

Student Affairs Policy Committee

Approval of additional text to the Code of Academic Integrity. (Changes are in bold text.)

CODE OF ACADEMIC INTEGRITY

Principle

Integrity is expected of every student in all academic work. The guiding principle of academic integrity is that a student's submitted work must be the student's own. This principle is furthered by the student Code of Conduct and disciplinary procedures established by ABOR Policies 5-308 - 5-403, all provisions of which apply to all University of Arizona students. This Code of Academic Integrity (hereinafter "the Code") is intended to fulfill the requirement imposed by ABOR Policy 5-403.A.4 and otherwise to supplement the student Code of Conduct as permitted by ABOR Policy 5-308.D.1.

Prohibited Conduct

Conduct prohibited by the Code consists of all forms of academic dishonesty, including, but not limited to: cheating, fabrication, facilitating academic dishonesty, and plagiarism as set out and defined in the Code of Conduct, ABOR Policy 5-308-E.10; **submitting an item of academic work that has previously been submitted without fair citation of the original work or authorization by the faculty member supervising the work**; modifying any academic work to obtain additional credit in the same class unless approved in advance by the faculty member; failure to observe rules of academic integrity established by a faculty member for a particular course; and attempting to commit an act prohibited by this Code. Any attempt to commit an act prohibited by these rules shall be subject to sanctions to the same extent as completed acts.

Student Responsibility

Students engaging in academic dishonesty diminish their education and bring discredit to the academic community. Students shall not violate the Code of Academic Integrity and shall avoid situations likely to compromise academic integrity. Students shall observe the generally applicable provisions of this Code whether or not faculty members establish special rules of academic integrity for particular classes. Failure of faculty to prevent cheating does not excuse students from compliance with the Code.

Faculty responsibility

Faculty members shall foster an expectation of academic integrity and shall notify students of **their policy for the submission of academic work that has previously been submitted for**

academic advancement, as well as any special rules of academic integrity established for a particular class (e.g. whether or not a faculty member permits collaboration of homework ~~use of the same paper in more than one class, etc.~~) and make every reasonable effort to avoid situations conducive to infractions of the Code. An intentionally false charge of violation of the Code shall be treated as a violation of the Code or of the applicable University rules.

Student Rights

Students have the right to a fair consideration of the charges, to see the evidence, and to confidentiality as allowed by law and fairness to other affected persons. Except in the course of authorized consideration of a charge, faculty shall not reveal the identity of students charged or otherwise involved in a violation. Procedures under the Code shall be conducted in a confidential manner, although a student has the right to be advised but not represented in any proceeding under the Code.

Approvals: ASUA, 19 April 2000; GPSC, 20 April 2000

FOR FACULTY SENATE REVIEW AND VOTE

September 11, 2000

TO: The Faculty Senate

FR: The Senate Executive Committee

RE: Guidelines for Policy Development by Senate Committees

Guidelines for Policy Development by Faculty Senate Committees

The purpose of these guidelines is to encourage early communication between and among the senate and other groups affected by or with responsibility for developing policies. The guidelines are developed in the spirit of shared governance. They are designed to increase sharing of information and in so doing to enhance the achievement of common objectives through more efficient development of more effective policies.

Early in the policy development process, senate committees are encouraged to consult with individuals or groups who have expertise and/or responsibilities related to the proposed policy. The Chair and Vice Chair of the Faculty should assist senate committees in identifying such individuals or groups. Examples of such groups include other senate or general faculty committees, the university attorneys, the provost's office, GPSC, and ASUA.

During the policy development process, committees are encouraged to use open forums, Lo Que Pasa and/or electronic communication to inform and solicit responses from those parts of the broader university community that may be affected by the policy.

Committees are encouraged to bring policies to the senate in three steps.

- (1) Initial presentation of background and purpose. At an early point in committee deliberation, the responsible committee should present to the senate a general description of the proposed policy. A brief fact sheet may be provided. Examples of information that may be presented include: (a) the problem being addressed; (b) relevant background and history; (c) the objective being sought; (d) the groups affected; (e) key elements of the proposed policy; (f) the proposed procedure for implementation; (g) names of committee members responsible for developing the proposed policy; and (h) the person(s) and method(s) by which senators or others may provide responses and suggestions to the committee.
- (2) First reading(s). (Note: There may be more than one "first reading.") During the first reading, the committee should present systematic and detailed discussion of the proposed policy. Senators should have the opportunity to debate the policy and make suggestions for revisions to the committee. In subsequent readings, the committee should present revisions of the proposed policy and explain the manner in which suggestions were handled. Appropriate groups should continue active involvement in the process.
- (3) Final reading. The committee should develop its final draft taking into consideration the suggestions that it received from the senate and other groups. To the extent practical, comment on the proposed final draft should be sought from relevant groups prior to final reading before the senate. If serious obstacles to policy approval remain, the committee should seek guidance from the Senate Executive Committee prior to presentation to the senate. When disagreements or obstacles have been resolved to the degree practical, the committee should present its final draft to the senate for discussion and vote.

References: Shared Governance: <http://w3fp.arizona.edu/senate/>
Policies and Procedures: <http://w3.arizona.edu/~policy/>

Senate Task Force for Monitoring Labor and Human Rights Issues

Report and Recommendations to President Peter Likins Concerning the August 1st Deadline and Status of Alternative Means

August 1, 2000

The Senate Task Force for Monitoring Labor and Human Rights Issues (hereinafter referred to as the Task Force) has issued this report in accordance with the Commitments Relating to Sweatshops (hereinafter referred to as the Commitments) signed by President Peter Likins on April 30, 1999. This report is concerned primarily with the provision of the Commitments with a required deadline of August 1, 2000. A brief report on the status of alternative means of monitoring and recommendations for university action as it relates to the August 1st deadline are also included in this report.

FLA ADOPTION OF FOUR PRINCIPLES INTO CODE OF CONDUCT

The Commitments state that, "The University of Arizona commits to withdraw from the FLA if the FLA has failed to adopt all four principles in its Code of Conduct by August 1, 2000 and seek alternative means." The four principles to which this provision refers are (1) "full public disclosure of factory addresses for apparel companies and their contractors;" (2) "assurances that all workers will receive a "living wage" by definitions to be established through independent scholarly research and consensus among such scholars;" (3) "provision for unannounced visits and unannounced independent monitoring of factories selected without the participation of the companies whose factories, or whose contractors' factories, are being monitored;" and (4) "enforcement of the rights of women workers to equal pay for equal work, for pregnancy and maternity leave, and for freedom from discrimination and sexual harassment."

These Commitments and the relevant provisions found within the FLA Charter, which includes the FLA Code of Conduct, and other FLA documents are addressed individually below.

1. Full public disclosure of factory addresses for apparel companies and their contractors.

Definition of "Public Disclosure" according to Commitments:

"With the reference to the University of Arizona, this involves the release of factory addresses directly to the task force by University licensees. The University shall require such direct communication between licensees and the task force even if the monitoring mechanism of which the University is a member itself acts as a clearinghouse for public dissemination of such communications. However, Goal #1 will be deemed to be satisfied even if the monitoring organization acts as a clearinghouse with respect only to non-licensees of the University of Arizona. For small corporations, the flow of information will move to the task force through the most direct means, individual or collective. In all cases, each corporation will disclose the address of each of its factories and identify those factories as its own."

FLA Charter provision(s) which address this Commitment:

There is no requirement in the FLA Charter dated June 1999 that requires "Full public disclosure of factory addresses for apparel companies and their contractors" as stated in the Commitments.

Other FLA documents which address this Commitment:

The FLA University Advisory Council (UAC), which includes all universities that are FLA members, adopted the following resolution at its June 20, 2000 meeting:

“That by no later than December 31, 2000, a college or university affiliate with a licensing program, in addition to meeting all other standards already prescribed in the charter of the FLA and the bylaws of the University Advisory Council, also shall have adopted a policy that requires the public disclosure of factory locations by its licensees.”

This resolution is required of all universities, which are members of the FLA. However, this and other UAC resolutions do not affect the entire FLA organization and structure, and likewise, have no effect on the actions of non-university members of the FLA.

Conclusion of Task Force regarding FLA compliance with this Commitment:

Apparently, the UAC resolution on public disclosure is binding on all university members of the FLA even without FLA Board approval. Therefore, concerning university members of the FLA, the Commitment provision dealing with public disclosure has been met, but as to the rest of the FLA membership, that is not the case. To be strictly in compliance with the Commitments, the full FLA is required to adopt a public disclosure provision. At the very least the FLA Charter should be amended to reflect the standing of the UAC resolutions and to make clear that such resolutions are binding on university members without FLA Board approval.

2. Assurances that all workers will receive a “living wage” by definitions to be established through independent scholarly research and consensus among such scholars.

Definition of “living wage” according to the Commitments:

Other than the statement of the principle, no discussion of “living wage” appears in the Commitments or its addendum.

FLA Charter provision(s) which address this Commitment:

- Workplace Code of Conduct; Wages and Benefits: “Employers recognize that wages are essential to meeting employees’ basic needs. Employers shall pay employees, as a floor, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.”
- Sec. VIII.: “The Association shall request that the Department of Labor undertake and complete within six months, a study of the relationship between wages and basic needs of employees in the apparel and footwear industry around the world and in the United States... In its effort to continue to address questions critical to the elimination of sweatshop practices, the Association shall review this and any other pertinent and necessary data and consider their implications, if any, for the workplace code.”

Other FLA documents which address this Commitment:

This Commitment is not addressed by any other FLA document.

Conclusion of Task Force regarding FLA compliance with this Commitment:

Because researchers have not yet been able to arrive at a definition of “living wage,” conditions that would allow the adoption of this provision into a code of conduct do not currently exist. However, while the FLA calls for further study on the subject of wages, it does not at this time even make reference to the concept of a “living wage” in its Charter or other documents. Thus, while it may be difficult to define the term “living wage,” the FLA presently does not even seem to embrace the idea of a “living wage” in principle.

3. Provision for unannounced visits and unannounced independent monitoring of factories selected without the participation of the companies whose factories, or whose contractors’ factories, are being monitored.

Definition of “independent monitoring” according to the Commitments:

“To be accredited as an “independent” monitor, the qualifying person or group shall have no monetary interest in the outcome of the monitoring process, although they can be paid for monitoring services. Independent monitors for unannounced visitations will not be chosen by the individual corporation whose factories or whose contractors’ factories are being visited. In addition, independent monitors shall not be accredited or chosen by a group dominated by corporate interests, but rather by a group with fair and balanced representation of corporations, universities, human rights organizations, and preferably labor organizations.”

FLA Charter provision(s) which address this Commitment:

- Regarding a provision for unannounced visits:
 - FLA – Principles of Monitoring; Sec. II.F. Conduct Periodic Visits and Audits. “Conduct periodic announced and unannounced visits, on a confidential basis, of an appropriate sampling of Company factories and facilities of contractors and suppliers to survey compliance with the workplace standards.”
- Regarding “... the qualifying person or group shall have no monetary interest in the outcome of the monitoring process, although they can be paid for monitoring services.”:
 - FLA – Sec. VI.A.(1)a. “Neither the external monitor nor any of its employees personally involved in the monitoring... shall hold any equity or debt securities of, or have any financial interest in, the Company or any of its applicable licensees, contractors or suppliers;
 - b. “...shall have any business or financial relationship with the Company...that would conflict with or compromise its ability to conduct monitoring...in a neutral, impartial manner; and
 - c. “The monitor, or any affiliated company...shall not provide other services (excluding financial auditing services) to the Participating Company, or shall not have provided other services (excluding financial auditing services) to the Company in the twelve-month period prior to its consideration to be an external monitor, if the value of all such other services exceeds \$100,000 or if the value of all services (including any financial auditing services) provided to the Company has or shall account for 25% or more of the monitor’s annual revenue.”
- Regarding “Independent monitors for unannounced visitations will not be chosen by the individual corporation whose factories or whose contractors’ factories are being visited.”:
 - FLA – Sec. VI.A. (3): “An accredited independent external monitor shall be selected to conduct monitoring for a particular Participating Company by the Company desiring to engage its services.”

- Regarding "...independent monitors shall not be accredited or chosen by a group dominated by corporate interests, but rather by a group with fair and balanced representation of corporations, universities, human rights organizations, and preferably labor organizations.":
 - FLA – The Board of Directors is charged with accrediting external monitors; Sec. III.B: "The Board of Directors...shall consist of six industry representatives, six Labor/NGO representatives and one university representative."

Other FLA documents which address this Commitment:

This Commitment is not addressed by any other FLA document.

Conclusion of Task Force regarding FLA compliance with this Commitment:

The FLA Charter includes a provision for unannounced monitoring. It also requires that external monitors and their employees who are personally involved with monitoring not have any financial interest in the company or any applicable licensees, contractors or suppliers. However, by excluding "financial auditing services" from the other restrictions placed on monitors, the FLA Charter does not fully prohibit organizations from monitoring which might have a monetary interest in the outcome of such activities.

In addition, the 13-member Board of Directors, which includes six industry representatives and six NGO/labor representatives but only one university representative, is responsible for accrediting external monitors. This seems to violate the provision that the accreditation be done by a "group with fair and balanced representation of corporations, universities, human rights organizations, and preferably labor organizations."

Concerning the selection of monitors, the FLA Charter provides that independent external monitors are selected by the companies for which they are being hired to monitor. This indisputably breaches the mandate set forth in the Commitments. Therefore, the FLA has not adopted the monitoring principle as defined in the Commitments.

4. Enforcement of the rights of women workers to equal pay for equal work, for pregnancy and maternity leave, and for freedom from discrimination and sexual harassment.

Definition of "rights of women workers" according to the Commitments:

Neither in the Commitments nor in its addendum is the principle related to women's rights defined beyond what is stated above.

FLA Charter provision(s) which address this Commitment:

- FLA – Workplace Code of Conduct; Harassment or Abuse. "Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse."
- Workplace Code of Conduct; Nondiscrimination. "No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin."

Other FLA documents which address this Commitment:

Provisions within the document titled "Monitoring Guidance and Compliance Benchmarks," that were adopted by the FLA Board and released in late July 2000, address the issue of pregnancy and maternity leave. Section IV.B. states that:

"Employers will not use pregnancy tests or the use of contraception as a condition of hiring or of continued employment. Employers will not require pregnancy testing of female employees, except as required by national law;

Information arising from pregnancy testing undertaken voluntarily will not be used as a factor in involuntarily reassigning, firing or making any other employment decision that disadvantages a pregnant woman;

Reasonable accommodation will be made in the event of pregnancy, in a manner that will not unreasonably disadvantage the pregnant woman."

Conclusion of Task Force regarding FLA compliance with this Commitment:

The FLA Charter Workplace Code of Conduct includes provisions on harassment or abuse and nondiscrimination. These provisions, as well as several provisions addressing pregnancy, are more explicitly detailed within "Monitoring Guidance and Compliance Benchmarks." According to University counsel Mike Proctor, the 'Benchmarks' document carries the same authority for the FLA as the organization's Charter. However, there is no provision which specifically addresses the issue of maternity leave, and the Task Force finds the "reasonable accommodation" standard noted above to be inadequate in addressing this issue. Therefore, while the Task Force recognizes that the issue of women's rights has been clarified with the Compliance Benchmarks, it does not feel that the FLA has fully and adequately adopted this principle.

RECOMMENDATIONS

The FLA has yet to fully adopt all four principles as outlined and defined in the Commitments and its addendum. The Commitments clearly require withdrawal from the FLA if the FLA has not adopted all four principles as of August 1, 2000. Further, the addendum unequivocally provides that, "...any withdrawal date specified in the Commitments must be honored." Consequently, the Task Force recommends that the University of Arizona withdraw from the FLA at this time.

It should be noted that the Task Force does recognize that the FLA has made progress towards adopting the principles in the Commitments especially through the UAC. Much of this progress is the result of work being done on an on-going basis by President Likins, Mike Low, Mike Proctor and other UA officials, and the Task Force wishes to commend them for their perseverance.

STATUS OF ALTERNATIVE MEANS

The Task Force, according to the addendum to the Commitments, "should be in a position to identify alternative means whenever a relevant deadline arises." In fulfilling this obligation, the Task Force has examined numerous alternative monitoring organizations. Thus far, the only organization identified by the Task Force that has adopted the principles of the Commitments is the Worker Rights Consortium (WRC). Earlier, the Task Force recommended that the University of Arizona become a member of the WRC. The University has now joined the

organization and currently holds memberships in both the WRC and the FLA. At present no other viable alternative means have been identified by the Task Force.

Currently the WRC is governed by the Worker Rights Consortium Primary Document, which contains the WRC Code of Conduct, and a Companion Document, which further details some of the sections within the Primary Document. The WRC provisions that relate to each of the principles set forth in the Commitments are addressed individually below.

1. Full public disclosure of factory addresses for apparel companies and their contractors.

WRC Organization Document provision(s) which address this Commitment:

WRC Primary Document; Sec. II. A.:

“Public Disclosure: As part of the licensing agreement, WRC member schools will require licensees to report the following elements of broad public disclosure.

1. An affidavit by the licensee stating that all facilities producing goods for use under the licensing agreement comply with a strict code of conduct. The school code must include such provisions as a living wage, the right to organize and collective bargaining, protecting workers' health and safety, compliance with local laws, protection of women's rights, and prohibitions of child labor, forced labor, and forced overtime.
2. Full public disclosure of the site locations of all facilities, including those run by contractors or subcontractors. Upon joining the Consortium, member colleges and universities that do not already require public disclosure of factory locations must notify their licensees that this information must be provided within three months.
3. Full public disclosure of all objective measures of working conditions covered by the code these facilities, such as wage levels, benefits provided, scheduled and average work hours, policies, citations, etc.
4. The failure to report or reporting false information will be grounds for a range of possible sanctions, including eventual termination of the licensing agreement.
5. Access to relevant company records and the worksite shall be made available when requested for the purposes of a focused investigation on a worksite or sites.”

2. Assurances that all workers will receive a “living wage” by definitions to be established through independent scholarly research and consensus among such scholars.

WRC Organization Document provision(s) which address this Commitment:

WRC Code of Conduct; Sec. C.: “Employment Standards: Licensees shall comply with the following standards:

1. Wages and Benefits: Licensees recognize that wages are essential to meeting employees' basic needs. Licensees shall pay employees, as a floor, wages and benefits which comply with all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families. [A living wage is a “take home” or “net” wage, earned during a country's legal maximum work week, but not more than 48 hours. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, childcare, transportation and savings) of an average family unit of employees in the garment manufacturing employment sector of the country divided by the average number of adult wage earners in the family unit of employees in the garment manufacturing employment sector of the country.]”

3. Provision for unannounced visits and unannounced independent monitoring of factories selected without the participation of the companies whose factories, or whose contractors' factories, are being monitored.

WRC Organization Document provision(s) which address this Commitment:

- Regarding a provision for unannounced visits:
 - WRC Primary Document; Sec.II (B) 5. "University resources for investigations shall be used in the following ways:
 - b. To proactively investigate conditions. Additional resources will go into unannounced spot investigations at the places most at risk: countries and regions that suppress workers' rights, and companies with a pattern of violation."
- Regarding "...the qualifying person or group shall have no monetary interest in the outcome of the monitoring process, although they can be paid for monitoring services."
 - WRC Companion Document; Sec. IV. Verification Policies: "WRC Verification Agency – The organizations who will be reporting worker complaints, conducting worker interviews, and performing investigations for the WRC are human rights and religious organizations based in apparel-producing regions."
- Regarding "Independent monitors for unannounced visitations will not be chosen by the individual corporation whose factories or whose contractors' factories are being visited."
 - WRC Primary Document; Sec.II (B) 2. "Principles of the WRC Agency."
 - a. The agency has full control over investigations. Licensees and representatives of the industry have no influence over this process."
- Regarding "...independent monitors shall not be accredited or chosen by a group dominated by corporate interests, but rather by a group with fair and balanced representation of corporations, universities, human rights organizations, and preferably labor organizations."
 - As of the July 2000 meeting of the governing council, the new structure of representation on the WRC Board includes five members from the WRC Advisory Council, five members from United Students Against Sweatshops, and five members from universities.
 - WRC Primary Document; Sec.II (B) 2. "Principles of the WRC Agency."
 - a. The agency has full control over investigations. Licensees and representatives of the industry have no influence over this process.
 - b. Constituencies within the college and university community – administration, faculty, and students – will have influence over the investigatory agency.
 - c. Schools' licensing offices, which are vested in the business end of the process, will have an arm's length relationship with the investigatory agency."

4. Enforcement of the rights of women workers to equal pay for equal work, for pregnancy and maternity leave, and for freedom from discrimination and sexual harassment.

WRC Organization Document provision(s) which address this Commitment:

WRC Code of Conduct; Sec. C.: "Employment Standards: Licensees shall comply with the following standards:

10. Women's Rights

- a. Women workers will receive equal remuneration, including benefits; equal treatment; equal evaluation of the quality of their work; and equal opportunity to fill all positions open to male workers.
- b. Pregnancy tests will not be a condition of employment, nor will they be demanded of employees.
- c. Workers who take maternity leave will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment at the same rate of pay and benefits.
- d. Workers will not be forced or pressured to use contraception.
- e. Workers will not be exposed to hazards, including glues and solvents that may endanger their safety including their reproductive health.
- f. Licensees shall provide appropriate services and accommodation to women workers in connection with pregnancy.

Although the WRC does not completely comply with the Commitments' requirements for the accreditation and selection of independent monitors, the Task Force feels that the WRC is a viable alternative for the University because it satisfactorily meets the definition of alternative means as set forth by the Commitments. Specifically, the WRC meets the criteria which states that any alternative means include a code of conduct and that the code of conduct "...must be further along (and still moving) towards implementation of the four principles than the monitoring mechanism in which the university is at that time pursuing the four principles."

PRESS RELEASE
August 30, 2000

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520-621-1975

Senate Task Force for Monitoring Labor and Human Rights Issues

**PRESIDENT LIKINS AND TASK FORCE MEET TO
DISCUSS RECOMMENDATION TO WITHDRAW FROM FLA**

Last night, President Peter Likins and other UA officials met with the Senate Task Force for Monitoring Labor and Human Rights Issues to discuss the report the Task Force recently presented to the president. The report dealt with the August 1st deadline in the Commitments Relating to Sweatshops. The deadline required that the University of Arizona withdraw from the Fair Labor Association if the FLA had not adopted all four principles in the Commitments by August 1, 2000. After a lengthy discussion, the Task Force passed the following motion:

The Task Force stands-by (1) its report of August 1, 2000, that the Fair Labor Association (FLA) has not at this time fully adopted all four principles set forth in the Commitments Relating to Sweatshops and (2) its recommendation that the University of Arizona withdraw from the FLA.

Since the Task Force can not abrogate or change the terms of the Commitments, it asks the parties to the agreement, President Likins and Students Against Sweatshops (SAS), to convene discussions as soon as possible concerning the Commitments and any related topics. If both parties agree, it might be helpful to have an independent facilitator attend the discussions.

After the discussions, the Task Force will re-visit its report and recommendation if it decides it is appropriate to do so. The Task Force requests that it be given follow-up reports from President Likins and SAS concerning the discussions.

The Commitments Relating to Sweatshops was signed by President Likins in April 1999, bringing to an end a 10-day sit-in led by Students Against Sweatshops, a student group at the U of A. The university's membership in the FLA was a main point of contention during the sit-in.

For copies of the August 1 report please contact Jenny Neeley at 520-795-6159 or jneeley@azstarnet.com.

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Final Draft 8/16/00

SEXUAL HARASSMENT POLICY

The University of Arizona (University) is committed to creating and maintaining an environment free of sexual harassment. Every member of the University community should be aware that the University does not tolerate sexual harassment and that both law and University policy prohibit such behavior. This policy prohibits sexual harassment by University employees, students, contractors and agents of the University, and by anyone participating in a University sponsored activity. The University will take prompt and appropriate action to prevent, correct, and if necessary, discipline behavior that violates this policy. All University employees are responsible for participating in the creation of a campus environment free from sexual harassment.

SEXUAL HARASSMENT

Unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education, or participation in a University sponsored activity; or
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions, education decisions, or other decisions affecting an individual's participation in a University activity; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, education, or participation in a University sponsored activity or creating an intimidating, hostile, or offensive work or educational environment.

In determining whether alleged conduct constitutes sexual harassment, the Equal Opportunity and Affirmative Action Office will look at the record as a whole and the totality of the circumstances, such as the nature of the sexual conduct and the context in which the alleged incidents occurred. The legality of a particular action will be determined from the facts, on a case-by-case basis.

REPORTING SEXUAL HARASSMENT

An individual who believes he/she has been subjected to sexual harassment should report the harassment immediately so the University can take prompt action.

- *For all incidents of sexual harassment EXCEPT those in which both parties are students*, contact the Equal Opportunity and Affirmative Action Office for information on resolution of sexual harassment concerns, including complaint options and procedures. The procedures for filing complaints are also addressed in the *Equal Opportunity and Affirmative Action Office Internal Procedures for Investigating Complaints and Conducting Administrative Reviews* publication that is available from

the office or on the web at <http://w3.arizona.edu/~affirm/home.html>. The Equal Employment and Affirmative Action Office is located at:

University Services Building (Main Gate Center), Room 217
Phone: (520) 621-9449, TTY (520) 626-6768

- *If BOTH the alleged harasser and victim of sexual harassment are students*, contact the Dean of Students Office. The Assistant Dean of Students for Judicial Affairs is located at:

Old Main, Room 211
Phone: (520) 621-7059

University employees and students have the right to file a complaint with an agency outside the University and may file the same complaint concurrently with the University's Equal Opportunity and Affirmative Action Office. A complaint filed with an external agency will neither delay nor stop the University's investigation concerning the same or similar events. The external agencies that address complaints of unlawful discrimination, including sexual harassment, are:

Arizona Civil Rights Division - Office of the Arizona Attorney General
Equal Employment Opportunity Commission
Office of Civil Rights, Region VIII - U.S. Department of Education
Office of Federal Contract Compliance Programs

The Equal Opportunity and Affirmative Action Office can provide information about how to contact these agencies.

There are deadlines for filing a complaint with the University's Equal Opportunity and Affirmative Action Office and with outside agencies. Information regarding specific deadlines is available through the Equal Opportunity and Affirmative Action Office or by contacting an outside agency.

MANAGEMENT RESPONSIBILITIES

Employees or agents of the University who (a) supervise other employees, contractors, or agents; (b) teach or advise students; or (c) have management authority related to a University sponsored activity, student program, or activity are required to:

- Engage in appropriate measures to prevent violations of this policy; and
- Promptly notify the Equal Opportunity and Affirmative Action Office after learning of or having a reasonable basis to suspect a policy violation. If both parties involved are students, the Dean of Students must be notified.

Supervisors and managers shall not take disciplinary or contract action or remove a person from a University sponsored activity for an alleged policy violation prior to consultation with the Equal Opportunity and Affirmative Action Office. In situations where a supervisor reasonably believes there is imminent danger of serious bodily harm, the supervisor should take immediate and appropriate action, including separating the complainant and the alleged harasser and/or notifying

law enforcement. In these instances, the supervisor shall notify the Equal Opportunity and Affirmative Action Office immediately after taking such action. If unable to speak with an Equal Opportunity and Affirmative Action Office staff member, the supervisor shall notify the University Attorneys' Office.

When an Equal Opportunity and Affirmative Action Office investigation finds a policy violation, the Equal Opportunity and Affirmative Action Office will issue recommendations for action to the appropriate organizational unit administrator. If the unit administrator unduly delays or refuses to take appropriate action, the Equal Opportunity and Affirmative Action Office will refer the matter to the Senior Vice President for Business Affairs, the Provost and Senior Vice President for Academic Affairs, or the President.

CONSEQUENCES OF POLICY VIOLATIONS

The recommendations issued by the Equal Opportunity and Affirmative Action Office upon finding a policy violation will be designed to correct the situation and prevent future violations. These recommendations may include any of the sanctions set out at Arizona Board of Regents Policies 5-304, 5-308, and/or any of the following:

- *For employees*, counseling, education, and/or adverse administrative action, up to and including termination of employment;
- *For students*, counseling, education, and/or adverse administrative action, up to and including dismissal from the University;
- *For other agents of the University*, appropriate action, up to and including termination of the agency relationship; and
- *For participants in a University sponsored activity*, appropriate action, up to and including removal from that activity.

An individual facing disciplinary action based on a policy violation may utilize all applicable processes offered under the *Classified Staff Human Resources Policy*, *University Handbook for Appointed Personnel*, *Student Code of Conduct*, *Arizona Board of Regents Policy Manual*, or any other applicable process.

GENERAL GUIDELINES

Confidentiality

Employees of the Equal Opportunity and Affirmative Action Office and Dean of Students Office and responsible administrators receiving reports of sexual harassment shall maintain confidentiality of information received, except where disclosure is required by law or is necessary to facilitate legitimate University processes, including the investigation and resolution of sexual harassment allegations.

Retaliation

The law prohibits retaliation against individuals who engage in protected activity related to sexual harassment. Protected activity consists of:

- Filing a sexual harassment complaint or testifying, assisting, or participating in any manner in an investigation or other proceeding related to such a complaint; or
- Opposing conduct an individual reasonably believes constitutes sexual harassment, even if that individual has not filed a sexual harassment complaint and is not involved in the investigation of such a complaint.

Essentially, any adverse action that is reasonably likely to deter a complaining party or others from engaging in protected activity is prohibited. Allegations of retaliation will be investigated, and if substantiated, will result in appropriate disciplinary action.

Good Faith Allegations

Because of the nature of sexual harassment, allegations often cannot be substantiated. Lack of corroborating evidence should not discourage individuals from seeking relief under this policy. No action will be taken against an individual who makes a good faith allegation of sexual harassment, even if after investigation the allegation is not substantiated. However, allegations or statements made in the course of an investigation or enforcement procedure found to be intentionally dishonest or made with willful disregard for the truth may subject the individual to disciplinary action.

RELATED PROVISIONS

Affiliated Entities

University employees and students sometimes work or study at the worksite or program of another organization affiliated with the University. When a policy violation is alleged by or against University employees or students in those circumstances, the complaint shall be handled as provided in the affiliation agreement between the University and the other entity. In the absence of an affiliation agreement or a provision addressing sexual harassment allegations, the University may, in its discretion, choose to:

- Conduct its own investigation;
- Conduct a joint investigation with the affiliated entity;
- Defer to the findings of an investigation by the affiliated entity where the University has reviewed the investigation process and is satisfied that it was fairly conducted; or
- Use the investigation and findings of the affiliated entity as a basis for further investigation.

Grievance Policies and Procedures for Faculty

Purpose: To provide for hearing procedures for faculty

Source: *Arizona Board of Regents Policy Manual - 6-201*

University Handbook for Appointed Personnel (UHAP)

I. Grievance Principles

- A. The Board of Regents and the president, administrators and faculty of The University of Arizona (UA) recognize the importance of providing a prompt and efficient procedure for fair and equitable resolution of grievances without fear of prejudice or retaliation for initiating a grievance or participating in the grievance process.
Note: "Grievant" and "respondent" may refer to one or more individuals
- B. Each individual's attempt to rectify a perceived wrong is considered consistent with UA's role as an upholder of individual rights.
- C. The existence of a grievance process in no way diminishes the responsibility of faculty and administrators for the exercise of sound academic judgment.
- D. All grievants shall have clearly defined avenues of appeal and redress that may include mediation and/or a hearing before a faculty committee that reports to the president. The president decides the matter and his or her decision is final. The grievant's rights to further judicial appeal shall not be abrogated by this policy.
- E. Faculty grievance procedures apply to general faculty as defined in the Constitution.
- F. The preferred option is to resolve grievances internally at the level closest to the grievant. By using internal conciliation and hearing procedures first, the grievant should be able to obtain acceptable results without escalation to a formal charge with an outside agency.
- G. At each level of decision-making, the grievant shall be informed of the informal and formal options available for redress and appeal if the grievance is unresolved.
- H. Grievant may choose either a conciliation route that may then be followed by a grievance route or may directly choose a grievance hearing.
- I. The grievant may choose to have legal counsel at his or her expense in all hearings. If grievant chooses not to have counsel, the respondent shall not have counsel either.
- J. Each grievant has the right to a fair, full, and reasonably speedy investigation and judgment by members of the appropriate committee.

- K. Two or more faculty members experiencing the same grievance have the right to seek redress jointly or individually, unless the basis for the grievance is release solely for reorganization (reduction in force) in which case, the grievants shall all seek redress jointly.
- L. Written records of grievance-related matters at each level are to be kept and made available to all parties in the case.
- M. All parties to a grievance are entitled to frequent notification of the status of their case, at least at the conclusion of each stage of the process.
- N. Grievances involving faculty members who teach off the main UA campus shall be handled by grievance procedures prescribed herein, unless overridden by local administrative policies.
- O. Grievants and witnesses are assured freedom from reprisals related to their testimony. A separate whistle blower policy describes whistle blower protections.
- P. Allegations of sexual harassment may be filed with the University Office of Equal Opportunity and Affirmative Action (EO/AA) following the procedures developed by that office. A separate sexual harassment policy describes the policy and procedures.
- Q. Allegations of discrimination based on gender, sexual orientation, age, race, national origin, religion, disability and/or veteran status may be filed with EO/AA. Separate discrimination policies describe the policies and procedures.

II. Grievance Resolution Procedures

A. Introduction

1. A grievance may be filed if the grievant believes:
 - a. There has been a violation, a misinterpretation, or an arbitrary or discriminatory application of university policy, regulation, or procedure which, applied personally to that faculty member, infringes upon his or her privileges, responsibilities, or terms and conditions of employment.
 - b. There have been salary, teaching assignment, equipment access or other inequities.
 - c. He or she has been discriminated against on the basis of gender, sexual orientation, race, religion, national origin, age, disability and/or veteran status.
 - d. There has been an infringement on his or her academic freedom.
 - e. There has been improper suspension or dismissal.
2. Grievance resolution procedures differentiate between conciliation processes and grievance hearings. Conciliation is a less formal process involving the faculty and others (e.g., department chair, dean, other faculty members) who are assembled by a neutral ombudsperson or conciliator. A grievance hearing is a formal hearing, requested by a faculty member, by one of the two faculty grievance committees. A third process involves the filing of a harassment or discrimination complaint with the Office of AA/EO.
3. Faculty may choose either the conciliation route followed (if necessary) by the grievance hearing route or the grievance hearing route alone. Grievances alleging discrimination or sexual harassment may be filed with either the Grievance Clearinghouse Committee or EO/AA.
4. The recommended starting point for resolving grievances is at the head or dean level. If, however, the grievant does not wish to follow this route, or this route has not provided acceptable resolution, he or she may use the Conciliation or EO/AA Grievance Hearing Procedures.

B. Informal Resolution Procedures

1. Introduction

Informal resolution procedures are provided for the faculty member who desires informal assistance in the resolution of a complaint. An ombudsperson, Committee on Conciliation member or professional mediator will mediate, conciliate, and coordinate communication among the grievant, respondent, and others related to the complaint. The purpose of this process is to air differences between the parties and to resolve the complaint to the satisfaction of both parties without resorting to formal hearings. Informal resolution is strongly recommended.

The names of university ombudspersons and members of the faculty Committee on Conciliation are available from the Faculty Center.

2. Conciliation Process

- a. The faculty member seeking conciliation shall file a complaint with the Ombuds Office or the Committee on Conciliation within 30 days of the occurrence of the actions which form the basis of the complaint.
- b. The grievant shall not be represented by an attorney during conciliation. He or she may have an adviser from the university community who can attend meetings and review written documentation. Access shall not be given to information deemed confidential under federal or state laws or if access would constitute an invasion of privacy. If the ombudsperson or conciliator denies access, all parties will be given a written explanation. If the grievant disagrees with the ombudsperson's or conciliator's determination, the grievant may terminate mediation and file the complaint within 15 days to the Grievance Clearinghouse Committee.
- c. The ombudsperson or conciliator shall have 30 days after receiving written statements from the grievant and respondent to try to resolve the conflict.
- d. Conciliation process results shall be summarized in a report prepared by the ombudsperson or conciliator and sent to the parties and to the president.
- e. If a mutually satisfactory resolution results from the conciliation, the process ends. If the parties cannot resolve the differences, the grievant may, if he or she chooses, seek a grievance hearing with a request to the Grievance Clearinghouse Committee. The request shall be filed within thirty (30) days of receipt of the ombudsperson's or conciliator's report.

C. Grievance Hearing Procedures

1. Whether or not a grievant has sought conciliation, he or she may request a hearing by a grievance hearing committee with the Grievance Clearinghouse Committee. If the grievance involves discrimination, the grievant may file a complaint with the Office of EO/AA.
2. All available members of a given grievance committee will constitute a hearing panel. No fewer than three faculty members shall constitute a hearing panel. Members shall not participate in hearings when there is a conflict of interest.
3. The grievance procedure will involve the following steps:
 - a. Within 30 days of receipt of the ombudsperson's or conciliator's report or within 30 days of the occurrence of the actions which formed the basis for the grievance, the grievant shall make a written request for a formal hearing to the Grievance Clearinghouse Committee. Written requests should be marked confidential and sent to the Chair of Grievance Clearinghouse Committee. If any Board of Regents or University policy provides shorter time limits, the shorter limits will apply.

The request must be filed by the grievant by hand delivery or by certified mail, return receipt requested, with the chair of the Grievance Clearinghouse Committee at his or her university office address and shall state: grievant's name, address, telephone number, a statement of the complaint, remedies sought, and the name and address of grievant's attorney, or that grievant is proceeding without an attorney.

- b. The Grievance Clearinghouse Committee shall decide which committee will hear the case based on the following jurisdictional guidelines:

1. Alleged discrimination.

If discrimination in employment, program, or activity based on race; color; religion; sex, including sexual harassment; national origin; age; handicap; or veteran status is the essence of the grievance, the Office of Affirmative Action / Equal Opportunity Committee may consider the case.

2. Alleged infringement on academic freedom and tenure.

a. The Committee on Academic Freedom and Tenure (CAFT) shall hear any faculty allegation that a decision affecting his or her employment relation with the university was not determined in substantial compliance with regular university procedures. This includes dismissal, nonrenewal of contracts, promotions, sabbatical leaves, and leaves. When, however, the matter concerns the basis or reasons for administrative decisions on promotion or leaves, the committee shall not have jurisdiction.

b. If the allegation asserts that a decision on nonretention or denial of tenure was not determined in accordance with regular university procedures or was based on discriminatory or other unconstitutional grounds, the committee may hear the case. In performing its function of assessing the procedural regularity of the tenure and promotion process, CAFT has an important fact-finding role, similar to that of a board of inquiry. To the extent possible, this role should be carried out in a non-adversarial, collegial way.

c. The committee shall hear disputes on the amount of salary due a nontenured faculty member who has been suspended or dismissed before the expiration of the employment period.

3. Other faculty grievances.

The Faculty Grievance Committee (FGC) shall hear all complaints not specified to be heard by CAFT, such as alleged unfair treatment because no policies or procedures exist or existing policies or procedures have been misinterpreted, misapplied, or violated by a university administrator.

Where the jurisdiction of the FGC overlaps that of the CAFT, CAFT shall hear the matter.

- c. The chair of the Grievance Clearinghouse Committee shall forward the request for a hearing within seven days after it is filed to respondent with instructions to respond within 15 days. The response shall contain the name, address, telephone number of respondent, a statement of respondent's position on the issue, and the name and address of the respondent's attorney if grievant elects to be represented by an attorney. Respondent is not obligated to have an attorney.
- d. Within 15 days of the original request, the grievant and respondent will receive written notification from the chair of the Grievance Clearinghouse Committee as to which committee will hear the case and a statement of procedures of that committee.
- e. The grievant may ask the Grievance Clearinghouse Committee to reconsider its decision on case assignment. The reconsideration decision by the Grievance Clearinghouse Committee is final.
- f. The chair of the designated hearing committee will set a hearing date in conjunction with all parties involved in the case. The hearing should begin within 60 days of the date of the original request. The sixty-day period includes only the time when the university is in session. Semester breaks and summer recess are not included. The parties shall receive notice of the hearing date at least 20 days before the hearing date.
- g. A grievance shall not proceed if the grievant, after due notice, fails to be present or fails to obtain continuance. A grievant may withdraw his or her grievance at any stage in the grievance procedure by writing the chair of the committee designated to hear the grievance.
- h. The grievant shall be advised of relevant statutes of limitation that would affect his or her ability to file for a hearing outside the university. Specifically, in the case of discrimination, the grievant must file a complaint with the Arizona Civil Rights Division, U.S. Dept. of Education Office of Civil Rights, or the U.S. Dept. of Labor within 180 days of the occurrence of the action complained of. He or she has 300 days from the date of occurrence to file with the U.S. Equal Employment Opportunity Commission.
- i. If a grievant commences a grievance with an outside agency based on the same or other grounds, the ombudsperson, conciliator or the chair of the hearing committee, depending on the progress of the internal grievance, will continue the internal grievance, unless the grievant desires to postpone the hearing process or withdraw the internal grievance.

Grievant shall be advised by the chair of the hearing committee to consider filing charges with an outside agency if the deadline to file may pass pending the outcome of the internal process.

- j. No later than 15 days before the hearing date, the grievant and respondent will submit complete written documentation about the complaint and a list of witnesses to the chair of the hearing committee.
- k. The chair of the hearing committee shall send a copy of the written documentation and witness lists submitted by the grievant and the respondent to the committee members

within three days after receipt. The grievant's witness list and documentation will be forwarded to respondent and the respondent's witness list and documentation will be forwarded to grievant by the chair within three days after receipt.

- l. The chair of the committee may call witnesses upon request of either party or on the chair's initiative. The chair may also require the production of books, records, and other evidence. Request shall be made either by personal delivery or by certified mail.
- m. Hearings by either grievance committee shall be conducted according to the following rules:
 1. Hearings shall be recorded on tape. Deliberations are not part of the hearing.
 2. Unless overriding reasons under law or ABOR policy are given to grievant, respondent, and other appropriate parties, all parties shall have access to all information that is presented to the hearing body at no expense to them.
 3. While a grievance is being processed, grievant and respondent should be informed about the status of the grievance.
 4. Grievant may have legal counsel in any hearing. If grievant elects to proceed without counsel present at a hearing, respondent shall also proceed without counsel present. Either party may have the advice of counsel prior to the hearing.
 5. If the grievant has counsel, generally, an attorney in the University Office of General Counsel will advise the respondent.
 6.
 - a. University attorney may provide advice to the grievance committee if neither party is advised or represented by counsel and the university attorney has not been involved in the case on behalf of either party.
 - b. Alternatively, the grievance committee may elect to have a hearing officer manage a hearing; committee members could ask questions.
 - c. Legal advice is limited to procedural, not substantive, issues related to the case.
 7. In the interest of fair treatment, it is expected that any member of the university community called to give testimony shall testify.
 8. The grievant and respondent shall hear all testimony.
 9. Upon request of either party and for good cause shown, the chair may continue the proceedings to another time.
 10. Either party may demand that witnesses be excluded except while testifying. Generally, the committee will allow all witnesses to testify and documents to be presented which are related to the complaint or the response.
 11. Each party may present an opening statement of his or her position. Generally, the grievant will then present all of his or her witnesses and documents. The committee members may question the witnesses and ask questions about documents presented. The respondent may question the grievant and witnesses.

After the grievant has presented his or her case, the respondent shall have an opportunity to present witnesses and documents, and the committee members may question the witnesses and ask questions about documents presented. The grievant may question the respondent and witnesses. The members of the committee may question the parties throughout the hearing.

12. At the completion of the hearing, the chair will notify the parties that within 30 days the committee will forward a report of its findings, conclusions, and recommendations to the president, who will make the final decision.
13. Within 45 days of receipt of the committee report, the president shall decide the matter and forward a written statement to the grievant, the respondent, and the members of the hearing committee. If the president cannot issue a decision within the 45-day period, the president will notify the parties within the 45-day period of a delay in the issuing of the decision, the reasons for the delay, and the date on which the decision can be expected. The decision of the president shall be final.
14. The hearing report shall be provided to the parties by the president on request.
15. When CAFT determines that there has been a material failure by an academic unit to adhere to procedures governing the tenure and promotion process, it should advise the senior vice president and provost through its report to the president, so that the following steps can be taken.
 - a. The senior vice president and provost will consult with the faculty and/or head of that unit to ensure that such a failure does not happen again.
 - b. If CAFT determines that such a failure was a deciding factor in a recommendation that the candidate be denied tenure or promotion, it should so advise the senior vice president and provost.
 - c. The advice is not the functional equivalent of a recommendation to grant tenure or promotion. Tenure and promotion can only be granted when there has been an appropriate showing that the candidate has met the standards of the academic unit in which he or she is to be tenured or promoted. A determination by the senior vice president and provost, based on the recommendation of CAFT or otherwise, that a candidate's review has been procedurally flawed is not a showing that the standards of the academic unit have been met.
 - d. The senior vice president and provost will take steps to determine whether the standards have been met. He or she may return the application to the academic unit from which it arose, with instructions to reconsider the application in the following academic year in accordance with proper procedures.
 - e. If, based on the advice of CAFT or otherwise, the senior vice president and provost determines that it is not likely that the candidate can receive fair reconsideration from the academic unit to which the application would ordinarily be returned, the senior vice president and provost, in consultation with the candidate and the chair of CAFT, will devise an ad hoc procedure to

determine if the candidate has met the standards of the academic unit. Such a procedure, for example, might involve submitting the candidate's tenure (or promotion) application and the unit's standards to a committee consisting of faculty in the relevant discipline from another university.

- f. When the senior vice president and provost determines that an application for tenure must be reconsidered under points (d) and (e), above, the candidate's contract should be adjusted to ensure that he or she will have an additional year under the terminal contract in which to find a new position (if the reconsideration results in a denial of tenure).
- n. Procedures for appeal of dismissal:
 1. When reason arises to question the fitness of a faculty member who has tenure or whose term of appointment has not expired, the appropriate administrative officers, as designated by the president on a case-by-case basis, should ordinarily discuss the matter with the faculty member in personal conference. The matter may be disposed of by mutual consent at this point.
 2. If an adjustment does not result and the faculty member is recommended for suspension without pay or dismissal, UHAP applies.
 3. Other procedures for dismissal:
 - a. When an individual has been placed on disability status for more than 18 months, there is no assurance of reemployment with the university. At this stage, the university may utilize the procedures above for termination.
 - b. Suspension of the faculty member during the proceedings is justified if, in the judgment of the president, immediate harm to the faculty member or to others is threatened by continuance or if continued performance of duties would result in extreme harm to the academic program. Unless prohibited by law, any suspension shall be with pay.

Cross-References

For the composition of grievance committees, see "*Academic Constitution and Bylaws.*"

For the Board of Regents' official conditions policy, see "*Conditions of Faculty Service.*"

FACULTY SENATE STANDING COMMITTEES, 2000-2001

Academic Personnel Policy Committee

- *Robert P. Mitchell, Chair, University Library
- *Sarah Becker, ASUA
- Joyce C. Henderson, Art
- *Barbara Kosta, German Studies
- *Dennis L. Larson, Agricultural and Biosystems Engineering
- Gerald C. Monsman, English
- *Shirley O'Brien, Cooperative Extension Administration
- Elizabeth Smith-Incer, GPSC
- *Douglas L. Taren, Public Health

Instruction and Curriculum Policy Committee

- Amy Williamsen, Chair, Spanish and Portuguese
- *Paul E. Ivey, Art
- Sally A. Jackson, Communications
- *Lynn A. Joens, Vet. Sci. & Microbiology
- Theodore W. Laetsch, Mathematics
- David K. Meader, Management Information Systems
- *Peter E. Medine, English
- *Kali Tal, Arizona International College
- Gretchen Urkov, GPSC

Research Policy Committee

- *Charlie D. Hurt, Chair, Information Resources and Library Science
- Victor R. Baker, Hydrology
- *Sarah Becker, ASUA
- *Lehman Benson III, Management and Policy
- Robert G. McDaniel, Plant Sciences
- *Carrie Merkle, Nursing
- Judith Totman Parrish, Geosciences
- Jani Radebaugh, GPSC
- *John W. Regan, Pharmacology/Toxicology
- *J. Bruce Walsh, Ecology/Evolutionary Biology

Student Affairs Policy Committee

- *Steven E. Smith, Chair, Renewable Natural Resources
- *Sarah Becker, ASUA
- *Don S. Grant II, Sociology
- *Jennifer L. Jenkins, Humanities Program
- *Paulette Kurzer, Political Science
- Kenneth B. Marcum, Plant Sciences
- *Shitala P. Mishra, Special Education, Rehabilitation, and School Psychology
- Jani Radebaugh, GPSC
- *Frank E. Romer, Classics

Faculty Senate Executive Committee

- *Jory Hancock, Vice Chair of the Faculty, School of Music and Dance
- *Jason Auxier, GPSC
- *Roger Caldwell, Chair, Committee of Eleven, ECAT-College of Agriculture
- *George Davis, Provost
- *Ben Graff, ASUA
- *Jerrold Hogle, Chair of the Faculty, English
- *Wanda Howell, Secretary of the Faculty, Nutritional Sciences
- *Charlie D. Hurt, Chair, RPC, Information Resources and Library Science
- *Robert P. Mitchell, Chair, APPC, University Library
- Dr. Patti Ota, Office of the President, *non-voting*
- *Larry Schooley, Electrical and Computer Engineering
- *Steven Smith, Chair, SAPC, Renewable Natural Resources
- Amy Williamsen, Chair, ICPC, Spanish and Portuguese
- *Malcolm Zwolinski, Renewable Natural Resources
- Thomas Volgy, Parliamentarian, Political Science

To Be Added: ASUA rep to ICPC

Chair of the Faculty's Report

to the Faculty Senate

September 11, 2000

- I. Welcome to our new Senate Parliamentarian, Professor Thomas Volgy
- II. The Governor's Task Force on Higher Education
 - Genuine progress
 - *Report now being drafted*, but moving towards good balance overall beyond what has been most publicized (university specialty areas)
 - Echoes the urgency of and several points in the *Report of the 76th Arizona Town Hall* held May 21-24, 2000 (I have a copy)
 - Support building from Tucson Thirty and Greater Phoenix Leadership, among others; our President and some Regents have been quite helpful
- III. Proposition 301 (Same as "Education 2000")
 - The success of getting the referendum because of pressure from *us*
 - Understanding accurately what it will do if it passes
 - Provisos to deal with the sales tax issue
 - What I think -- you will make up your own mind, of course, *but VOTE*
- IV. Getting Information on Candidates for the Arizona Legislature
(Suggestion: Look at the legislative questionnaire responses on the web site of the Arizona Students Association -- start at www.zwildcats.com and then click successively on "election info.," "Arizona Students Association," and) "ASA Questionnaire," which has responses by district)
The stakes are high; now is the time to get politically informed and active
- V. The Arizona Faculties Council (AFC) and its "Learner-Centered Ed." Study for the Regents
 - See the new web site (thanks to Roger Caldwell) at ag.arizona.edu/azlearners
- VI. President Likins' Restructuring of the Cabinet and its Finance and Space Committees
 - more Shared Governance, in my view, including more interaction with SPBAC
- VII. Campaign Arizona -- "Kick Off" coming on October 6, starting at 8:30 a.m.
 - What has happened to the process begun in SPBAC (the Proposal Web Site)
 - The pulling together of some proposals into "Mega-Concepts"
 - President Likins will speak to us on Oct. 6, 8:30 a.m., Crowder Hall, Music Building
 - NOTE the *noon* event at Old Main, East side, on Oct. 6 for EVERYONE
- VIII. Working with our new Provost, Prof. George Davis, so far almost *religious* about Shared Governance

Learner Centered Education
Web Site and Discussion Forum
for
University of Arizona
Developed by
Arizona Faculties Council

What is this project all about?

It helps us all learn more about learner-centered activities. Read what learner-centered really means and see guiding principles and best practices to accomplish it. See what our own Arizona universities are doing and what others are doing. A web page puts all this in one place.

This project developed from a common interest of the Arizona Board of Regents and the Arizona Faculties Council, to focus discussions on learner-centered principles. A joint document was developed, with regents and the council in February 2000. The web page and discussion form extends the discussion to involve as many faculty, staff, and students that want to be involved. The results of the discussion will be summarized in spring 2001 and used to further our learner-centered activities.

All three universities provided the web content, with assistance by specific offices dealing with learner-centered activities, the provost's offices, by campus member of the Arizona Faculties Council, and by the ABOR staff.

Who are the expected participants and how should they be involved?

The focus is on students, faculty, and staff of the universities, regents and their staff, and elected officials and citizens of Arizona. Participants can be passive and just read the web pages, or they can participate by:

- Complete an initial (short) questionnaire about learner-centered definitions
- Vote on some aspect of a learner-centered issue each month (a new issue will appear the first day of each month)
- Participate in an on-going discussion forum. This can be accessed by your preferred method – web based discussion, electronic mail, or news groups. Instructions are on the project web page.

The campuses are having discussions on learner-centered education, by various formats, and those materials will be shared through the web site and discussion forum. The campuses can use the web as an information reference source for their own discussions.

Where can I get additional information and get started?

All you need is the web address – ag.arizona.edu/azlearners. A copy of the page is on the reverse side. Directions are on the web page.

arizona learner centered education

Sponsored by the [Arizona Faculties Council](#)

Quick Links

[Interact Here](#)

[Questionnaire](#)

[Monthly Survey/Vote](#)

[Discussion Forum](#)

[FAQ List](#)

[Direct Campus Links](#)

[Main Web Pages](#)

[Strategic Planning](#)

[Quick Facts](#)

[Learning Offices](#)

[Assessment Offices](#)

[AZ Education Sites](#)

[Library Resources](#)

[Site Index](#)

[Questions or](#)

[Feedback](#)

Anyone may participate in this web site, but we especially invite students, staff and faculty from the public Arizona universities

- ASU, NAU, UA
- AZ Board of Regents
- AZ Community Colleges
- AZ Citizens
- AZ Elected Officials

[Purpose](#)

[News/Update](#)

[Search](#)

Welcome to our "Learner-Centered Education" site. See "purpose" (above) for details about this project. Read News for continually updated announcements. See [Interact Here](#) (left) for voting, questionnaires, and a discussion forum.

New Visitors -- Use the Questionnaire to give us your view of "learner-centered"

- [Learner Centered - What is it?](#)
Defining "learner centered" in a nutshell -- it is putting *learners* first. Or, it is a focus on learning that allows for a range of approaches and involves the student to be an active participant in the learning process.
- [What are Arizona Institutions Doing Now?](#)
Examples of current activities, case studies, and available analyses. Includes ASU, NAU, and UA, and their branch campuses.
- [What are Others Doing?](#)
Examples of "learner centered" principles and case histories at other universities.
- [Examples of Institutional Responses](#)
What are possible impacts of 'learner centered' changes on institutions? How will they change and what will cause them to change? Are they changing now? Includes rewards, intellectual property and accreditation issues.
- [General Institutional Change](#)
Broader reference material for change in general. Includes examples of organizations involved in educational change and issues related to the transformation of higher education.

For further information contact: Roger L. Caldwell, Project Coordinator - caldwell@ag.arizona.edu

Address for this page: <http://ag.arizona.edu/azlearners>

THE UNIVERSITY OF ARIZONA

Speaker Series

Every Wednesday at 12:15
Center for Creative Photography

September 13, 2006

"Let There Be Light"

Jeff Warburton • Associate Professor
Theater Arts

(to be held at Murooney Theatre)

September 20, 2006

Time Management

Lanney Benson • Assistant Professor
Management and Policy

September 27, 2006

From "Survivor" to "Leader": Framing Your Success

Jacqueline Mok • Associate Dean
Fine Arts

October 4, 2006

The Roots of American Trauma Surgery: Tombstone 1882

John B. Fortune • Professor
Surgery

October 11, 2006

Many Paths, One Journey

A Multidisciplinary Discussion about Race

(in conjunction with the
National Campus Week of Dialogue)

(to be held in the Arizona Ballroom from 12-2:00 p.m.)

October 18, 2006

Poetry as Therapy

David Williams • Associate Professor
Communications

October 25, 2006

The Geologic Evolution of Mexico:

A Story of Continental Coastal Growth

Joachim Ruiz • Dean
College of Sciences

November 1, 2006

Copy Right or Copy Left? Who Owns our Thoughts?

Karin Williams
Team Leader for Digital Library Initiative Group

November 8, 2006

Are We on the Verge of Mass Extinction?

Jonathan Overpeck • Professor
Geosciences

Director of the Institute for the Study of Planet Earth

November 15, 2006

Management Education in the 21st Century

Mark Zupan • Dean
 Eller College of Business and Public Administration
(to be held at McClelland, Rm. 120)

November 29, 2006

Beyond "Lady of Spair" & "Pennsylvania Polka":

The Accordion Revolution!

James O'Brien • Professor
Music