

**MINUTES
FACULTY SENATE
APRIL 6, 2020**

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1. CALL TO ORDER

Presiding Officer of the Faculty Senate, Michael Brewer, called the Faculty Senate meeting to order at 3:03 p.m. via Zoom online. Brewer announced that in light of today's meeting being held online for the first time, that Senators please have patience with operations and meeting format. The Runoff Election is in progress and online voting is open until April 10, 2020 at 5:00 p.m. Brewer urges everyone to vote. Seats are being filled for Chair of the Faculty, and Faculty Senate College Representatives for the College of Medicine, College of Engineering, College of Nursing, College of Veterinary Medicine, College of Humanities, College of Fine Arts, College of Public Health, College of Education, and two elected faculty members for SPBAC. The voting for the Faculty Senate Consent Agenda items, as well as items for Executive Session, will be accessible online via Qualtrics survey. The survey will close on Tuesday, April 7, 2020 at 5:00 p.m. Senators may ask questions in today's meeting via the Chat function or use the raise your hand function to be unmuted.

Present: Senators Adamson, Behrangi, Bourget, Brewer, Brummund, Castro, Colina, Cooley, Cuillier, Duran, Durand, Fink, Fischer, Folks, Fountain, Frey, Gerald, Ghosh, Gordon, Hammer, Helm, Hess, Hildebrand, Hiller, Hingle, Hudson, Hunt, Hurh, Hymel, Johnson, Knox, Leafgren, Neumann, Ohala, Oxnam, Pau, Provencher, Rafelski, Robbins, Rodrigues, Rosenstengel, Ruggill, Russell, Simmons, Slepian, SM Smith, Story, Sulkowski, Summers, Teemant, Tran, Tropman, Vendantam, Wilson, M. Witte, and R. Witte.

Absent: Senators Acosta, Adamson, Benson, Brown, Dong, Gries, Hernandez, Lawrence, Min Simpkins, Mulcahy, Roberts, M Smith, Spece, and Wu.

2. APPROVAL OF THE MINUTES OF MARCH 2, 2020

The minutes of March 2, 2020 were approved with one correction via Qualtrics survey.

3. 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.

There were no speakers.

4. INFORMATION ITEM: REPORT ON THE PAY EQUITY STUDY – SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST, LIESL FOLKS

Folks reported that the objectives of the Salary Equity Study were to look at base salaries among tenure and tenure-eligible faculty to see if there were any systemic inequities as defined on the basis of law, and to see instances of base salary disparities that could not reasonably be attributed to performance or any other non-discriminatory factor, and develop a process that could be utilized periodically. The goal for best practice is determined to be approximately every two years. The findings were consistent with the University meeting its legal obligations for nondiscrimination at a systemic level. . The next step was to develop an internal review to insure equity at a standard that we expect from the institution, and address individual cases. A mathematical model was developed, based on AAUP guidelines, to look at salaries for all tenure/tenure-eligible faculty, using peer and near-peer comparisons. Recommendations for adjustments were completed in March 2020 and are now in the process of an elective review. Data utilized were 1) Base salary as of January 20, 2020; 2) Year of terminal degree; 3) Academic rank; 4) Years in rank; 5) Employment units and paid position(s); 6) Gender; 7) Race/Ethnicity; 8) Teaching contributions; and 9) Sponsored award research expenditures. The model, accounted for 86.9% variation in salaries. The remainder of the variation was not attributable to the modeled factors.

With regard to gender, the analysis was limited by the availability of only binary (male/female) designations in the data. Across the relevant population, the salary pool was \$182M, of which 33.5% was earned by females. Median range for female salaries was \$99,046, with male salaries at \$111,356. These differences are attributable to differences in rank and discipline. Representation by race and ethnicity is uneven across ranks, and salaries by race and ethnicity vary significantly. The University is becoming more diverse with recent hires, most notably at the assistant professor level.

There was no sufficient data to look at a statistical analysis of success through promotional steps by race and ethnicity. A total of 177 individuals, or 12% of the population, were identified for salary adjustments totaling \$886,000.

A faculty/administration joint committee is being implemented to continue further work within the model. A non-binary gender identification option is being implemented with Human Resources. Senator Russell asked if there is access to the data. Folks responded that under federal and states regulations to protect data surrounding race and ethnicity. All persons associated with the data have signed Non-disclosure agreements. Senator Fink asked about the performance component. Folks responded that with respect to bias, there is no performance indicator that works across all disciplines. The 86% of pay predicted from the model was used to determine the boundary of compensation. Workload data (effort allocation) needs to be implemented into the model. The online report has data available that may be useful.

5. **INFORMATION ITEM: RESPONSE TO CONCERNS REGARDING THE COVID-19 CRISIS AND IMPLICATIONS – PANELISTS PRESIDENT ROBERT C. ROBBINS, CHIEF FINANCIAL OFFICER, LISA RULNEY, SENIOR VICE PRESIDENT FOR RESEARCH, INNOVATION AND IMPACT, ELIZABETH CANTWELL, VICE PROVOST FOR STUDENT AFFAIRS, KENDAL WASHINGTON WHITE**

Robbins opened by stating appreciation to faculty, students and staff for adapting so quickly to an all-digital format. Important decisions will be made in the coming months. Currently, 500-600 students remain in residential halls. Robbins has asked Dean of the College of Medicine, Dr. Michael Abecassis, to mobilize UArizona's scientists to manufacture test kits, and these have been supplied to Pima County, Banner, and the Navajo Nation. Discussions have ensued for fall semester teaching plans. There is anticipation for significant financial loss especially related to tuition revenue. Differential tuition revenue (40%) will not benefit the University if all classes remain online in Fall. If embassies are closed until November, international students will not be able to obtain visas to physically come to campus. During this crisis, students will be given as much flexibility as possible in terms of grades and other relevant policies. Senior leadership is collaborating with the Faculty Senate and campus leaders to navigate upcoming campus changes. Folks added that the University has committed to supporting student workers until the end of the spring semester. Student workers will be assigned other duties if current duties cannot be completed remotely. A survey for student workers is available and needs to be completed to reassign duties. Donations are being taken for the Student Emergency Fund. The Dean of Students office will assist students with living costs and financial aid. Cooperative Extension has partnered with UITS to upgrade WiFi connections for rural areas with hotspots in other community partnered sites. Virtual Software packages that students no longer have access to in computer labs can be accessed using Virtual Computing Access Technology (VCAT). Many publishers have made textbooks available online, and the Libraries and BookStore are offering access free of charge. Placements and rotations are being reassigned and will be in place until July 1, 2020. Robbins said that feedback from the faculty at large will be needed to help with decisions about Fall semester. Summers is concerned about faculty preparing for online courses over the summer months when most are not compensated. Folks noted that the decision about Fall courses is extremely consequential financially. Robbins said that the federal assistance monies that will be received will not be sufficient to overcome the revenue loss, and that returning to in-person activities could require testing for all 45,000 students and all 15,000 employees, although determining what measures would be necessary for a safe return to campus is not yet possible. Robbins said that a daily Zoom meeting for COVID-19 and teaching input are in place, and committees are being formed to obtain ideas on how the University should move forward. Senator Pau asked about the issues surrounding sponsored research in which effort is continuing to be billed to sponsors. Cantwell responded that formal communications will be addressed by the National Institute of Health and the National Science Foundation, who are in communication with the Office of Management and Budget. Funded research may change down the road. TRIFF funding is guaranteed until FY21. Subsequently, the funding will be determined by the Governor. Future planning for research is uncertain, but allocations that have been committed to will be honored.

Rulney reported that in FY19, the University collected \$658M in net tuition and fee revenue, and that 65% of tuition revenue comes from base tuition, or \$425M. Of that portion, 46.7% comes from non-resident, undergraduate domestic students. Decreased enrollment is expected from both international and domestic non-resident students. The University receives its highest enrollment from domestic non-resident students from California, Illinois, Washington, Texas and Colorado. A Financial Stability Emergency Response Task Force will be set up immediately, in addition to the seven working groups. The Workforce Working Group is looking at personnel, which makes up 62% of expenses. All options are being considered, including furloughs, salary reductions and other options that might help the University retain its workforce. The second working group is the Capital Projects Debt and Investments Working Group. Three major building projects will continue for three months in the design phase; the Old Chemistry Building renovation, the Applied Research Building, and Grand Challenges Research Building. Reassessment will be made after the three months. The Working Capital Investments Group will assess how space will be utilized. The Strategic Plan Investments Group are focused on which strategic initiatives need to continue and what can be postponed based on quick return on investment. Operational Efficiencies is looking at smart design, the Student Group is focused on financial aid and curriculum, and a seventh group is focused on Athletics. Rulney said that a website has been set up at

<https://financialtaskforce.arizona.edu>. Decisions and resources will be posted, as well as the membership of each group. NetID sign-in allows UArizona faculty, staff and students to access materials. More information will be known by mid-June 2020 so models can be updated and/or adjusted.

Faculty have been encouraged to report any students who have not logged into D2L to the Dean of Students Office in order ensure they are connected with support services, including advisors. .

Dudas reported that the University is working with the Legislature to limit losses as the Federal Stimulus Bill has helped in the past. Cantwell said on the federal funding side, all agencies are looking at how stimulus bills can enhance research. Lobbyists are looking agency by agency. Materials are being put together by the AAU and APLU for submission to Congress.

In further discussion, Robbins responded to comments noting that if furloughs for faculty are put into effect, effective strategies will be need to be implemented to cover teaching responsibilities. The last time the University imposed furloughs was following the 2008 economic disaster. Those who were here at the time may have advice and lessons learned from that period to share. Robbins said that online platforms for diversification are being addressed, especially for international students. Rulney addressed the use of buildings when teaching technology has been redirected online. Design phases will need to be finalized before any permanent decisions are made. Restructuring of building use may come into play after the design phase is completed. Cantwell said that if the research infrastructure is at a point of implementation, the University will have three buildings that are shovel-ready for those opportunities. The three buildings will be 50% funded by the capital infrastructure funds from the state, with the University paying half the debt service. Folks responded to questions about protecting career track faculty by affirming that protecting the University's workforce is a top priority. Senator Hurh asked about a rumor that multi-year contracts would not be honored, and Folks responded that the rumor was unfounded. Senator Wilson asked about development of an online curriculum for honors students, Folks expressed support for the idea.. In response to questions around revenue losses so far, Rulney stated that there is a projected \$25M loss from February 1 through June 30, 2020. Summers informed Senators and Administrators that additional Faculty Senate and Senate Executive Committee meetings will be scheduled over the summer months. A schedule will be forthcoming. A Faculty Forum series will be initiated to support continued communication. . Campus leaders are not certain when the self-isolation requirement will be lifted. Funds and salaries from Athletics are separate from University operational funds.

6. **REPORTS FROM THE PROVOST, PRESIDENT, FACULTY OFFICERS, ASUA, GPSC, APAC, CSC, RPC, APPC, SAPC.**

There were no questions.

7. **ACTION ITEM VIA QUALTRICS SURVEY: CONSENT AGENDA – PROPOSED AMENDMENT TO THE GENERAL EDUCATION FOUNDATIONS SECOND LANGUAGE REQUIREMENT; MILITARY EXCUSED ABSENCE POLICY; PROPOSAL TO ELIMINATE 18/30 UNITS IN RESIDENCE POLICY – CHAIR OF THE UNDERGRADUATE COUNCIL, NEEL GHOSH**

Votes were conducted via Qualtrics Survey. All proposals come to Senate as seconded motions from Undergraduate Council. Proposed Amendment to the General Education Foundations Second Language Requirement [**Motion 2019/20-19**], Military Excused Absence Policy [**Motion 2019/20-20**], and Proposal to Eliminate 18/30 Units in Residence Policy [**Motion 2019/20-21**] passed and are detailed at the end of these minutes.

8. **ACTION ITEM VIA QUALTRICS SURVEY CONSENT AGENDA: MASTER OF ARTS IN BILINGUAL JOURNALISM – CHAIR OF THE GRADUATE COUNCIL, RON HAMMER**

Vote was conducted via Qualtrics Survey. The proposal comes to Senate as a seconded motion from Graduate Council. The Master of Arts in Bilingual Journalism [**Motion 2019/20-22**] passed and is detailed at the end of these minutes.

9. **OTHER BUSINESS**

There was no other business.

10. **EXECUTIVE SESSION**

11. **ADJOURNMENT**

There being no further business, the meeting adjourned at 4:57 p.m.

Amy Fountain, 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 March 2, 2020**
2. **Report from the President**
3. **Report from Faculty Officers**
4. **Report from the Provost**
5. **Report from GPSC**
6. **Report from APAC**
7. **Proposed Amendment to the General Education Foundations Second Language Requirement**
8. **Military Excused Absence Policy**
9. **Proposal to Eliminate 18/30 Units in Residence Policy**
10. **Master of Arts in Bilingual Journalism**

Motions of the April 6, 2020 Faculty Senate Meeting

[Motion 2019/20-19] Seconded motion from Undergraduate Council to approve the Proposed Amendment to the General Education Foundations Second Language Requirement. Motion carried.

[Motion 2019/20-20] Seconded motion from Undergraduate Council to approve the Military Excused Absence Policy. Motion carried.

[Motion 2019/20-21] Seconded motion from Undergraduate Council to approve the Proposal to Eliminate 18/30 Units in Residence Policy. Motion carried.

[Motion 2019/20-22] Seconded motion from Graduate Council to approve the Master of Arts in Bilingual Journalism. Motion carried.

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