

**MINUTES
FACULTY SENATE
November 7, 2011**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Robert P. Mitchell at 3:02 p.m. in the College of Law, Room 164.

Present: Senators Aleamoni, Brewer, Cervelli, Conway, Cropanzano, Dahlgran, Duran, Galvani, Gehrels, Hancock, Higgins, Hildebrand, Howell, Johnson, Jull, Larkins, Lee, Lundstrom, Martin, McCammon, Mitchell, Mok, Morrissey, Murray, Mutchler, Nelson, Nolan, Reed, Rosenblatt, Sander, Secomb, Silverman, Smith, Tabor, Ulreich, Vaillancourt and Witte.

Absent: Senators Allen, Antin, Brooks, Carvajal, Chiu, Cuello, Davis, Fregosi, Gilligan, Guertin, Jones, Khan, Krunz, Labate, Ogden, Ozkan, Pau, Polakowski, Renger, Reynolds, Spece, St. John, Strittmatter, Willerton, Zedeno and Zwinger.

2. OPEN SESSION

Dr. Scott Leischow, professor of Family and Community Medicine, told Senators of a recently adopted policy to ban tobacco use on all property owned and managed by UA Healthcare Network. A newly proposed policy would expand the ban on tobacco use to all health sciences buildings around the hospital including the Colleges of Pharmacy, Public Health and Nursing. The policy has been reviewed and is moving through the process for discussion of becoming a formal policy.

Senator Tim Secomb updated Senators on an issue he first presented at the April 4, 2011 Faculty Senate meeting. In March of 2011, before the five-year review was completed, Dr. Nick Delamere was dismissed as the department head for Physiology. Faculty within the department wrote to Wanda Howell, Chair of the Faculty, who in turn, referred the situation to the Shared Governance Review Committee, chaired by Robert Mitchell. After review, the Shared Governance Review Committee recommended to the UA Administration that Dr. Delamere's review be completed. VP for HR Allison Vaillancourt chaired a committee to complete the review and Dr. Delamere was reinstated as Department Head for a one-year term. Dr. Secomb thanked Wanda Howell, Robert Mitchell and the Shared Governance Review Committee, Allison Vaillancourt and Provost Mok for their work on this matter.

Dr. Miranda Joseph, Chair of the Task Force on Equity and Fairness, told Senators the Task Force is concerned with the composition and diversity of the UA Presidential Search Committee. The Task Force drafted the following resolution, "The Senate Task Force on Equity and Fairness urges the faculty leadership of the University of Arizona to insist that faculty representation and diversity be increased by the inclusion of the faculty members who are currently part of the advisory committee on the formal ABOR Presidential Search Committee with voting rights."

Robert Mitchell introduced the next speaker, Vice President for Legal Affairs and General Council, Glenn George. Mitchell offered a sincere thank you, on behalf of the faculty officers, for the work George has done with shared governance during her time at the UA. She has been a pleasure to work with and she will be greatly missed.

Glenn George reviewed the information presented in the Senators' packet, *The University's Obligations Under Title IX*. Title IX was added as a policy in 1972 and is most commonly considered within the context of athletics. It is a federal law prohibiting sex discrimination in educational institutions that receive federal funds. Sex discrimination includes sexual harassment and all forms of sexual violence. The Title IX Coordinator on the UA Campus is Mary Beth Tucker and all instances of sex discrimination should be reported to her office, the Office of Institutional Equity.

3. REPORTS

3A. ASUA Chief of Staff Katy Murray

ASUA Chief of Staff Katy Murray reported in place of ASUA President James Allen, who was out of town. Murray announced that ASUA is continuing to work with key stakeholders including Parking, UAPD and several academic colleges and departments to work through logistics surrounding the possibility of bringing Spring Fling back to campus. ASUA is in the process of looking into transitioning to another branch of Student Affairs and additional updates will be provided as they are available. Murray also told Senators that ASUA is working to make advising more accessible to students, especially during key advising times. One possible solution is creating a group of peer advisors, made up of trained students, who will either be paid or receive course credit for their work.

ASUA is continuing to work with other departments, such as Orientation, to promote Bear Down Camp. Murray told Senators ASUA's main focus is working with Administration and the State Legislature for a zero tuition increase for next year.

3B. GPSC President Roeland Hancock

The 19th Annual Student Showcase took place during Homecoming last week. There were more than one hundred undergraduate and graduate student participants. Hancock thanked the Library for their support of the event. GPSC has completed a graduate student survey assessing student satisfaction with their health insurance. The survey found that students were moderately satisfied with their coverage and rates. One concern the survey identified was the lack of dental coverage. A major goal of GPSC is to bring a childcare center to campus.

3C. Faculty Officers' Report

Robert Mitchell reminded Senators of a memo sent by President Sander, Provost Mok and Chair of the Faculty Howell about the importance of citizenship and collaboration. He announced that the December Senate meeting will include a conversation on the topic.

3D. Provost Jacqueline Mok

Provost Mok told Senators the recent meeting of the ABOR Academic Affairs Committee included a discussion about program quality and how to judge the quality of academic programs. Mok thanked Vice Provost for Academic Affairs, Gail Burd, for creating an informative document outlining how quality is judged at the UA. When looking at quality it is important to consider more than numbers and consider the measures the UA has in place, including outcome assessment.

3E. President Eugene Sander

President Sander congratulated President and Executive Director of the Alumni Association, Melinda Burke and her crew on a wonderful Homecoming. President Sander is continuing to work to find funding for a cancer center in Phoenix. He thanked Glenn George for her excellent work and wise leadership during her tenure at the UA, she is a tremendous asset and will be difficult to replace. The search for her successor is underway. The search committee has been finalized. President Sander is hoping to fill the position by the middle of next semester, no later than summer. Sander is working with Javier Duran, Chair of the Committee of Eleven, to review the process of post-tenure review with the hope of revising the process to make the reviews more meaningful. He is also working with Allison Vaillancourt to revise administrative reviews to be more in line with a modern 360 review. President Sander is concerned about the number of annual reviews being completed on campus and emphasized the importance of every employee receiving reviews on an annual basis. President Sander is working with Glenn George to speed up the UHAP revision process.

4. QUESTION AND ANSWER PERIOD FOR ITEM 3

Senator Tabor asked how external, national ranking will be used in assessing quality. Provost Mok replied that rankings will be part of the review criteria for programs.

Chair of the Faculty Howell commended President Sander for taking on faculty and administrative reviews at the same time, showing that the process can be improved for everyone. President Sander replied that he has wanted to get the review process improved for a long time and thinks most deans and department heads will find the process better with the changes.

Senator Witte shared that the College of Medicine has found that using social networking tools has been a great way to track graduate's successes and accomplishments. Social networking also provides a way to find UA graduates.

Senator McCammon shared that her department is having a hard time defining good citizenship and there is some angst and anxiety regarding how it will be measured for review purposes. It would be helpful to have talking points for use during reviews.

Senator Witte asked about the conversation on civility and collaboration. She noted that conversations twenty years ago found civility as a way to impede academic freedom and suggested it may be better to focus on civic mindedness.

Chair of the Faculty Howell noted that the new RCM funding model is now in use. She asked Provost Mok what the intention of college level oversight was and how it would be ensured. Dr. Mok replied that there should be governance review of the distribution of funds at the college level and the deans will be reminded at the next Deans' Council meeting. Dr. Gail Burd will also work with the RCM Governance Committee to draft guidelines for use in the colleges.

5. APPROVAL OF THE MINUTES OF OCTOBER 3, 2011

The minutes of October 3, 2011 were approved with one correction and two abstentions.

6. **INFORMATION ITEM: UA CARES**

Holly Altman, Director of Outreach and Community Partnerships with the Office of Community Relations, spoke to Senators about the annual giving campaign, UA Cares. Faculty, staff and appointed professionals have the opportunity to give to any UA program through the UA Foundation. Altman reminded Senators that they can also donate to any IRS approved 501c3 non-profit agency through the United Way. Employees can donate up to \$5,000 through the UA Foundation with no administrative fees. Last year the University created the UA Employee Emergency Fund which will support employees with a sudden financial emergency, with gifts up to \$750. A committee will review applications for the funds and the University is hoping to build the fund to \$10,000 with this year's giving campaign. This year all gifts given to the Arizona Assurance program will be matched dollar for dollar by an anonymous donor up to \$50,000.00

7. **ACTION ITEM: 2015-2016 ACADEMIC CALENDAR APPROVAL (attachment)**

The 2015-2016 Academic Calendar comes to Senate for approval as a seconded motion [**Motion 2011/12-2**] from the Senate Executive Committee. The 2015-2016 Academic Calendar was approved unanimously.

8. **INFORMATION ITEM: THE COALITION OF PAC-12 FACULTIES**

Senator Andy Silverman told Senators about the establishment of the Coalition of Pac-12 Faculties. Representatives from the faculty leadership of all Pac-12 schools were invited to attend a conference on October 15, 2011 at the University of Colorado in Boulder. Every school in the conference, with the exception of Arizona State, was represented. The meeting focused on getting to know more about the shared governance structure at each University. The UA and the University of Oregon have the most inclusive structures including students and administrators. The meeting focused on areas of interest or concern to the Coalition such as faculty diversity, state legislatures, funding, threats to tenure and the role of General Council. The Coalition discussed the current pressures to run universities more like businesses. The Coalition focused on ways to make the Pac-12 more of an academic organization, rather than simply an athletic conference. The Big Ten operates as both an academic and athletic conference. The Big Ten network airs academic programming as well as athletic events with the universities getting a share of the profits of the network. The next meeting will be held in April, at the Washington State campus in Seattle.

9. **INFORMATION AND ACTION ITEM: FACULTY SENATE AD HOC COMMITTEE (attachment)**

Senator Charles Higgins presented a proposal to create a Faculty Senate Ad Hoc Committee on Information Technology. The role of the committee would be to develop clear and consistent communication between the faculty and various IT constituencies around campus. Currently the IT decision making process is decentralized. A committee would help all stakeholders become aware of, and provide input into, important technology issues prior to decisions being made. The committee would be made up of five voting faculty members, three of whom would also be Faculty Senators, one graduate student and one undergraduate student, also with voting rights. Non-voting members would include the Chair of the UA Net Managers, Chair of the Deans' Information Technology Council and the UA Chief Information Officer or a designee.

Senators' questions and comments included: 1) The committee is being proposed as an Ad Hoc committee, is there a plan to make it a permanent committee? Dr. Higgins replied that to become a permanent committee would require a change to the *Constitution of the General Faculty of the University of Arizona*. At this time it makes more sense to see how effective the committee is before undertaking the necessary steps to become a permanent committee. 2) Should the committee members have some level of expertise in IT? Dr. Higgins replied that faculty members and students do not need to be experts. Working with the IT professionals from around campus would provide the expertise and the voting members should represent the users on campus. 3) Senator McCammon moved [**Motion 2011/12-3**] to accept the proposal to form a Faculty Senate Ad Hoc Committee on Information Technology. Senator Ulreich seconded the motion. 4) Would the committee function simply to report to the Faculty Senate? Senator Higgins replied that the purpose of the committee would be to get the various IT groups, as well as users, to engage in better communication. Other groups/units on campus would have representatives via the Deans' Information Technology Council and the UA Net Managers group. The committee would allow users to have more input before important decisions are made and put into operation. 5) Would the committee provide annual reports? Robert Mitchell replied that committees generally submit a summary of activities at the end of each academic year. 6) Would this committee be the same as the committee UITs proposed at the October Senate meeting to review applications to move to on premise servers? Senator Higgins replied that this committee would have a different function. 7) There are some private sector entities who would like to get ahold of information on the research of faculty members through faculty email. Would this committee look into this issue? General Council Glenn George replied that employee emails can be requested and made public. The University can protect some data during on-going research.

The motion carried.

10. **INFORMATION ITEM: ANNUAL REPORT FROM THE UNIVERSITY LIBRARY (attachment)**

Carla Stoffle, Dean of the Libraries and Center for Creative Photography, presented Senate with a PowerPoint presentation and hard copy version of the University Libraries Annual Report. The UA Library has remained ranked in the top 20 among public university libraries based on the 2009/10 national rankings. Dean Stoffle told Senators in FY11 the University Libraries spent \$11.7M on acquisitions, held 5.8 million volumes, received 69,629 serials/journals, saw 1.7 million uses of digital items in repository collections, two million visits to library buildings and streamed 2,667 videos to 640 courses via D2L. In 2010/11 the Library focused on data management, D2L support, on-demand information delivery and credit courses for students. Nearly half of the Library's budget is spent on acquisitions. The library has continually strived to make up for gaps in funding by borrowing materials and leveraging with collaborations. The UA Press has been incorporated as a unit that now reports to the Library. Looking ahead to FY12, the library hopes to digitize every monograph ever created by the UA Press and continue to raise money and develop new projects. A full report is available as an attachment.

Senators' questions and comments included: 1) Congratulations on all the work the library has done. Colleagues from other universities are envious of the access to journals and publications patrons have here.

11. **INFORMATION ITEM: STUDENT ADMISSIONS AND STUDENT SUCCESS (attachment)**

Vice President for Student Affairs, Melissa Vito, and Assistant Vice President for Student Affairs and Dean of Admissions, Kasey Urquidez, presented a report on the new freshmen class and the student success strategies employed by Student Affairs. This year the incoming class is the largest, most accomplished and diverse class in UA history. The University enrolled 7,300 new freshmen and 1,843 new transfer students. Minority students represent 39.3% of the new full-time freshmen class. Student Affairs is aligning goals with ABOR's 2020 goals to increase retention and graduation rates by increasing the quality of the freshmen class, increasing pathways for transfer students and continuing to grow non-resident enrollment. From Fall 2010 to Fall 2011, the UA retained 80% of resident students and 72% of non-resident students from their freshman to sophomore year. Student Affairs is working with other entities from around campus to create collaborative initiatives for student success such as centralized and increased learning support through such units as the Think Tank, increasing the availability of Tier 1 and Tier 2 seats and focusing on assessment and research to evaluate program effectiveness. Student Affairs is also working closely with Academic Affairs on such initiatives as *Degree Search* and *Degree Tracker*. Student Affairs is focusing on working with academically at-risk students through Early Alert, reviewing disqualification and probation practices and providing individualized academic support. Student Affairs and Admissions will continue to work to admit, support and retain an academically strong student body through several new programs including working with Pima Community College and creating success programs for non-resident students. The full PowerPoint presentation is available as an attachment.

Senators' questions and comments included: 1) Are student success rates higher or lower depending on ethnicity? Yes, Asian and Anglo students are having the most success, followed by Hispanic, African American and Native American students. 2) Is Student Affairs considering other, social factors when designing retention programs? Yes. Most of the first year programs also include information on how to become connected to campus and how to deal with social pressures. 3) Do you consider high school rank when admitting students? Yes, but many high schools no longer rank students. 4) Thank you so much for presenting and it seems like Student Affairs is doing great work. How are you financially supporting such programs/units as the Think Tank? The Think Tank is supported by a variety of sources. One third of its funding comes from student fees. There is auxiliary support through units such as Residence Life and the UA Bookstore as well as some permanent funding. 5) Some students seem to have many different advisors, which can cause confusion. The information should be better integrated for students. PeopleSoft makes it possible for all advisors to see up to date and changing information. 6) Compliments on improving retention through increased quality of students rather than lowering G.P.A.

12. **INFORMATION ITEM: ECOOPS, ENGAGING EMPLOYEES IN SUSTAINABILITY (attachment)**

Due to time constraints the EcoOps presentation will take place during the December Faculty Senate meeting.

ADJOURNMENT

There being no further business, the meeting was adjourned at 5:20 p.m.

J.C. Mutchler, Secretary of the Faculty
Brianna Thaut, Recording Secretary

Appendix*

1. Handout: The University's Obligations Under Title IX
2. Senate Executive Committee Consent Agenda Item: 2015-2016 Academic Calendar
3. Handout: Proposal for a Faculty Senate Ad Hoc Committee on Information Technology
4. PowerPoint Presentation: University Libraries
5. Report: University Libraries Annual Report
6. PowerPoint Presentation: Student Affairs and Student Admissions

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

Motions of the Meeting of November 7, 2011

Motion 2011/12-2 Seconded motion from Senate Executive Committee to approve the 2015-2016 Academic Calendar. Motion carried.

Motion 2011/12-3 Seconded motion to approve the formation of a Faculty Senate Ad Hoc Committee on Information Technology. Motion carried.

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