

**MINUTES
FACULTY SENATE
May 5, 2014**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Robert Mitchell at 3:01 p.m. in the College of Law, Room 164.

Present: Senators Aleamoni, Armstrong, Ayoun, Blanche, Brewer, Camenisch, Cervelli, Colina, Collins, Comrie, Conway, Cuello, Dahlgran, Dai, Daryaei, Duran, Fountain, Ganapol, Gehrels, Guertin, Hart, Hildebrand, Howell, Johnson, Labate, Lee, Lysecky, Martin, McCammon, McKean, Mitchell, Moreno, Nadel, Nfonsam, Reed, Secomb, Silverman, St. John, Ulreich, Vaillancourt, Visscher, R. Witte and L. Zwinger. M. Polakowski substituted for P. Willerton.

Absent: Senators Ashton, R. Brown, Castro, Franklin, Fregosi, Hamilton, Higgins, Jones, Joseph, Mazzella, Ortega, Pau, Reynolds, Rychlik, Smith, Sokoloff, Spece, Staren, Tabor, Watchman, M. Witte, and Zedeno.

2. ACTION ITEM: ELECTION OF UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT, COMMITTEE ON CONCILIATION, UNIVERSITY HEARING BOARD, SHARED GOVERNANCE REVIEW COMMITTEE, GRIEVANCE CLEARINGHOUSE COMMITTEE, SENATE EXECUTIVE COMMITTEE

Presiding Officer Mitchell announced that agenda item #12 is postponed and will be rescheduled for the September 2014 Senate meeting. Mitchell instructed Senators to cast votes on the ballot, fold it in half and pass it to the center of the room after the approval of the minutes.

3. OPEN SESSION

The first speaker was Department of English faculty member Larry Evers. Evers spoke in favor of the upcoming agenda item #11 for the reorganization of the Department of English from the College of Humanities to the College of Social and Behavioral Sciences.

The second speaker was Department of English faculty member Alison Deming. Deming spoke in favor of the aforementioned proposal for the reorganization of the Department of English from the College of Humanities to the College of Social and Behavioral Sciences.

The third speaker was Senator Silverman who acknowledged Chair of the Faculty Howell and Vice Chair Mitchell for their four terms of service.

4. APPROVAL OF THE 2017/18 AND 2018/19 ACADEMIC CALENDARS

Senator McCammon moved [Motion 2013/14-29] to approve the 2017/18 and 2018/19 Academic calendars. Motion was seconded and passed and is detailed at the end of these minutes.

5. REPORTS

5A. ASUA President Issac Ortega

Senator Ortega was absent.

5B. GPSC Representative Iman Daryaei

Senator Daryaei reported that GPSC still has some vacant positions among colleges and encouraged Senators to ask students to run for GPSC positions. The next western regional National Association of Graduate and Professional Students' conference will be hosted in April 2015 at the UA.

5C. APAC Representative Pierre Blanche Report

Blanche reported that APAC awarded the Eugene G. Sander Award for Shared Governance to Senator Michael Brewer and Associate Provost Tom Miller. Interim Vice President for Research, Jennifer Barton was the guest at the last APAC meeting on April 24, 2014 where she discussed research strategy plan goals. APAC has subsequently formed a focus group to address how the APAC population at the UA can double the strategic objective of doubling the research objective by 2023. Next month, APAC will host CALS dean Shane Burgess as its guest on June 30, 2014. The APAC Executive Committee has elected Mark Napier as its Chair, and Jennifer Mewes as its Vice Chair, respectively.

5D. Faculty Officers' Report

Mitchell reminded Senators that the Special Election is underway online and the deadline for voting is May 9, 2014 at 5:00 p.m. The Senate schedule shows the first meeting on September 15, 2014 in Law 168 with subsequent meetings held in Law 164. The University of Arizona Retirees' Association (UARA) report is included in the packet, and UARA Representative Dr. Thomas Rehm was present to answer any

questions. Annual Reports were sent under separate attachment. Mitchell thanked outgoing Senators Camenisch, Castro, Franklin, Ganapol, Lysecky, McCammon, Reed, Reynolds, Rychlik, Sokoloff, St. John, Tabor, Watchman, Willerton, and Zedeno, and announced that there will be a reception immediately following the meeting at the Poetry Center to honor Howell and Mitchell's leadership in shared governance for the past nine years.

5E. Provost Andrew Comrie

Provost Comrie thanked Senators Howell and Mitchell in their capacity as faculty leaders. The Provost is culminating the final meetings with department heads and deans with regard to program reviews. Promotion and Tenure dossiers proved to be outstanding this year and the UA should be proud of its colleagues, especially the UA's junior faculty.

5F. President Ann Weaver Hart

President Hart thanked Mitchell and Howell for their work on all the University's governance committees. Hart is confident that the successors will preserve the shared governance collaborations in keeping with traditions at the UA. Commencement will be an outstanding celebration again this year. The Secretary to the University/Senior Associate to the President position will be announced in the next few days and there is significant progress being made in the Chief Financial Officer search. The legislature completed the process of parity funding so all state funds appropriated to the three state Universities are based on full-time equivalent enrollment. The mission differentiation component of the Regent's 2020 Plan has been voided, and it will be important to articulate policies moving forward that can acknowledge the need to support the mission differentiation. Other states have successfully managed mission differentiation and the UA is gaining knowledge from those examples. The veterinary-medicine training program was not supported by the legislature but the UA is moving forward with a new business model to accomplish this goal.

6. QUESTION AND ANSWER PERIOD FOR ITEM 3

1) Senator McCammon asked GPSC if they would provide a list of unrepresented colleges to the Secretary of the Faculty. 2) Senator Silverman asked if legislative funding for the University is putting pressure to increase enrollment. Hart replied yes and that a new model will need to emphasize what the UA does best. Growth in numbers does not necessarily equal performance, but adhering to quality and the mission of the University takes precedence. 3) Senator Conway said that President Likins spent a great deal of time talking about the differentiation mission. Has the Board of Regents forgotten about that? Hart says it is in the written record and maintaining the dialogue is important. 4) Howell commented that the vice president five-year review process with the Provost's Office is advancing well. A 360-degree review structure still needs to be implemented across campus to include critical groups who are currently excluded from administrative reviews. 5) Senator Cuello asked Hart what is the reason the legislature is not considering mission differentiation and is this a unique case for the State of Arizona or becoming a trend nationwide. Hart responded that equity means different things to different institutions. Appropriate state funding is a conversation on a nationwide level. Definition of equity as exact equality of dollars per FTE, is unusual. 6) Senator McCammon said that the number of students attending college is decreasing and it may be more difficult to increase graduation rates. Hart said that increasing graduation rates is a key focus for all three institutions. Interventions are implemented as soon as a student shows signs of having problems.

7. APPROVAL OF THE MINUTES OF APRIL 7, 2014

The minutes of April 7, 2014 were approved. Mitchell asked for ballots to be passed to the center aisle.

8. DISCUSSION AND ACTION ITEM: UNDERGRADUATE COUNCIL'S CONSENT AND NON-CONSENT AGENDA ITEMS AND GRADUATE COUNCIL'S CONSENT AGENDA ITEM – GEORGE GEHRELS, CHAIR, UNDERGRADUATE COUNCIL AND KOEN VISSCHER, CHAIR, GRADUATE COUNCIL

Mitchell reminded Senators that all Consent and Non-consent agenda items come to Senate as seconded motions. Gehrels introduced three proposals on Consent Agenda. The first, a Bachelor of Arts with a major in Computer Science [Motion 2013/14-30], the second a Bachelor of Arts in Law [Motion 2013/14-31], and third, a Master's Program in Second Language Learning and Educational Technology [Motion 2013/14-32]. Silverman had a question about all three proposals, and Conway had a question about two proposals, but all three proposals remained on Consent Agenda. Silverman asked for an explanation of the ABOR approval process. Director of Curricular Affairs, Patti King, responded that ABOR gives planning approval prior to any campus approval by way of a submitted annual strategic plan for the following year. Conway asked what college was responsible for the Bachelor of Arts in Law. Brent White from the College of Law answered Social and Behavioral Sciences. Conway pointed out an error in the Computer Science proposal showing the insertion of Ph.D. instead of the word "degree." [Motion 2013/14-30], [Motion 2013/14-31], and [Motion 2013/14-32] passed unanimously and are detailed at the end of these minutes.

Gehrels presented the Non-consent agenda items; Approval to Revise the Undergraduate Single Course Drop/Withdrawal Policy and Approval to Revise the Undergraduate Complete Withdrawal Policy [Motion 2013/14-33]. Conway said the change will make it difficult for a faculty member to give an assessment of a student in a two-week period, and it allows the student to withdraw up until the thirteenth week. Requiring a student to make a decision to remain in a course allows for an opportunity to pre-register for classes the following semester. If the policy isn't changed, there wouldn't be an unwise use of University resources. Gehrels said that the policy change will make students make a decision to vacate the course sooner. Vice Provost Burd replied that many different constituencies looked at the policy change, and one challenge is that colleges are not equally lenient to let a student withdraw towards the end of the semester due to illness or some other unforeseen reason. The policy is designed so there is as much flexibility for the student, and yet accountability for the student. The \$25 fee is designed as a deterrent so that the student to remains in the class. Senator Smith questioned the eighteen unit withdrawal maximum. If a student is in a four-year program and has a severe disability or recurring physical situations, the student may

exceed the eighteen unit withdrawal maximum. Burd said students can petition beyond the eighteen unit maximum. Students polled were in favor of the withdrawal portion but were not in favor of “W’s” showing on transcripts. Complete withdrawals of courses do not count toward the eighteen unit maximum. [Motion 2013/14-33] was approved with one abstention and is detailed at the end of these minutes.

9. **INFORMATION ITEM: UNIVERSITY HANDBOOK OF APPOINTED PERSONNEL (UHAP) POLICY REVISION OVERVIEW – VICKI GOTKIN, UNIVERSITY ATTORNEY AND ASSOCIATE PROVOST TOM MILLER**

Presiding Officer Mitchell referred to the four-page impact policy statement provided in the packet. Gotkin introduced the UHAP Policy Review Committee members. Associate Provost Miller explained to the Senate that the UHAP revision project has been three years in the making. The purpose was to integrate policies. Chapter 3 focuses on Tenure/Non-tenure track, Chapter 4 focuses on continuing-eligible, academic professionals, and service professionals, Chapter 5 focuses on administration, and Chapter 6 focuses on conflict resolution. Definitions have also been revised. The new University criteria for Promotion and Tenure approved by the Faculty Senate has been integrated into the policy. Changes in Chapters 3 and 4 were focused on to more clearly sort out the policies that apply to tenure-track faculty, non-tenure track faculty, continuing-eligible professionals, year-to-year academic professionals and service professionals. The term “adjunct” will be eliminated with the exception of short-term and part-time employees. Administration is working with each college to develop criteria and career progression for professors of practice. UHAP has been revised to include input from faculty and staff in annual reviews of administrators. Howell asked Senator Brewer, Chair of the Non-Tenure Track/Non-Continuing Eligible Task Force how many of the recommendations from the committee’s work that the Senate approved, were incorporated into the UHAP revisions. Brewer said that it is an ongoing process. Any questions or suggestions from the campus community can be made online until May 30, 2014. The UHAP Revision Committee will incorporate the suggestions and then the President ultimately will make the final approval. A target date of July 1, 2014 is anticipated. Senator Silverman remarked that there is a lack of faculty representation on the UHAP Revision Committee. Senator McCammon moved to approve the UHAP policy revisions [Motion 2013/14-34]. Motion was seconded, passed unanimously and is detailed at the end of these minutes.

10. **DISCUSSION AND ACTION ITEM: REORGANIZATION OF AMERICAN INDIAN STUDIES (AIS) FROM THE VICE PRESIDENT FOR RESEARCH (VPR) TO THE COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES (SBS) – PROVOST ANDREW COMRIE.**

AIS is two separate entities made up of the Graduate and Interdisciplinary Program and a faculty unit with 8.5-9.0 FTE that works collaboratively with many units across campus. The current VPR structure will be shifting on July 1, 2014. The proposal is for faculty line of AIS to move to SBS to more effectively focus on the research and mission goals outlined in the *Never Settle Strategic Plan*. Academic departments have gradually been moved out from under the VPR’s office. Motion to move AIS from the VPR’s Office to SBS [Motion 2013/14-35] passed unanimously and is detailed at the end of these minutes.

11. **DISCUSSION AND ACTION ITEM: REORGANIZATION OF THE DEPARTMENT OF ENGLISH FROM THE COLLEGE OF HUMANITIES (COH) TO THE COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES (SBS) – PROVOST ANDREW COMRIE AND LYNN NADEL, INCOMING CHAIR OF THE FACULTY**

The Faculty Senate is being asked to approve the Reorganization of the Department of English from the College of Humanities to the College of Social and Behavioral Sciences. The Senate Executive Committee considered the proposal, and even though the timeline of the proposal does not follow exact specifications outlined in the newly approved *Guidelines for Reorganizations and Mergers at the University of Arizona*, the committee thought it was appropriate to move the proposal forward for Senate consideration. Associate Dean of Humanities Kim Jones read a statement coauthored by herself and Dean Mary Wildner-Bassett who could not attend the meeting: *“We know there has been concern about the process for the English move to SBS, and about whether the Faculty Senate guidelines for accomplishing reorganizations have been followed. As faculty members concerned about the role of faculty governance on this campus, we too would have preferred that the move had unfolded according to a more literal reading of the guidelines. Still, over three-quarters of the faculty of the Department of English voted on the proposal to move, and those who voted were overwhelmingly in favor of moving. In order to move forward, we think it would be best if the move of English could be accomplished by June 30 at the latest, so that the new fiscal year and academic year can begin with English in its new context. We wish them well in their new college. We also want to thank Provost Comrie for his continued support. He is committed to an equitable division of resources, so that the resources English takes to SBS are no more and no less than they would have had within COH. Historic data on SCH, majors, and graduations will also be assigned to SBS, so that COH is not disadvantaged as we move into the next round of RCM. The College of Humanities looks forward to continuing to maintain and develop cross-campus collaborations and innovative disciplinary and interdisciplinary initiatives that will further strengthen the many ways in which we support the University of Arizona’s strategic directions as spelled out in ‘Never Settle.’”* Mary Wildner-Bassett, Dean, Kimberly Jones, Associate Dean.

Senator Ulreich moved [Motion 2013/14-36] to allow the Senate to consider the proposal for reorganization. Motion was seconded. Senator Silverman asked about pushing the proposal forward so quickly. Nadel answered that the spirit of the Guidelines was followed and the only discrepancy was the thirty-day review period was cut short to twenty days. Because a delay in approving the proposal would cause more problems for the affected colleges and faculty, the Senate Executive Committee felt it should be moved forward so the reorganization can take place before the fall semester. Senator Ayoun implied that affected units are all units within the COH and SBS and should be granted voting privileges on the matter. Nadel read the definition and pointed out that the unit that is actually moving is defined as the affected unit and therefore, votes. [Motion 2013/14-36] passed with three abstentions and is detailed at the end of these minutes.

Comrie referenced the Department of English’s Impact Statement required by the *Guidelines for Reorganizations and Mergers at the University of Arizona*, outlining the nature of the move and its implications. The effective date would be July 1, 2014 and move its reporting line from COH to SBS. The Department of English claims the move will strengthen the department and will give them potential lines with

History, Philosophy, Gender and Women's Studies, and Geography, as is prevalent at other peer institutions. The plan's proposal to develop a "Writing in the Disciplines" pilot program that would articulate with the range of disciplines found in SBS will require new investment from the university if it is to be implemented. A proposal to request support will be jointly submitted to the university by English and SBS. It is anticipated that there will be improved access to adjacent fields for both faculty and students in English and improved research support. Senator McCammon asked what the impact will be on the COH. Comrie responded that there are 140 FTE faculty in COH. The Department of English has forty FTE faculty and the COH will remain the sixth largest college at the University. In terms of student credit hours, the proportions are not dissimilar and on resources, there should be no significant impact. Senator Colina asked what "University resources" are as outlined in the Impact Statement. Comrie answered that English had a couple of concerns. The department is top-heavy with age seniority and wanted to maintain the capacity to rehire. The initiatives listed in the document are actually proposals because the Provost's Office does not currently have the resources to provide the department with its requests. Lowering the class caps to nineteen is part of the *Never Settle Strategic Plan*. Senator Silverman asked if other departments will now be planning on moving out of the COH and into other colleges, and asked what happened to the previous discussion about merging COH and SBS. Calls for discussion on a merger of the COH and SBS have been prevalent over the last ten years. There was a retreat in February 2014, and the outcome was that greater collaborations need to be facilitated amongst all facets of the University and beyond. Senator Ayoun asked how the same number of students would be able to take classes in the Department of English while at the same time reducing class size and teaching loads, and how the SBS review guidelines would affect the COH staff and appointed personnel. Comrie responded that the proposals to reduce class size and teaching loads can be accomplished when resources are available. Promotion and Tenure Guidelines are similar between the two colleges, but not identical. Departments in SBS allow relevant faculty to vote, whereas in COH a committee determines the vote. Department of English Department Head Lee Medovoi clarified that the Department of English will revisit its procedures the following year. Senator Camenisch asked how the reorganization was in the best interest of the students. Comrie replied that the Teaching Assistant workload has been teaching large classes with large workloads. As far as rankings are concerned, *U.S. News and World Report* looks at Universities with freshman classes with a class size of nineteen or below.

Nadel moved [Motion 2013/14-37] to approve the proposal for the reorganization of the Department of English to the College of SBS. Motion was seconded, passed with six abstentions, and is detailed at the end of these minutes.

12. **INFORMATION ITEM AND ACTION ITEM: PAID PARENTAL LEAVE POLICY – ALLISON VAILLANCOURT, VICE PRESIDENT FOR HUMAN RESOURCES AND INSTITUTIONAL EFFECTIVENESS**

Vaillancourt explained that the Paid Parental Leave Policy was borne out of the Campaign for Common Sense. The eight-week comment period has recently closed, with many comments from department heads who thought that this policy would help to attract and retain more women faculty. Senators were provided with a handout of changes made to the original proposed policy: 1) Leave can be used within the first twelve weeks of birth or adoption, 2) eliminate the provision related to prorating time for those with academic appointments who have children over the summer, 3) make the policy apply to both parents, and 4) allow individuals flexible work assignments to care for a child after a birth or adoption. Departments pay the cost. Nadel moved [Motion 2013/14-38] to approve the Paid Parental Leave Policy. Motion was seconded. [Motion 2013/14-38] passed and is detailed at the end of these minutes.

13. **ELECTION OF UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT, COMMITTEE ON CONCILIATION, UNIVERSITY HEARING BOARD, AND FOR FACULTY SENATE REPRESENTATIVES TO THE SHARED GOVERNANCE REVIEW COMMITTEE, GRIEVANCE CLEARINGHOUSE COMMITTEE, AND SENATE EXECUTIVE COMMITTEE**

The Senate conducted its annual elections for the Committee on Conciliation, University Committee on Ethics and Commitment, University Hearing Board, and the Faculty Senate Elected Representatives to the Grievance Clearinghouse Committee, Senate Executive Committee, and the Shared Governance Review Committee. Votes were cast using written ballots and tallied by Secretary of the Faculty Bobbi McKean and Senator Javier Duran. In accordance with the General Faculty Bylaws, those elected are:

COMMITTEE ON CONCILIATION

Monica Casper
Michael Polakowski
Steven E. Smith

UNIVERSITY HEARING BOARD

Deanna Fitzgerald
Yvonne Mery
Natasha Reid
Christine Tardy

SHARED GOVERNANCE REVIEW COMMITTEE

William Simmons

UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT

Andrew Lotto
Jean E. McLain

FACULTY SENATE EXECUTIVE COMMITTEE

William T. Neumann

GRIEVANCE CLEARINGHOUSE COMMITTEE

Joel Cuello

11. **OLD BUSINESS**

12. **NEW BUSINESS**

13. **ADJOURNMENT**

There being no further business, the meeting adjourned at 5:10 p.m.

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

Appendix*

1. Preamble – Pro and Con statement for the Reorganization Proposal for the Department of English to move from the COH to SBS.
2. Update to the Paid Parental Leave Policy.

**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 May 5, 2014

Motion 2013/14-29 Approval of the 2017/18 and 2018/19 Academic Calendars. Motion was seconded and passed.

Motion 2013/14-30 Seconded motion to approve Undergraduate Council's Consent Agenda Item Request for Authorization to Implement a New Degree Program Bachelor of Arts with a major in Computer Science. Motion carried.

Motion 2013/14-31 Seconded motion to approve Undergraduate Council's Consent Agenda Item Request for Authorization to Implement a New Degree Program Bachelor of Arts with a major in Law. Motion carried.

Motion 2013/14-32 Seconded motion to approve Graduate Council's Consent Agenda Item Request for Authorization to Implement a New Degree Program Second Language Learning and Educational Technology. Motion carried.

Motion 2013/14-33 Seconded motion Approval to Revise the Undergraduate Single Course Drop/Withdrawal Policy and Approval to Revise the Undergraduate Complete Withdrawal Policy. Motion carried.

Motion 2013/14-34 Motion to approve the UHAP policy revisions. Motion was seconded and passed.

Motion 2013/14-35 Motion to approve the request to change an organizational unit American Indian Studies from the Senior Vice President for Research to the College of Social and Behavioral Sciences. Motion was seconded and passed.

Motion 2013/14-36 Motion to allow Senate to consider the proposal for reorganization of the Department of English from the College of Humanities to the College of Social and Behavioral Sciences. Motion was seconded and passed with three abstentions.

Motion 2013/14-37 Motion to approve the proposal for reorganization of the Department of English from the College of Humanities to the College of Social and Behavioral Sciences. Motion was seconded and passed with six abstentions.

Motion 2013/14-38 Motion to approve the Paid Parental Leave Policy. Motion was seconded and passed.

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