

**MINUTES
FACULTY SENATE
December 5, 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 3:01 p.m. in the College of Law, Room 164.

Present: Senators Aleamoni, Allen, Carvajal, Cervelli, Chiu, Conway, Cropanzano, Cuello, Dahlgran, Davis, Duran, Fregosi, Gilligan, Guertin, Hancock, Howell, Johnson, Jones, Larkins, Lee, Lundstrom, Martin, McCammon, Mitchell, Mok, Morrissey, Mutchler, Nelson, Nolan, Ozkan, Pau, Polakowski, Reed, Renger, Rosenblatt, Sander, Smith, Spece, St. John, Ulreich, Vaillancourt, Willerton, Witte, Zedeno and Zwinger.

Absent: Senators Antin, Brewer, Brooks, Galvani, Gehrels, Higgins, Hildebrand, Jull, Khan, Krunz, Labate, Murray, Ogden, Reynolds, Secomb, Silverman, Strittmatter and Tabor.

2. OPEN SESSION

Director for Academic Success and Achievement, Christine Salvesen, invited Senators, and faculty members as a whole, to participate in the Winter Commencement ceremony, December 17, 2011. Ms. Salvesen told Senators the ceremony has been shortened and student behavior is much improved in recent years. There will be a faculty breakfast prior to the ceremony at 8:30 a.m. in Special Collections.

3. REPORTS

3A. ASUA President James Allen

ASUA President James Allen told Senators about his recent trip to Russia and the opportunities for development and partnership that are now available in that country. ASUA is continuing to work with faculty and the bookstore to encourage faculty members to submit their textbook orders on time. Ordering on time allows the cost of textbooks to stay reasonable for the bookstore and therefore students. ASUA is meeting with stakeholders from around campus to work through the logistics of possibly moving Spring Fling back to campus.

3B. GPSC President Roeland Hancock

No report.

3C. Faculty Officers' Report

Robert Mitchell asked Senators to approve a recommendation to cancel the January Senate meeting, barring any essential issues coming forward. The next meeting would be the regularly scheduled February 6, 2012 meeting. The Senators agreed.

Shared governance entities including Mitchell, in his role as chair of the Shared Governance Committee and Vice Chair of the Faculty, Roger Dahlgren in his role as Chair of APPC, along with other members of the Administration and General Council, have been working on revising the University Handbook for Appointed Personnel, Chapter Three. The plan is that the draft will be completed by the end of the semester and the APPC and Administrative review will begin early next semester. Senate is expected to review the draft by early spring.

3D. Provost Jacqueline Mok

Provost Mok thanked Senator Ulreich for the opportunity to participate in the annual "Milton Marathon" and praised the event as an example of what the UA does so well: engaging students. Mok told Senators that the recent meeting of the ABOR Academic Affairs Committee included a discussion with the three University Provosts about program quality and how to build quality metrics. The metrics would include faculty quality, the student experience and student satisfaction. Faculty quality could be determined in part by measuring the quality of publications and citations. The perceived value of the students' experience would be determined in part by alumni surveys. Any Senators or faculty with input on how to build a metric for program quality should contact Provost Mok.

3E. President Eugene Sander

President Sander also attended the reading of *Paradise Lost* and shared Provost Mok's praise. Sander encouraged Senators, and faculty as a whole, to attend the Commencement ceremony, noting that graduation is what the UA is all about. Sander met with the Faculty Officers and is pleased to learn that the UHAP revisions are moving forward. President Sander congratulated Athletic Director Greg Byrne for the hiring of Rich Rodriguez as the next head football coach. President Sander is continuing to work hard on developing a strong technology transfer program. Dean Jessup from the Eller College of Management has specific experience developing technology transfer at the university level. Milton Castillo and his team are developing the budget to support the program. An announcement from the President's Office on December 6, 2011 will announce the creation of "Tech Launch Arizona." A founding director, reporting directly to the President, will be appointed quickly. The goal is to develop a pipeline through the Tech Park which can lead to the formation of new companies. Tech Launch Arizona will be associated with the Eller College of Management and the McGuire Center for Entrepreneurship. This endeavor will take advantage of the research taking place at the UA and will also allow undergraduate and graduate students to be involved.

4. QUESTION AND ANSWER PERIOD FOR ITEM 3

Senator Willerton noted that new partnerships with Russia have created some controversy but commends the idea of future partnerships, if they are based on trade. He endorses the idea and encouraged faculty and students to think about it seriously.

Senator Chui asked if there would be restrictions on the endorsements Coach Rodriguez is able to sign. He noted that Coach Miller signed an endorsement with Carondelet Health Network which is a direct competitor of UMC. President Sander responded that he would look into Coach Rodriguez's contract.

5. APPROVAL OF THE MINUTES OF NOVEMBER 7, 2011

The minutes of November 7, 2011 were approved with one abstention.

6. INFORMATION ITEM: ECOOPS: ENGAGING EMPLOYEES IN SUSTAINABILITY (attachment)

Dr. Sabrina Helm shared a PowerPoint presentation outlining EcoOps, a community of UA employees who participate in the efforts to make UA more environmentally sustainable. The program is headed by three elected members and is supported by the UA Office of Campus Sustainability. Currently, many faculty members are engaged in sustainability research and the teaching of sustainability focused courses. EcoOps would encourage more faculty members to get involved by proposing student-centered sustainability projects. EcoOps is supported in part by the UA Green Fund. The UA Green Fund is funded by the \$24 sustainability fee every student pays per year. This money is controlled by a ten member, student-led committee, and funds projects that promote sustainability on campus. Students, staff and faculty can submit proposals for sustainability projects and be funded through the UA Green Fund. Examples of projects funded by the UA Green Fund include, converting Student Union food service cooking oil into biodiesel, a UA community garden, a UA food composting program and LED parking garage lighting. Sustainability should be considered a strategic initiative and is important to incoming students. Dr. Helm hopes for more faculty participation and more faculty proposals to the UA Green Fund in the future. The full presentation is available as an attachment.

7. APPROVAL OF NON-CONSENT AGENDA ITEMS FORWARDED BY THE UNDERGRADUATE COUNCIL (attachment)

Presiding Officer Mitchell reminded Senators that non-consent agenda items are policies which come as seconded motions but are discussed and voted on individually. Director of Curricular Affairs, Patti King, presenting in place of Undergraduate Council Chair, George Gehrels, asked the Senate to approve the proposed amendment to "Time Limits on Undergraduate Course Work" [**Motion 2011/12-4**]. An undergraduate student following the degree requirements of a major in a given catalog must complete all requirements within the eight year window that the catalog is available. All continuing or readmitted students pursuing degree programs that were disestablished after they began the program must complete the program within eight years.

Senators' questions and comments included: 1) Who evaluates student transcripts? Admissions evaluates the transcripts to determine if the student is eligible for admission and the department evaluates the coursework. 2) Eight years seems like a long time to retain information. 3) Can fifteen year old coursework still be accepted? This policy simply allows departments to review coursework before accepting it for credit. 4) What is timely versus timeless, a tricky philosophical question. This policy allows for the experts in the department to make the determination. 5) Does this policy relate to when the program is discontinued, or when the student leaves the University? When the program is discontinued. 6) Eight years seems too short a time for part-time, continuing students to finish. This policy would not apply to those students. Motion passed unanimously.

8.

9. **APPROVAL OF CONSENT AGENDA ITEMS FORWARDED BY THE GRADUATE AND UNDERGRADUATE COUNCILS (attachment)**

Presiding Officer Mitchell reminded Senators that the Consent Agenda items come as seconded motions [**Motions 2011/12-5, 2011/12-6, 2011/12-7 and 2011/12-8**] from the Graduate Council chaired by Katherine Morrissey and the Undergraduate Council chaired by George Gehrels. The Consent Agenda items detailed at the end of these minutes passed unanimously.

10. **INFORMATION AND ACTION ITEM: UA CAMPUS USE POLICY (attachment)**

Associate Dean of Students, Kathy Adams Riester, presented the proposed changes to the “UA Policy and Regulations Governing the Use of Campus.” Ms. Adams Riester noted that the policy, last updated in 1997, has several key changes. The first addresses various forums on campus that would now be given designations: Public Forum, Designated Public Forum, Limited Public Forum and Non-Public Forum. The new policy also clarifies the difference between an Authorized Activity and an Official University Activity such as Homecoming or the Festival of Books. Another key change to the Campus Use Policy involves temporary structures. It requires that the group requesting a temporary structure provide additional building specifications so that structures that are potentially dangerous can be modified or prohibited.

Senators’ questions and comments included: 1) Would the chain link fence event from last year still be allowed? Yes, but not at the same scope as last year. 2) There is a tent on the mall every day, would it still be allowed? Riester stated that she would need to look into the specific tent referenced. 3) Are football game tailgating events exempt from this policy? Yes, they are Official University Activities. 4) Does this policy take into account the policy on corporate relations? This policy will trigger changes to other policies. 5) The policy states that groups have the option of providing proof of insurance? If a group cannot afford insurance the UA cannot deny their activity but it would require them to provide written indemnification of the University and ABOR. 6) Are political debates allowed? Deputy General Counsel, Steven Adamczyk, replied that political debates are allowed if all candidates are invited to participate. Student political groups can invite their own guests. 7) Senator McCammon moved [**Motion 2011/12-9**] to approve the UA Policy and Regulations Governing the Use of Campus proposal. Senator Ulreich seconded the motion.

The motion carried.

11. **INFORMATION ITEM: UITS UPDATE ON UA EMAIL AND CALENDARING SYSTEM**

Derek Masseth, UITS, and Brian Atkinson and Dane Velazquez, UA Net Managers Group, returned to Senate to update Senators on their progress since the October Senate presentation on UAConnect; the UA email and calendaring system. The October agenda item arose from a white paper written by a sub-group of the UA Net Managers group expressing concern with the functionality of UAConnect. Since the October Senate meeting UITS has been working closely with the Net Managers Group as well as other IT groups on campus to work through many of the problems with the new system. The IT community has been working on a proof of concept and testing the system. The system seems to be working well. A statement of confidence was drafted and signed by nineteen members of the campus IT community. UITS has also been speaking with shared governance groups and plans to meet with the newly created Faculty Senate Ad Hoc Committee on Information Technology, once the membership of that committee has been finalized. Brian Atkinson shared that communication with UITS has been greatly improved and good progress has been made. The next steps include beginning the process of moving the 20% of users experiencing difficulty to on-site servers in January and continuing to vet new IT ideas.

Senators’ questions and comments included: 1) As suggested at the October meeting, will the committee that will determine eligibility to move from the cloud to an on-premise server still be necessary? Yes, and UITS will ask for faculty representation. If anyone is experiencing problems currently, they should contact their local IT department. A blanket criterion has been established and most people having difficulty will be moved. 2) Are those who are happy with the Microsoft system able to stay with it? Yes. 3) Has the functionality with Mac Mail been resolved? It has been tested and there are no systemic problems. 4) Has the issue with *win.dat* attachments been resolved? The issue can be mitigated; UITS administrators can fix the problem. 5) Will the calendaring system work whether you are operating in the cloud or on-premise? No, the calendaring share function only works in the cloud. 6) How does this affect extension offices? Representatives from the extension campuses have been part of the conversations. 7) Thank you for working together to come up with positive solutions.

12. **INFORMATION ITEM: REPORT ON PROMOTION AND TENURE STATISTICS (attachment)**

Associate Provost for Faculty Affairs, Thomas Miller, presented Senate with the most recent promotion and tenure statistics. After review of the data, the Academic Personnel Policy Committee (APPC) had several questions. Dr. Miller provided APPC with additional statistics. The promotion and tenure process is a hugely laborious task. There were eighty-six P&T dossiers submitted and each dossier is reviewed by an average of thirty-five people. UA’s percent of tenure track faculty has declined in recent years, but less so than at other universities. While the national trend is a 15% loss in tenure track faculty, the UA rate is at 6%. Faculty loss is less at the UA than Arizona State or Northern Arizona University. The UA loses assistant professors at twice the rate of faculty at other ranks. This could be evidence of a need for more support and mentoring at that level, or it could be seen as the time some faculty members are ready to make

a move to another institution. 90% of assistant professors who apply for tenure attain it, but the UA loses about half of its assistant professors prior to going up for promotion. During the last five years, approximately forty-three faculty members have retired each year, with that number decreasing recently due to the economy.

Senators' questions and comments included: 1) It seems that unless my department is hiring, I feel no pressure to retire. I still love what I do. It is important for departments to have these conversations and determine what is best for the department. 2) Do you know the age of specific departments? In the College of Humanities 30+% of faculty is 62 or older, College of Social and Behavioral Sciences 20% of their faculty is 62 or older, College of Science 18% of their faculty is 62 or older and College of Medicine 10% of their faculty is 62 or older. 3) Do you have information on Senior Administrators? It is unbalanced to present the idea of making important departmental decisions without salary information on Administrators. Dr. Miller will work on getting that information. 4) What was the impact of the incentive retirement program? The number of faculty members who retired rose to 50. 5) What is the UA doing to help professors at the assistant level? The UA is working to improve mentoring, build a common gathering space for faculty, facilitate family receptions and work to build a stronger sense of UA community.

13. **DISCUSSION ITEM: CITIZENSHIP AND COLLABORATION (attachment)**

Due to time constraints, the Citizenship and Collaboration discussion will take place during the February Faculty Senate meeting.

ADJOURNMENT

There being no further business, the meeting was adjourned at 5:08 p.m.

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

Appendix*

1. PowerPoint Presentation: EcoOps, Engaging Employees in Sustainability
2. Undergraduate Council Non-Consent Item
3. Graduate Council Consent Items
4. Executive Summary of Changes to UA Policy and Regulations Governing the Use of Campus
5. The University of Arizona Interim Policy and Regulations Governing the Use of Campus
6. Promotion and Tenure Decisions
7. Additional Promotion and Tenure Data

**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 December 5, 2011

Motion 2011/12-4 Seconded motion from the Undergraduate Council to approve an Expiration Policy for the *Catalog of the Major*. Motion carried.

Motion 2011/12-5 Seconded motion from the Graduate Council to approve a request from the College of Social and Behavioral Sciences to implement a new Doctor of Philosophy degree with a major in Mexican American Studies. Motion carried.

Motion 2011/12-6 Seconded motion from the Graduate Council to approve a request from the College of Social and Behavioral Sciences to implement a new degree program, Masters in Development Practice. Motion carried

Motion 2011/12-7 Seconded motion from the Graduate Council to approve a request from the College of Social and Behavioral Sciences for authorization for Degree Program Name Change to Bachelor/Master Arts and Doctor of Philosophy with a major in Middle Eastern and Northern African Studies. Motion carried.

Motion 2011/12-8 Seconded motion from the Graduate Council to approve a request from the College of Architecture and Landscape Architecture to implement a new degree program, Sustainable Built Environments. Motion carried.

Motion 2011/12-9 Seconded motion to approve the UA Policy and Regulations Governing the Use of Campus Policy. Motion carried

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