

**MINUTES
FACULTY SENATE
December 2, 2013**

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1. CALL TO ORDER

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

Present: Senators Abraham, Aleamoni, Armstrong, Ashton, Ayoun, Blanche, Brewer, Brooks, M.L. Brown, Camenisch, Colina, Comrie, Conway, Dahlgran, Dai, Duran, Fountain, Ganapol, Gehrels, Hamilton, Hart, Howell, Hildebrand, Johnson, Joseph, Labate, Lee, Martin, McCammon, McKean, Mitchell, Moreno, Nadel, Pau, Reed, Silverman, Vaillancourt, M. Witte and R. Witte. M. Polakowski substituted for P. Willerton.

Absent: Senators R. Brown, Castro, Cervelli, Cuello, Daryaei, Douglas, Franklin, Fregosi, Gold, Guertin, Higgins, Jones, Lysecky, Nfonsam, Reynolds, Rychlik, Secomb, Smith, Sokoloff, Spece, St. John, Tabor, Ulreich, Watchman, Zedeno, and Zwinger.

2. OPEN SESSION

Senator Hamilton showed a television commercial for Carondelet Health Network featuring UA Football Head Coach Sean Miller. Hamilton said that because a UA coach is promoting another health network not affiliated with the UA, there is a conflict of interest, and many employees at University of Arizona Medical Center feel the advertisement is objectionable. President Hart said that the contracts the athletic coaches enter into allows for them to seek endorsement of products that do not conflict with the University. In the case of Carondelet, the opportunity was first given to the UA Health Network when it was still called University Medical Center, and it declined. The opportunity was then open to other health networks in Southern Arizona with Coach Rodriguez as spokesperson. Hart indicated that this type of endorsement is seen as a conflict of interest because Carondelet competes with the UA Health Network.

3. REPORTS

3A. ASUA President Morgan Abraham

Abraham reported that ASUA is focusing on its task force for club recognition processes and has received feedback from over 150 UA student clubs for representation. A couple of ASUA Senators are working on the promotion of gender-neutral bathrooms to campus. ASUA is meeting with state legislators in preparation for the new semester and upcoming February 6, 2014 ABOR meeting. Focus groups, forums and polls have been implemented to gather information on the Tobacco-free Campus Initiative and Academic Affairs' drop policy.

3B. GPSC President Zachary Brooks

Brooks reported that GPSC Travel Grants program applications have grown by 11% since August 2012. In October 2013, applications were at a 17% increase from 2012. GPSC will be requesting additional funds from the Student Services Fee in the amount of \$250,000 for 2014. The December grant application round closes today, and a 10% increase is expected over the previous year. The program has become so successful, GPSC may have to hire an additional student worker. The Research and Projects Grant program has awarded \$25,000 in three months for new pilot projects. Additional funds will be requested from the Student Service Fee in the amount of \$100,000 for 2014. GPSC is fortunate to be able to meet the needs of the many Graduate and Professional Students so they can conduct research and graduate. GPSC recently completed the student portion of its mentoring survey and will share the results sometime next semester. GPSC is sharing the same survey with faculty, so please help out if you receive a request from GPSC. GPSC believes there are gaps in the mentoring process and the survey will aid in knowing how to make both faculty and graduate and professional students' missions succinct. GPSC has launched a survey on healthcare similar to a survey being conducted at ASU to find out what students' concerns are. GPSC would like to thank Human Resources Director, Helena Rodrigues, Dorian Voorhees of Graduate College administration, and Kris Kreutz and Dr. Harry McDermott of Campus Health Service for helping with a state-of-the-art FAQ on the Affordable Care Act. THE FAQ's are available on the GPSC website.

3C. Faculty Officers' Report

Vice Chair of the Faculty Mitchell reported that the Breakfast with the Regents held on November 22, 2013 went extremely well and was well-attended by the Regents. Senator Howell has received various compliments on the presentation from both the Regents and the attending faculty.

3D. Provost Andrew Comrie

Provost Comrie reported that the implementation of the *Never Settle Strategic Academic and Business Plan* in on the forefront for the entire University. The nine subcommittee chairs for Responsibility Centered Management's steering committee continue to report to SPBAC. The second round of reports from the subcommittees will be complete at the December 4, 2013 SPBAC meeting. Comrie also

announced that, in an effort to gain feedback from faculty, he is scheduling personal visits, on a weekly basis, to each college. Larger colleges will also include visits to some of its departments.

3E. President Ann Weaver Hart

President Hart reported that the presentation of the *Never Settle Strategic Academic and Business Plan* went extremely well. A fundraising campaign of approximately \$400M, aligned and integrated with the academic plans and units of the University, will be launched in the spring by the Deans and Provost's Office. The two critical elements of the budget request proposed to the state legislature are: 1) a \$1B bond investment in research infrastructure for the three Arizona Universities (\$450M for the UA, \$400M for ASU, and \$150M for NAU, and 2) the general fund appropriation. The UA compromised on significant elements of the performance-based funding model by giving up increases in medical students and any funding for the Cooperative Extension in exchange for the decision package going forward for the UA which is continuing funding for a revolutionary new veterinary medical program and Cooperative Extension. All components of the budget request must be adhered to in order for the proposal to work. If the legislature chooses to reduce the \$107M to a smaller amount, the reduction will have to be comparable to all three Universities. The Provost's Office and Deans will be promoting a fundraising campaign designed for the UA to accomplish its goals. Associate Vice President for Federal Relations, Shay Stautz, is communicating with congressional delegations in the House of Representatives and Senate on the sequestration cuts and ongoing threats to close the federal government on January 15, 2014. Hart encourages all members of the Arizona delegation to communicate directly to the joint committee about issues concerning the federal government shut-down and cuts to sequestration. The Office of Federal Relations will keep the University apprised of any developments. The men's basketball team is now ranked number two in the nation. The women's volleyball team has been invited to the NCAA finals, and Ka'Deem Carey was named Offensive Player of the Year for the Pac-12.

4. QUESTION AND ANSWER PERIOD FOR ITEM 3

Senator Howell asked President Hart to report on the recent Vice President searches at the University. Hart responded that an announcement went out last week in all the University publications pertaining to the four key leadership searches that are continuing: 1) The Senior Vice President for Business Affairs and Chief Financial Officer, 2) Senior Vice President for Research, 3) Vice President for Strategic Planning and Analysis and, 4) Chief of the UA Police Department. The Vice President for Strategic Planning and Analysis has been narrowed down to four finalists. Howell asked Hart about the new hire in University Communications and Hart responded that Senior Vice President for University Relations and Chief Marketing Officer Teri Lucie Thompson hired Senior Associate Vice President Chris Sigurdson.

5. APPROVAL OF THE MINUTES OF NOVEMBER 4, 2013

The minutes of November 4, 2013 were approved with one abstention.

6. ACTION ITEM: UNDERGRADUATE COUNCIL'S AND GRADUATE COUNCIL'S CONSENT AGENDA ITEMS: GEORGE GEHRELS, CHAIR, UNDERGRADUATE COUNCIL AND MEG LOTA BROWN, CHAIR GRADUATE COUNCIL.

Senator Gehrels reminded Senators that Item One comes before Senate as a seconded motion. Senator Conway asked that the Proposal to Create Undergraduate Certificates [**Motion 2013/14-3**], forwarded by Undergraduate Council, be removed from the consent agenda. Conway asked if other Universities are following suit with offering undergraduate certificates. Gehrels recognized Director of Curricular Affairs, Patti King, who responded that many of UA's peer institutions are offering similar certificates and her research has shown this is now a common national trend. Conway inquired as to the type of student the UA was trying to attract. Gehrels responded that although the proposal includes both degree and non-degree seeking students, degree-seeking students who go through the normal admissions process are the group that will be initially targeted since details for the non-degree seeking students needs further clarification. Conway asked if the fee for the certificates has been determined. Gehrels said that the Registrar's Office is still determining cost, but because the certificate will only be listed on the transcript, and not involve a paper copy, the fee will be minimal. Senator Silverman asked why only nine units of credit is required. Gehrels said that nine units is consistent with UA's peers. With no further discussion, [**Motion 2013/14-3**], detailed at the end of these minutes, was approved with three abstentions.

Senator Brown explained Item Two of the Consent Agenda [**Motion 2013/14-4**], forwarded by Graduate Council, to approve a Masters of Professional Studies in Indigenous Governance from the College of Law, and is detailed at the end of these minutes. [**Motion 2013/14-4**] was approved.

7. DISCUSSION AND POSSIBLE ACTION ITEM: DRAFT GUIDELINES FOR REORGANIZATIONS AND MERGERS OF ACADEMIC UNITS AT THE UNIVERSITY OF ARIZONA – ROBERT MITCHELL, VICE CHAIR OF THE FACULTY AND MICHAEL BREWER, CHAIR, APPC

Vice Chair Mitchell introduced the Draft Guidelines for Reorganizations and Mergers of Academic Units at the University of Arizona [**Motion 2013/14-5**], forwarded by APPC, and detailed at the end of these minutes. Mitchell explained to Senators that the previous versions of Guidelines for Reorganization have been drafted and implemented in times of crisis. Mitchell is offering a new version of the document designed to allow ideas to surface from administrators and/or faculty, and provide opportunities to work together to make a case for change. Mitchell explained that very little of what is drafted comes from the existing policy. The proposed draft outlines a set of shared governance ideals, principles that proposers and responders should follow, and a complete step-by-step process. In alignment with the *Never Settle Strategic Academic and Business Plan*, the document outlines the potential for flexible combinations of people in committees, engaging a more proactive approach by following principles ahead of a crisis instead of writing principles to accommodate the crisis as our history shows, and requires that the changes are agreed upon by all affected parties. Senator Brewer offered comments by APPC, and reiterated

the voting portion of the proposal, with greater than 50% approval/disapproval coming from the faculty, and designed to create engagement with the faculty. Mitchell said [**Motion 2013/14-5**] will return at the January 27, 2014 Senate meeting and no action was taken.

Questions and comments included: 1) Senator M. Witte asked if the reorganization or mergers ultimately come to the Senate for approval. Mitchell replied that the document states that the reorganization is presented to Senate, but it would not be difficult to add that aspect to the document. 2) Senator Silverman asked if the draft document is replacing the current guidelines and stressed that it would be helpful to see the existing document. 3) Senator Hildebrand questioned section four and the two-week window following submission of the final draft report to accommodate a question and answer session and final consideration of affected faculty as an insufficient amount of time. Hildebrand points out that section five outlines that 50% of a 50% quorum participants in the process, amounts to one-quarter of the faculty who could push a proposal forward, and that number is not acceptable. 4) Senator Nadel said it is important to identify who the voting members and affected faculty are. The University should not be in a position where a unit decides whether or not it exists independent of the University's goals. A prudent approach would be to allow the greater University faculty community to vote, and not limit voting to the smaller groups. 5) Witte mentioned former President Likins' focused on academic excellence. The faculty need to be as involved as possible. 5) Brown spoke to Senator Silverman and said that the proposed document allows for much more faculty input than the current policy.

8. INFORMATION ITEM: STUDENT-ATHLETE ACADEMIC PROGRESS REPORT – GREG BYRNE, DIRECTOR OF ARIZONA ATHLETICS

The UA is the only Pac-12 school with an enforced attendance policy. Academic achievement and graduation of students are central to the mission of the UA. The Department of Intercollegiate Athletics supports the mission and believes that class attendance is an important factor in academic success. Engagement between students and professors is also an essential factor for student-athlete success. With three unexcused absences, the student receives a warning with a letter and phone call. With four unexcused absences, the student sits out 10% of the playing season. With six unexcused absences, the student sits out 15% of the playing season. Nine or more unexcused absences, the student sits out 50% of the playing season. Men's swimming has the most violations. Student-athletes in the middle of the bell curve are considered the 40%; 25% of student-athletes are considered at-risk, 35% of student-athletes are high-achieving, and 40% of student-athletes are independent learners. Commitment to an Athlete's Total Success (CATS) Academics works to ensure 100% engagement for student-athletes, and not just the first-year experience. On Sunday, Byrne visited CATS Academics and twenty student-athletes were present. In December 2012, twenty-one student-athletes graduated. In May 2013, seventy student-athletes graduated and in summer 2013, twenty student-athletes graduated. Of the total 450 total student-athletes, roughly 111 graduate every year. The number of academic integrity workshops have increased to two per semester. Plagiarism and citation issues are the most prevalent. As of the 2013 spring semester, 47.4% student-athletes have a grade point average (GPA) of 3.0 or higher, 23.8% have a GPA of 3.5 or higher, and 6.8% have a GPA of 4.0. In the same semester, seven teams had a GPA of 3.0 or higher and fourteen out of eighteen teams had a 2.75 GPA or higher. Women's Cross Country (second in the nation) maintains the highest overall GPA with 3.231 and the GPS of Men's Golf is at 3.163. Men's Basketball had the most improved GPA of 2.74 improving .730 points from the spring of 2012 to spring 2013. Seven of the eighteen teams improved from the spring of last year. GPA's for student-athletes have improved five semesters in a row. Every student-athlete at UA and Xavier that Sean Miller has coached, has graduated. Graduation Success Rates (GSR) cohort includes 2003-2006 students that entered the University ten years ago. Ten teams have a 75% GSR or higher and thirteen of sixteen teams maintained or improved its GSR from last year. The 2013 federal rate (six-year window, single-year freshmen cohort 2006-2007) for all students at the University is 61% and all student-athletes is 64%. All Arizona athletic teams are above the required 930 APR (previously 925.) In order to compete in the Pac-12 in recruiting student-athletes and attracting fans, again facilities must be improved to meet the expectations and needs of both areas. Fan amenities and student-athlete service areas must be improved. Hillenbrand Softball Stadium was the best in the country when it opened twenty years ago, but now is in desperate need of upgrading. The UA is investing \$.5M in a new sand volleyball facility at an old football practice field. Women's Sand Volleyball will begin competition in 2014. Renovations to McKale Center will also address locker room issues that will help the UA on Title IX requirements. The UA was required to perform extensive upgrades in lighting of venues and technical infrastructure to be able to meet Pac-12 Network broadcasting requirements. The UA is no longer in control of scheduling the times of games, which creates travel conflicts, and in turn affects student-athlete attendance in their classes. Expenses for scholarships/salaries, travel, medical treatment, academics, and equipment is offset by the revenue generated from ticket sales for Men's Basketball and Football, donations, IMG, and Pac-12 revenue. The five goals and principles for the Department of Athletics is to follow the rules, graduate our students, be first class in representing the University, have fiscal integrity while maximizing revenue sources and compete for championships.

Comments and questions included: 1) Senator Moreno advised Byrne to consider UA Athletics' Heritage Collection when soliciting for facilities improvements. Byrne said the UA has outgrown the facilities for the UA Hall of Champions. 2) Silverman asked Byrne about contractual agreements allowing the coaches to partake in endorsements that are a conflict of interest to the UA and why Intercollegiate Athletics doesn't strive to put a cap on coaches' salaries. Byrne responded that there is a market demand for the endorsements and the coaches are compensated with monies from outside sources. The UA's partnership with IMG maintains rights to use the UA's logos and marks. Historically, the UA has never entered into a partnership with the beer companies, whereas most Pac-12 schools maintain this type of affiliation. The institution itself decides on restricted-earning coach positions, and historically, the UA's salaries are moderate. 3) Senator Joseph asked if clauses can be added to contracts if endorsements are depleting funds due the UA and will the two different logos for the UA campus and medical center be merged into one. Byrne said there are licensing guidelines for the University through the Trademarks and Licensing Office and the Office of the General Counsel is better suited to answer about funds relating to endorsements. 4) Senator

Camenisch reiterated that the 10% increase in the GSR since 2009 is commendable, but wants to know what the ultimate goal is for the Department of Athletics for the GSR. Byrne said that 80% (upper third of the Pac-12) is a realistic goal.

9. **DISCUSSION AND POSSIBLE ACTION ITEM: GRIEVANCE POLICY REVISIONS –ROBERT MITCHELL, VICE CHAIR OF THE FACULTY**

Mitchell introduced the Grievance Policy Revision [**Motion 2013/14-6**], forwarded by APPC, and detailed at the end of these minutes. The revision of the policy clarifies the process for CAFT members as well as potential grievants and the path to getting a complaint/grievance adjudicated. By ABOR policy, cases involving dismissal of tenured faculty or continuing status professionals, suspension without pay, violation of due process and academic freedom are directly referred to CAFT and bypass the UA grievance procedure. Other matters are referred to the Grievance Clearinghouse Committee to determine which grievance committee will hear the matter. A new opportunity, Point of View Mediation Program, has been added as an additional option, as well as allowing a faculty member to talk to a CAFT panel informally about the nature of the grievance. The [**Motion 2013/14-6**] will move ahead to the January 27, 2014 Senate meeting. No action was taken.

Questions and comments included: 1) Senator M. Witte stated that the document revision implicated more of an obstacle with the insertion of the Grievance Clearinghouse Committee, and does not allow a faculty member a fair procedure. 2) Silverman said there is no standard outlined in the procedure to clarify “facts,” that will not be forwarded for a review. Senator Vaillancourt mentioned that Section 5 (a) (iii) discusses cases that may not be forwarded for various reasons. 3) Senator Colina said that as a member of CAFT, the rules in place to delegate what cases CAFT hears is to distinguish discrimination or unconstitutional action in tenure denial cases. Not every grievance deserves a CAFT hearing and the faculty member does not determine such. 4) Senator Camenisch said that he formerly served on the University Committee for Ethics and Commitment whose chair is a member of the Grievance Clearinghouse Committee, his experience showed that the committee makes sure that timelines are followed and that the grievance is directed to the appropriate committee. In most cases, the grievances were resolved in an amicable manner. 5) Senator McCammon stated that the Grievance Clearinghouse Committee provides a needed service to the faculty by providing options that faculty do not know exist. 6) Senator M. Witte requested that data be shown regarding how many cases over the last two years have been sent to CAFT, types of complaints, and decisions made.

10. **NEW BUSINESS**

11. **ADJOURNMENT**

There being no further business, the meeting adjourned at 4:56 p.m.

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

Appendix*

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

Motions of the Meeting of December 4, 2013

Motion 2013/14-3 Seconded motion from Undergraduate Council to approve a Proposal to Create Undergraduate Certificates. Motion carried.

Motion 2013/14-4 Seconded motion from Graduate Council to approve a Masters of Professional Studies in Indigenous Governance. Motion carried.

Motion 2013/14-5 Seconded motion from APPC. Draft Guidelines for Reorganizations and Mergers of Academic Units at the University of Arizona. Motion not acted upon.

[Motion 2013/14-6] Seconded motion from APPC. Bylaws Article VII Grievance Policies and Procedures for Faculty. Motion not acted upon.

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