

**MINUTES
FACULTY SENATE
September 9, 2013**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Robert Mitchell at 3:03 p.m. in the College of Law, Room 164.

Present: Senators Abraham, Armstrong, Ashton, Ayoun, Blanche, Brewer, Brooks, M.L. Brown, Castro, Colina, Conway, Dai, Daryaei, Duran, Fountain, Ganapol, Gehrels, Gold, Hart, Hildebrand, Howell, Jones, Joseph, Labate, Martin, McCammon, McKean, Mitchell, Moreno, Nolan, Pau, Polakowski, Reed, Reynolds, Silverman, Smith, St. John, Tabor, Vaillancourt, M. Witte and R. Witte.

Absent: Senators Aleamoni, R. Brown, Cervelli, Comrie, Cuello, Dahlgran, Douglas, Franklin, Fregosi, Guertin, Hamilton, Higgins, Johnson, Lee, Lysecky, Nadel, Nfonsam, Rychlik, Secomb, Sokoloff, Spece, Ulreich, Watchman, Zedeno, and Zwinger.

2. OPEN SESSION

Senator McCammon, as Chair of the Committee on Committees, reminded Senators to fill out the Faculty Survey that will be available online later in the week.

3. REPORTS

3A. ASUA President Morgan Abraham

President Abraham reported that ASUA actively engaged the Arizona Board of Regents (ABOR) in the Greek-Life request and will be bringing strong leaders in the Greek community to the next ABOR meeting at Northern Arizona University. ASUA is in the process of finalizing its internal policy department in conjunction with ASA, and building infrastructure between the three Universities. ASUA will talk with ABOR about reduced tuition for "Dreamers." Zona Zoo had 8,000 people in attendance at its first football game, ASUA will hold a special election to fill a vacant ASUA Senate seat on October 1, 2013. A Campus-wide Tobacco-Free Initiative is being endorsed by ASUA and the organization is working hard to encourage students' opinions and viewpoints on policy issues.

3B. GPSC President Zachary Brooks

GPSC President Zachary Brooks opened by announcing that the GPSC Research Grant program has reached \$40,000, the largest amount to date. September 15, 2013 is the first deadline for applications, and up to \$1,000 will be awarded per project. GPSC thanks the Colleges of Education, Engineering, Public Health, Pharmacy, Social and Behavioral Sciences, Eller, and College of Medicine-Phoenix for their support. GPSC is working with Eller College of Management and the McGuire Center for Entrepreneurship to assess research for entrepreneurship possibilities. The college grants program had 11% more applicants than the previous year. The Confluentcenter and UA Alumni Association are helping fund the program. GPSC has successfully retrieved 150 international students from the airport and transported them to campus. Graduate Orientation had 800 students sign up and 700 in attendance. On October 2, 2013, GPSC will attend the ASUA Senate meeting and request that ASUA revise its bylaws to recognize GPSC as the advocacy group for graduate students at the University of Arizona. At the statewide level, GPSC is working with Arizona Students Association for a \$5,000 grant and to register 20,000 new students to vote. On a national level, President Brooks will be in Washington D.C. the next two weeks as the Western Regional Board Chair of the National Association of Graduate and Professional Student Councils to talk to Congress about the Reauthorization of the Higher Education Act.

3C. Faculty Officers' Report

Presiding Officer Mitchell welcomed new Senators and the newly elected Appointed Professionals Advisory Council voting representative, Senator Blanche. Mitchell informed Senators that the Faculty Senate schedule and roster for 2013-2014 is included in the packet. The Senate meetings will be held in Law 164 this year.

3D. Provost Andrew Comrie

Provost Comrie is absent because he is attending the AAU Chief Academic Officers' Meeting.

3E. President Ann Weaver Hart

President Hart reported that a request for the 2015 fiscal year budget will be going forward to the Governor at the end of September 2013. The goal is to get closer to the fully funded model that relies specifically on the performance funding model for allocating dollars appropriated by Arizona to all three state Universities. With the support of ABOR President Eileen Klein and the two other state University presidents, the UA is going forward with a request for a \$15M special mission appropriation to alleviate the disparity in funding to the other two state Universities. Budget cuts over the last five years have greatly affected the College of Agriculture and Life Sciences and the UA's mission in serving the agriculture community. Eight million dollars will be lobbied for Veterinary Medicine and the Cooperative Extension. This is the only decision package going forward for the UA's budget request. Six hundred students have re-enrolled and registered to complete degrees this fall, after previously dropping out of the UA.

4. QUESTION AND ANSWER PERIOD FOR ITEM 3

Senator Silverman asked President Hart if the decision package moving forward was specifically for the UA or for all three Universities. Hart responded that it was the decision package for all three Universities.

Chair of the Faculty Howell asked President Hart if she could explain an article pertaining to the "tech corridor" in Phoenix. Hart explained that for Arizona to prosper, the UA Biomedical campuses in the cities of Tucson and Phoenix need to be more successful and the State of Arizona should not be dependent solely on tourism and real estate. The Biomedical Research Tech Development has been planned for some time with the encouragement of Mayor Stanton of Phoenix. The UA is the state's leader in National Institutes of Health and National Science Foundation funding. The majority of health problems currently on the forefront will not be solved by a few tech advances, but by integrated technology, translational research, and public/population health at issue and inquiry. Hart is confident with UA's two Colleges of Medicine, a now-unified Cancer Center in Phoenix and Tucson, and a commitment through an insurance package at the UA Health Network, that the UA will produce the biomedical/biotech work that will change lives. The UA's Biotech campus just south of the main campus is currently empty, and it is incumbent upon the UA to develop plans for private partners in Tucson.

Senator Jones asked President Hart to update the Senate on the recent changes to Provost Comrie's portfolio. President Hart explained that Provost Comrie has organized his portfolio to allow a more explicit focus on a number of important initiatives at the University relating to increasing student enrollment. Transfer articulation, enrollment management and academic issues related to access to well-prepared students were formerly divided among Vice President for Student Affairs, Melissa Vito, Vice Provost, Gail Burd and Vice President for Outreach and Global Initiatives, Mike Proctor. Those duties will now be designated to Vito, with Proctor focusing on increasing funding and international partners for Outreach and Global Initiatives. Although the UA offers over 1200 courses online, there isn't a concrete plan to increase the UA's international and out-of-state enrollment in a balanced way that analyzes net tuition revenue and enhances the revenue stream without relying on tuition itself. Tannya Gaxiola, Special Advisor for Community Outreach, reports to Senior Vice President for University Relations/Chief Marketing Officer, Teri Thompson, and is also Chairman of the Board of the Hispanic Chamber of Commerce.

President Hart announced that she will be participating in the American Association of Arts and Sciences' Lincoln Project on October 10, 2013 and will be absent at the next Senate meeting on October 7, 2013.

5. APPROVAL OF THE MINUTES OF May 6, 2013

The minutes of May 6, 2013 were approved with four abstentions.

6. INFORMATION ITEM: THE UA'S NEW STRATEGIC PLAN, NEVER SETTLE - PRESIDENT ANN WEAVER HART

Never Settle consolidates traditions, mission and vision into a 21st century, forward-centric goal of what we would like the UA to become in the coming years. In traditional categories of teaching, research and service, it is important to develop language and goals around a more action-oriented approach for a two-way conversation and feedback-focused activities. *Never Settle* has resonated with many, and was borne out of the SPBAC planning process, while at the same time adhering to UA's traditions that are rooted in a commitment to solving problems. The credo *Never Settle* is meant to describe this great University and encompasses its past and future. The shift in funding for major research Universities mandates that the UA diversify its support and revenues, and include partners in our mission. Tech Launch Arizona's development and success is important to this core goal as is the NASA funding for the OSIRIS REX Initiative. UA has the first free-standing Optical Sciences college in the country, boasting over forty patents and five companies that have revenue over \$1M annually. Capturing the word "Synergy" is interdisciplinary, trans-disciplinary, cross-cutting, and looking across boundaries. The UA needs to focus its energy and attention on innovation, and Vice President for Innovation and Strategy, Joaquin Ruiz, is leading the journey in that endeavor. It is the goal for every department head and dean to be able to use the *Never Settle* template to demonstrate unit goals within the framework, and convey to supporters how the unified approach works, as well as how individual achievements contribute to the mission itself. One hundred percent of UA's students will have a hands-on learning experience. Currently, Mining and Geological Engineering students are engaged directly in the work of their chosen profession and have a 100% employment after graduation. The UA plans to supplement 50% of the fare for the Modern Streetcar for all faculty, students and staff, and at the same time, reduce automobile traffic and parking needs on campus. Concurrently, the UA will be helping to finance the Modern Streetcar project while partnering with the City of Tucson. Rewards and an infrastructure built through *Responsibility Centered Management 2 (RCM 2)* will be necessary to achieve our goals. Senator's questions and comments included: 1) Senator McCammon asked if the next step would be communicating the process to the deans and

when an individual unit might expect to have a plan that falls in line with the goals. Hart responded that communication to the deans has just begun, and the deans are beginning to talk with department heads. Several colleges are already integrating their strategic plans into the *Never Settle* framework. Hart said she is presenting the detailed business plan for the entire University at the November 22, 2013 ABOR meeting. 2) Senator Tabor asked about specific reference to investment in key areas and have those areas been identified? Hart said they are currently being identified. Key areas for investment will be cluster hires for research facilities and assigning the types of research and development facilities the UA will support. One area of interest is nestled in the UA's unique position of having two Colleges of Medicine in the Southwest. Hart is working with Vice President for Health Sciences, Skip Garcia, on a health sciences initiative that will address population health. The majority of facilities will be in Tucson, with some located in Phoenix. The largest areas of population stress are heart disease, cancer and diabetes. Research across the University will encompass socio-cultural, economic/political and technical/clinical implications of population stress. 3) Senator Joseph remarked that the forward push in the College of Medicine is not experienced by the faculty due to mixed messages and low morale.

President Hart introduced Interim Senior Vice President for Business Affairs, James Hyatt.

7. **INFORMATION ITEM: STRATEGIC INITIATIVES - JOAQUIN RUIZ, VICE PRESIDENT FOR INNOVATION AND STRATEGY**

The definition of a University in past years has been the status-quo is acceptable but change is impossible. Now, the status-quo is unacceptable and change is required. Changes that are occurring nationally and internationally will be more relevant in three to five years. Arguments are philosophical; is education considered a public or private good, Technological; what is the best delivery method for education, and lastly, how is research federally funded. Only 10% of all submissions receive federal funding. Research will be more directed in the future toward larger and focused proposals in which the institutions that have competitive ecosystems will receive funding. For research opportunities, a group has been formed called the Innovation and Strategy Committee with Neal Armstrong, Chemistry, Nick Delamere, Department Head of Physiology, Diana Liverman, Co-director of the Institute of the Environment, and Fernando Martinez, Director of BIO5 Institute. Other individuals in consult are Buell Jannuzi, Department Head of Astronomy, Tim Swindle, Director of Lunar and Planetary Science, and Mary Peterson, Director of Cognitive Science. Five areas need the UA's focus and strategy: 1) energy, 2) international expertise and partnerships, 3) life sciences, 4) space science, and 5) brain science. The committee believes it is possible for the UA to be national leaders in programs that deal with secure and safe water, climate science and adaptation, environmental informatics, modeling and remote sensing, and environmental health and well-being. In international expertise, the committee feels that the UA needs to make strategic alliances with countries and partner with those countries that the UA deems important. President Hart signed a Memorandum of Understanding with Mexico for a Bi-national Institute for Semi-arid Environments which signifies a strategic partnership at a national level. Leveraging our link to Latin America and the world's dry lands is an opportunity the UA must encourage. The UA can cultivate a more substantial undergraduate program by focusing on international research programs and partnerships. Computational life sciences and an initiative for an infrastructure for advanced microscopy and functional imaging will keep the UA competitive in this area. In space sciences, the UA needs to maintain and foster more important partnerships with Engineering, Astronomy, Planetary Sciences, and Optical Sciences. More emphasis in this area is being placed on the exploration of space sciences and using satellites to image the earth. In the area of brain research, cutting-edge research would include looking inside the human brain and mapping the live brain and visualizing the gene networks that play in a dynamic neurocircuit. Senator's comments and questions included: 1) Senator Fountain asked if the committee has talked about local partnerships with native nations. Dr. Ruiz explained the focus has been the strengths of the UA and its relationship with Latin American countries like Brazil, Chile, Mexico, Columbia, Middle Eastern countries and Australia. 2) Senator Martin explained to Senate that the Cooperative Extension has faculty members in five native nations, and there is a link with native leaders. President Hart explained that in inquiry and research, Assistant Vice President for Tribal Relations, Karen Begay, has developed protocols for research interventions in the nations. 3) Senator Castro asked how the UA will implement the allocation of university resources and hiring strategies. Dr. Ruiz said that there will need to be investment in equipment and buildings. Cluster hires will be key. Hart said that with a research infrastructure investment proposal, decisions have to be made about more effective use of current research space and the possible need for new facilities. The Vice President for Research, Vice President for Health Sciences and Provost will have to align cluster hiring to achieve the UA's goals.

8. **INFORMATION ITEM: CONSIDERATIONS FOR EMPLOYMENT OF "ADJUNCT" INSTRUTORS - MICHAEL BREWER, CHAIR, NON-TENURE TRACK/NON-CONTINUING STATUS (NTT/NCS) TASK FORCE, AND TOM MILLER, ASSOCIATE VICE PROVOST (attachment)**

Senator Brewer explained how the term "adjunct" is used inconsistently across the University to describe diverse faculty appointments. The NTT/NCS Task Force was charged with looking at faculty titles in accordance with the University's compliance with the Affordable Care Act (ACA) and defining benefits-eligible faculty. A full work-load is not currently defined for instructional faculty, and the ACA encompasses three-quarter time or more for employees. The NTT/NCS Task Force is interested in defining the "adjunct" modifier that is used with faculty appointments in conjunction with definitions in the ACA. Associate Vice Provost Miller explained that he hopes in the future the UA will incorporate three broad categories of faculty titles in order to support the ongoing contributions of non-tenure track faculty. Many non-tenure track /non-continuing status faculty are career-long employees of the University. The UA is also looking at year-to-year instructional faculty who are full-time and whose contributions warrant a change in title. In complying with the ACA, the UA would like to move to using the term "adjunct" to define only short term/part-time faculty who are not benefits-eligible and incorporate other titles to define benefits-eligible faculty. Senator's questions and comments included: 1) Senator Martin asked how continuing status faculty were classified. Miller responded that continuing status faculty have the same type of appointment as a tenure track faculty member. Senator Howell asked what is involved in changing job titles. Miller responded that with the help of Vice President for Human Resources,

Allison Vaillancourt, that some changes in titles will be anticipated in Spring 2014 offer letters, but that the majority of changes will result over the next couple of years as each college's criteria is investigated.

9. **INFORMATION AND ACTION ITEM: PROPOSED POLICY CHANGE TO UHAP – APPROVAL OF AN INTERIM POLICY ON SEEKING ADVANCED DEGREES. MICHAEL BREWER, CHAIR APPC. (attachment)**

Senator Brewer reminded Senators that the Proposed Policy Change to UHAP, Interim Policy on Seeking Advanced Degrees (**Motion 2013/14-1**) comes to Senate as a seconded motion. In past years there was a specific policy on who could and could not pursue higher degrees. The proposed new wording is broader and less exclusionary, and takes into consideration the existing policy as it pertains to conflict of interest. Senator's questions and comments included: 1) President Hart remarked that the new language is an improvement over former language that made it unclear whether an employee with major technical expertise and educational aspirations, or an employee in a supervisory role, could have the opportunity to pursue an advanced degree. It was moved and seconded (**Motion 2013/14-1**) to approve the Policy Change to UHAP, Interim Policy on Seeking Advanced Degrees and passed unanimously and is detailed at the end of these minutes.

10. **INFORMATION AND ACTION ITEM: PROPOSED REVISION TO ABOR POLICY TO REHIRE CONTINUING-ELIGIBLE PROFESSIONALS – MICHAEL BREWER, CHAIR APPC, TOM MILLER, ASSOCIATE VICE PROVOST AND VICKI GOTKIN, UNIVERSITY ATTORNEY. (attachment)**

Senator Brewer told Senators that the revision to ABOR policy to Rehire Continuing-Eligible Professionals (**Motion 2013/14-2**) comes to Senate as a seconded motion. University Attorney Vicki Gotkin explained that there was an error in the original drafting by ABOR that omitted a provision to the policy for Continuing-Eligible faculty. This amendment would give the universities discretion to reemploy probationary employees who are denied Continuing-Eligible status, just as the UA permits Tenure-Eligible faculty who are denied tenure to be reemployed [under appeal to the President]. It was moved and seconded (**Motion 2013/14-2**) to approve the revision to ABOR policy to Rehire Continuing-Eligible Professionals and passed unanimously and is detailed at the end of these minutes.

11. **INFORMATION ITEM: UAVITAE – ASSOCIATE VICE PROVOST TOM MILLER AND DOUG JONES (attachment)**

Senator Jones addressed the Senate within his role on the steering committee for UAVitae in conjunction with Associate Vice Provost Tom Miller. UAVitae is being developed for the annual performance review process and is aimed at reducing the effort and time faculty have to put into creating a curriculum vitae. UAVitae will be a more robust system and easier to navigate and will alleviate the need to input information more than one time. The first phase will start in January 2014. Four colleges, College of Agriculture and Life Sciences, College of Fine Arts, College of Social and Behavioral Sciences and the College of Public Health have already been using an online reporting system. The College of Medicine-Phoenix will be the fifth group to employ the online system in the pilot year. The faculty in the four colleges who are utilizing the current online system will be required to import the legacy information into the new system. Once the pilot phase in the first year is complete, the remaining colleges will employ the new system in 2015. The new system has been purchased and is called *Faculty 180* and provided by a company called Data 180. Data 180 has been responsive and has worked with the UA on an ongoing basis. Senator's questions and comments included: 1) Senator Smith said that the brochure advertised the information in the online system would be accessible to the public. Associate Vice Provost Miller stressed that personnel records and information will be kept confidential, but that faculty have work that isn't apparent to stakeholders such as presentations at conferences and other schools, community and service work and partnerships with various business organizations. The Library is taking the lead on developing a campus repository to allow faculty to submit its research materials so they are accessible to community and business partners as a searchable database. The database will allow non-sponsored project contributions by faculty to be shared with collaborators internally and externally. 2) Senator Moreno asked if the remaining colleges will include the non-college units. Miller replied, yes. 3) Senator Tabor asked if the company providing the software, will also provide software updates, and if the company has a good record for support. Miller replied that Northern Arizona University has recently adopted the Data 180 system and the company has an extremely good record for responsiveness. The UA looked carefully at nationally available software, and being a hosted application, the UA will maintain ownership of its data and will be managing the data as the application is developed. The UA can terminate the partnership at any time. Miller introduced Senior Director for Enterprise Information and Analytics, Hank Childers, for comment. Childers confirmed that the UA has ownership of the code should the system fail. 4) Senator Howell asked how long it would take to populate the information into the system. Miller responded that there are three different ways to enter publication data, but certain things will require manual input. The time it will require will be dependent on the faculty member's contributions. The application has multiple, flexible formats to allow for the generation of documents. The application will provide a digital Curriculum Vitae and allow the faculty member to embed live links to courses and publications which will be stored in the campus repository. With Promotion and Tenure, an electronic digital CV will be submitted for review. If a faculty member has information stored in another site, it will be easily transferrable into the Data 180 system. 5) Howell asked what will happen if some faculty do not bother to conform to reporting into the new system. Miller responded said that it will be up to Senate, department heads and deans to decide. Although the annual reporting system is supposed to be enforced, not all units comply. The new system will make the annual performance review process more transparent. The new Strategic Plan enforces assessment of administrators. The resources will come from the annual reporting system.

12. **OLD BUSINESS**

13. NEW BUSINESS

14. ADJOURNMENT

There being no further business, the meeting adjourned at 5:01 p.m.

Barbara McKean, Secretary of the Faculty
Jane Cherry, Recording Secretary

Appendix*

1. Faculty Senate Roster 2013-2014
2. Faculty Senate and Senate Executive Committee Meeting Schedule 2013-2014
3. Considerations for Employment of "Adjunct" Instructors
4. Approval of Change to UHAP, an Interim Policy on Seeking Advanced Degrees
5. Proposed Revision to ABOR policy to Rehire Continuing-Eligible Professionals
6. UAVitae

**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 September 9, 2013

Motion 2013/14-1 Seconded motion from APPC "*Change to UHAP, an Interim Policy on Seeking Advanced Degrees. Appointed personnel are encouraged to engage in continuous professional development, including pursuing advanced degrees as appropriate. Employees who seek an advanced degree must consider whether doing so will present a conflict of interest or a conflict of commitment with their University duties and responsibilities, as those terms are described in University and Board policies. Employees will not be permitted to seek an advanced degree program within their own departments unless they receive approval from the Provost to do so, as this is generally considered a conflict of interest. Appointed personnel who are interested in pursuing an advanced degree are encouraged to discuss their plans in advance with their supervisor. Degree programs that require classroom instruction during regular work hours will require supervisor approval.*" Motion carried.

Motion 2013/14-2 Seconded motion from APPC "*Proposed Revision to ABOR to Rehire Continuing-Eligible Faculty. A continuing-eligible appointment as a professional shall not be renewed as such, except for parental delay, more than six successive times, i.e., for a maximum of seven (or eight, in the case of a parental delay) academic or fiscal years of service, regardless of rank or ranks held during the years of continuing-eligible service. A person who has been denied continuing status shall be offered a terminal year contract but shall not be employed subsequently under a year-to-year professional appointment except upon a part-time basis. ABOR Policy 6-302.B.2 would require an amendment as well, which has already been vetted with the Board, which would read: A person employed under a probationary appointment shall not ~~be~~ subsequently BE employed under a year-to-year appointment except as MAY BE permitted ~~under this policy~~ UNDER POLICIES ADOPTED BY EACH UNIVERSITY. This amendment would give the universities discretion to reemploy probationary employees who are denied continuing status, just as we permit TE faculty who are denied tenure to be reemployed [under an appeal process to the President].*" Motion carried.

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