet the revisions at an upcoming meeting.

**IT Liaison – Jeremy Frumkin**
A working group is diligently to make sure that online instruction is well-supported, and research is continuing full force. A newly acquired cluster, capable of doubling computing capacity, is in the process of being tested, as its acquisition was just before the shutdown of campus. Arizona State University is also collaborating on the testing process. UITS is working Research, Innovation and Impact to make sure that faculty/researchers have the computer analysis/data transfer perspectives they need.

**SPBAC – Sabrina Helm and Barry Brummund**
Senior Vice President for Health Affairs, Dr. Michael Dake attended the last SPBAC meeting and updated the committee on the Banner Corporation and COVID-19 issues in Health Sciences. CFO Lisa Rulney gave updates on the Sustainability Emergency Task Force and associated working groups. The working groups and Task Force will be the sole focus of the next meeting.

**President – Jon Dudas**
Dudas reported that he participated in a call with Mayor Romero of Tucson, and they discussed how anti-body testing could provide more tangible solutions for Southern Arizona. Pay reduction/furloughs will go into effect on May 11, 2020. The President’s Office is attempting to keep the campus apprised of decisions moving forward, but many have had to be made very quickly. Arizona’s unemployment rate could easily approach 20%, UArizona is issuing the furloughs in an effort to keep the campus’ employees employed, thus avoiding layoffs. The <$45,000 category makes up 7% of recapped funds, whereas the top tier generates 31%. Dudas reassured the committee that avoiding layoffs is the main concern. Hudson questioned the lack of oversight from internal committees and other groups that may be able to provide more reasonable outcomes in the decision-making process, and that from a national standpoint, media magazines have named UArizona as the trailblazer for furloughs. A consensus among committee members was for more detailed, compassionate communications from the President’s Office. The furlough announcement sent on late Friday afternoon was an inappropriate time to receive negative news. Committee members urged leadership to take better care in communications, to ensure that good news was being shared with bad, and to take very seriously the effects of these announcements on the health and well-being of faculty, staff and students. Committee members emphasized the need for better coordination between Senior Leadership and Faculty, including the need to use shared leadership organizations such as SPBAC as a place to collaborate in decision-making, rather than as a place to report activity. It was noted that on the Wednesday before the Friday news release of the furlough plan, there was a SPBAC meeting at which the plan was not shared. Committee members also expressed their support and appreciation for the work of the President’s office, and the Senior Leadership Team, and emphasized our shared commitment and goals.

**Provost – Liesl Folks**
Folks discussed the magnitude of revenue losses for the University. On a national level, most public universities across the board are experiencing the hardships associated with the COVID-19 pandemic in
similar ways. Gordon asked about federal relief package and how that money is given to the students. Folks responded that the University will receive $30.8M from the Federal Government via the Cares Act. Of that amount, 50% goes to the students. The first priority student are students in the low-income category. Half the money can be used to help the University with its own losses, but another $15M doesn’t put a dent in the $65M loss the University is facing for the remaining of the FY20. Vice President for Enrollment Management, Kasey Urquidez, is consulting with other PAC 12 schools for insight on effective ways to handle the distribution of funds to students. Federal funds distributed to students will have no impact on financial aid. CARES Act monies will be available for graduate students. Folks is grateful that Faculty Senate and Senate Executive Committee are agreeable to meet over the summer months, with strategic decisions continually being made. Many of the Councils and groups have ramped up meetings over the summer, and communications between the Provost and the deans are being communicated to faculty members. Lawrence stated that the majority of staff were stunned by the scope of the furloughs. Conveying information about layoffs would be helpful to better inform University Staff about the furlough structure. Lawrence feels that the majority of layoffs would involve the low end pay range category of University workers. Gordon stated that his department head meets weekly with faculty to announce updates, and Hudson concurred that better communication measures need to be implemented across campus from senior leadership.

Graduate Council – Ron Hammer
The MA in Studies of Global Media will be moved forward to the May 4, 2020 Faculty Senate meeting.

Undergraduate Council – Neel Ghosh
The BA in Studies of Global Media, BA in Games and Behavior, BS in Game Design and Development, Proposal to Revise the 18-Unit Cap on Withdrawals Policy, and Proposal to Revise the Grade Replacement Opportunity Policy will move forward to the May 4, 2020 Faculty Senate meeting.

APAC – Jennifer Lawrence
Lawrence reported that University Staff are concerned about job stability. APAC and CSC are putting together a newsletter to offer resources for University employees. The University Awards for Excellence ceremony has been postponed.

ASUA – Sydney Hess
Hess reported that ASUA has been in close communication with Principal Advising Officer, Roxie Catts about how to best give students as much information about the pass/fail option. Students are advised to have a conversation with their advisor prior to making their decision. The Campus Pantry is servicing approximately 150 people per week. A grab and go pizza is being offered starting today and every Monday as long as supplies last. Lyft codes are being offered to students to aid in grocery shopping and other errands. The Student Senate allocated $4,500 to a Counseling and Psych Services (CAPS) Fund and ASUA will match all funds donated. For incoming students, the University has been very compassionate toward students, especially while transitioning to the online format. Meetings are progressive for Commencement ceremonies, and ideas are being considered to make students feel celebrated amid the COVID-19 shutdown.

GPSC – Marie Teement
Teement reported that GPSC’s focus has shifted to meeting the needs of graduate students and being available to answer questions. Graduate Assistants were overly concerned with the furlough announcement, and Dean of the Graduate College, Andrew Carnie, sent out a memorandum immediately afterwards to reassure students that their current employment was secured. An Inside
Higher Ed article implied the rescinding of Graduate Assistantships prior to the University’s furlough announcement, and in economic downturns, decisions to put off attaining degrees is not always advisable. The University is ranked on the number of PhD’s produced each year by discipline, and gaps in a graduate student’s education resume are not ideal. GPSC has been in communication with the National Graduate and Professional Student organization, as well as the two in-state Universities.

C11 – Javier Duran
No report.

APPC – Melanie Hingle
No report.

SAPC – Diane Ohala
Ohala mentioned the CAPS fund and available mental health resources for students. Responses from the Student Success/Retention Innovation survey showed approximately 85% mentioned stress-related issues. Ohala asked Hess if it was easy for students to find the help they needed. Hess said that walk-ins are no longer allowed, and it is now required to call in for your needs, and that if students already know about CAPS, it is easy to find help. If students don’t know that already, however, CAPS and similar services can be hard to find. Ohala concurred that help doesn’t seem to be very prominent if students don’t know where to look.

Other business
Summers mentioned that she is looking for a transparent avenue for fielding questions from campus in a forum format. Frumkin offered to research options and software for the platform.

Review agenda for the May 4, 2020 Faculty Senate Meeting
Discussion was taken offline.

Adjournment
With no further business, the meeting was adjourned at 4:37 p.m.

Recorded and transcribed by Jane Cherry