

MINUTES
FACULTY SENATE
December 5, 2016

Once approved, these minutes may be accessed electronically at:
<http://arizona.openrepository.com/arizona/handle/10150/107812>
Visit the faculty governance webpage at:
<http://facultygovernance.arizona.edu/>

1. **CALL TO ORDER**

The meeting was called to order by Vice Chair of the Faculty Michael Brewer at 3:02 p.m. in the Old Main Silver and Sage Room.

Present: Senators Abraham, Aleamoni, Bell, Benson, Brewer, Colina, Comrie, Conway, Cook, Cuillier, Driscoll, Duran, Eden, Field, Fink, Finnegan, Fountain, Galilee-Belfer, Hammer, Hazen, Hildebrand, Hurh, Hymel, Labate, Leafgren, Lee, Le Hir, Lin, Meixner, Myrdal, Nadel, Neumann, O'Grady (for Miller), Ohala, Paiewonsky, Pau, Pietz, Pitkin, Ray, Richardson, Schon, Schwartz, Sears, Spece, Story, Vaillancourt, M. Witte, R. Witte, Wright, and Ylimaki.

Absent: Senators Armstrong, Brennan, Dahlgran, Ghosh, Guertin, Hart, Hingle, Johnson, Jull, Lubisich, Martin, McLain, Miller, O'Keefe, Ritter, Russell, Slepian, Smith, Udeozor, and Yeager.

2. **ACTION ITEM: NEW ACADEMIC UNIT IMPLEMENTATION REQUEST FOR THE DEPARTMENT OF PUBLIC AND APPLIED HUMANITIES IN THE COLLEGE OF HUMANITIES – COLLEGE OF HUMANITIES DEAN, ALAIN-PHILIPPE DURAND AND ASSOCIATE DEAN FOR HUMANITIES, KIMBERLY JONES**

Durand presented the Request for the New Academic Unit Department of Public and Applied Humanities, explaining to Senators that the partnership between The College of Humanities (COH) and the College of Social and Behavioral Sciences (SBS) will forge new collaborations with different entities on and off campus. Senator Hurh, from the Department of English (DOE), moved [**Motion 2016/17-08**] to table the vote for approval until the next Senate meeting to allow for more discussion by colleagues in the DOE with the proposers of the request. Hurh had concerns: 1) the new department proposal duplicates existing programs that currently exist in the DOE, most particularly the Master of Arts in English as a Second Language and the teaching of English and as a Second or Foreign Language, 2) competition for students and services between the colleges, 3) disciplinary encroachment, 4) procedural problems related to vetting with relevant stakeholders, 5) the reassignment of non-research faculty without appropriate review, and 6) the funding of the department. Durand responded that the budget questions are outlined in the proposal and traditional Responsibility Centered Management resources will be used. The new department will not offer any courses for credit in English as a Foreign Language. The Center for English as a Second Language will not be moved and will remain in the College of Humanities. Senator M. Witte seconded [**Motion 2016/17-08**], and said that she has been contacted by several faculty in the language departments, in terms of the way the approval process was executed; departments that may be involved were never contacted for input. The letters of support were not provided as stated in the document. Presiding Officer Brewer cited the procedures outlined on the Senior Provost for Academic Affairs' website, and concurred that the procedures were followed, but in the Guidelines for Reorganizations and Mergers, it states that voting concerns only the faculty who would be the moving to the new department. Senator Abraham agreed with Hurh's comments, and stated that the proposal was only introduced to the faculty in the DOE the night before, and any formation of the new unit would be premature. Programs in the DOE would be affected, and stakeholders have had no opportunity to weigh in with concerns. M. Witte said that there were no impending resources currently dependent on the formation of the new unit, and it is better to wait and get the input from the stakeholders before the proposal comes before Senate for approval. Nadel asked to hear from faculty in the College of Humanities (COH). Senator Duran said that faculty in COH met with the Dean and Associate Dean of the COH and the initial reaction was met with skepticism, but as conversations moved forward outlining the potential of what the new unit will offer, COH faculty thought that the proposal was in the best interest of the partnering colleges. Senator Spece said that rushing into a vote on the proposal would be damaging, and allowing the faculty who oppose/support the proposal more time to vet would be the best solution. Senator Leafgren said that his colleagues in the COH have all had positive support for the proposal. Senior Vice Provost Gail Burd said that there were issues with the proposal approximately nine months ago regarding Teaching English as a Second Language and the issues were resolved. When the Memorandum of Understanding was drafted by the deans of SBS and COH, Vice Provost Tom Miller, who is a faculty member in the DOE, took the proposal to the faculty in the DOE. Brewer called for a vote to table the proposal, [**Motion 2016/17-08**] passed 25-16 with three abstentions and is detailed at the end of these minutes. Brewer suggested that the Guidelines for Reorganizations and Mergers be reviewed in the interim until the proposal returns to the following Senate meeting. Provost Comrie said that as a new department, the Guidelines for Reorganizations and Mergers is not pertinent to this proposal, but more discussion between the deans and faculty of both colleges would be an important step in the implementation of the new department.

3. **APPROVAL OF THE MINUTES OF NOVEMBER 7, 2016**

The minutes of November 7, 2016 were approved.

4. **REPORT FROM THE FACULTY OFFICERS – CHAIR OF THE FACULTY LYNN NADEL**

Nadel reported that today, a letter was sent in support of the Deferred Action for Childhood Arrivals (DACA) students to the Arizona Board of Regents. President Hart is presently in Executive Session with the Regents discussing the issues outlined in the letter concerning the DACA students. A vigil is scheduled for this Thursday, December 8, 2016 at 4:45 p.m. on the UA Mall.

5. **QUESTIONS FOR ASUA, GPSC AND APAC**

There were no questions.

6. **REPORT FROM THE PROVOST – PROVOST ANDREW COMRIE**

Provost Comrie reported that Senior Vice President for Student Affairs and Enrollment Management, Melissa Vito and Associate Vice President for Research, Neal Armstrong have agreed to co-chair the search committee for the permanent dean of the Honors College. The full committee will be announced in the near future. The search for the dean of the College of Education is underway with candidates visiting campus and conducting interviews. The five-year review of Engineering Dean Jeff Goldberg took place on Friday, December 2, 2016. The Regents' and Distinguished Professors induction ceremony will be held on Thursday, January 12, 2017 at 2:00 p.m. in Crowder Hall. The transition in the annual promotion and tenure process from college to University-wide committees begins in January 2017. Dossiers are due to deans by December 14, 2016, and then from deans to the Provost's office by January 15, 2017.

7. **REPORT FROM THE PRESIDENT – PRESIDENT ANN WEAVER HART**

Hart was absent.

8. **QUESTION AND ANSWER FOR PRESIDENT, PROVOST, FACULTY OFFICERS REPORTS**

There were no questions.

9. **OPEN SESSION: STATEMENTS AT THE PODIUM ON ANY TOPIC, LIMITED TO TWO MINUTES. MAXIMUM NUMBER OF SPEAKERS IS FOUR. NO DISCUSSION IS PERMITTED, AND NO VOTES WILL BE TAKEN. 8 MINUTES OR LESS.**

Retired Mathematics Professor Donald Myers spoke to the Senate with regard to the passing of Cornelius Steelink, which occurred on November 12, 2016 in California. "Corny" was a stalwart in faculty governance for many years as President of the University of Arizona Chapter of the American Association of University Professors, Chairman of the Faculty, Chairman of the Committee of Eleven, a member of the Faculty Senate, as well as President of the UA Retirees Association. For more about his activities for civil rights, justice and peace, there are many articles written about Corny, obtainable through a Google search. He was a conscientious objector, and served in special service in World War II.

Three students, Ana Laura Mendoz, Mira Patel and Matt Matera spoke to the Senate with regard to the lack of support for the DACA and undocumented students on campus. DACA students are facing more uncertainty post the presidential election, and DACA students are requesting that the University direct support and take action to protect the population of DACA and undocumented students on campus. Protections would include, but is not limited to, keeping students' information confidential according to the Family Educational Rights and Privacy Act (FERPA), refusal to share or volunteer information with the Arizona Division of the U.S. Border Patrol, and refusing the U.S. Border Patrol physical access to campus. DACA students are requesting that the UA derive a clear and direct statement that would help and support this student population. The current statement is insufficient, as it does not include undocumented students. A private fund for DACA and undocumented students that would provide financial aid scholarships to DACA and undocumented students, and for state tuition to remain constant until graduation. If students would be deported, their student credits would be fully transferrable. The DACA policy, an executive order, originally signed by President Obama, may be rescinded by President-elect Donald Trump's administration. The policy allows DACA students, with certain qualifications, access to obtain work permits, and the history in Arizona then allows these students to obtain in-state tuition. Currently at the UA, approximately, seventy students would lose these rights due to any the change in policy. University Presidents, administrators, and governing boards can and must do more to support DACA students and their families. DACA and undocumented students are requesting that the Provost meet with the students, and with that question, Provost Comrie replied in the affirmative. The Immigrant Student Resource Center is located in Chavez #203 and invitations are open for anyone wishing to offer support and strength at this time.

10. **ACTION ITEM: CONSENT AGENDA – BACHELOR OF ARTS DEGREE IN ARABIC – UNDERGRADUATE COUNCIL CHAIR, DENNIS RAY**

[Motion 2016/17-09] is a seconded motion from Undergraduate Council, approved unanimously, and is detailed at the end of these minutes.

11. **ACTION ITEM: NON-CONSENT AGENDA: ACADEMIC PROBATION POLICY WITH A STATEMENT ON THE ACADEMIC RECOVERY PROGRAM – UNDERGRADUATE COUNCIL CHAIR, DENNIS RAY**

Senator Conway stated that policy appears to be a University-wide policy with a change of mandate, and will affect the students through the college rather than through the University. If a student is put on probation by the University, colleges can then retract that decision.

Shouldn't it be the case that the policy refers the students to the deans of the colleges to be removed from probation? Ray responded that the policy takes into account that the policy is not University-wide. Some colleges have different protocols for removing students from probation. Conway said that the policy only refers the student to the dean of the college, and the reference is that the college takes the student off probation, when, in fact, the University puts the student on probation. Ray said that this policy allows for each college to make its own determination for removing a student from probation, instead of making one policy for the entire University. Burd said that the reason for the extra verbiage in the policy is to mention the mandatory academic program, which has different components depending on what that program is within each college. The wording specifies that the student must take action. Nadel questioned the words "should meet" from the policy, and Paiewonsky said that they "must" enroll in the mandatory academic program. **[Motion 2016/17-10]** passed with one nay and one abstention, and is described at the end of these minutes.

12. ACTION ITEM: DISCUSSION OF BANNER EMPLOYEES QUALIFIED AS GENERAL FACULTY – VICE CHAIR OF THE FACULTY, MICHAEL BREWER

Brewer asked for further discussion from the last Senate meeting. The wording that was passed by Senate to define General Faculty is broad enough to include Nontenure-eligible employees of Banner as General Faculty. Senator Hammer stated that the group of Nontenure-eligible employees employed by Banner who contribute fully with research, service and education should be allowed to have the same voting rights as other general faculty, and that these employees exhibit the same criteria applied to University employees, with the only exception being that they are employed and paid by Banner. M. Witte said that the intention is that those faculty at the College of Medicine Phoenix will report to a UA department head. The faculty in the College of Medicine will have two elected members, one a Banner employee and one a UA employee, on three important committees for the physician group, the Communication, Operations and Finance Committees, that are inclusive with the College of Medicine's practice plan. Witte moved **[Motion 2016/17-11]** *Individuals with faculty titles granted by the University of Arizona who report directly to UA Department Heads, but who are paid by external entities [e.g., Banner], and who otherwise meet the criteria for membership in the General Faculty shall be afforded membership in the General Faculty.* Motion was seconded and passed unanimously and is detailed at the end of these minutes.

13. DISCUSSION OF THE RECOMMENDATIONS FROM THE DIVERSITY TASK FORCE: CHAIR OF THE FACULTY, LYNN NADEL

Nadel referred to the document put forth on the agenda. The Diversity Task Force has eight sub-committees, and one sub-committee is the Classroom Experience Sub-committee. Each sub-committee was tasked with generating a proposal specific to its task, and the aforementioned sub-committee was tasked with the pronoun usage issue and trigger content warnings. Do the proposals/ideas generated mandate a new policy at the UA for instructors? The [marginalized] students would like to see a mandated change. With mandates, a question arises about compliance and enforcement becomes an issue. The response from the students was that with a mandated change, more significance would be placed on better compliance by University personnel. Mandates require change in policy, and changes in policy can take substantial time. The Faculty Senate can mandate a guideline in quicker turnaround, and the Senate committees can get this accomplished by next semester. Senator Cuillier asked if guidelines could be issued immediately with the intent of policy-making later in the year. Senator Vaillancourt added that making guidelines first would allow for data-gathering for future policy making. Shevonda Joyner, a junior in the College of Education and Diversity Task Force intern, said that this is the direction the UA should take. Importance needs to be placed on students' comfort and safety in the classroom. Senator Spece objected, adding that the approach is unconstitutional and violates freedom of speech. Senator Benson spoke to unintended consequences regarding mandates, and legal issues associated with non-compliance. Senator Finnegan said that there is a slippery-slope argument that he feels is irrelevant, because there will not be any restrictions put on professors and what they teach. Nadel reiterated that the proposal suggests that students should be able to know in advance about course content so a decision can be made on whether or not to take it. The proposed pronoun policy creates a welcoming environment in the classroom. Mandates can come at a later time. Senator Sears said that experimental validation is necessary in order to assess how the guidelines will work for future policy-making. M. Witte agreed with Spece, and said that if content guidelines are in effect, it is most likely that the instructor will change the course content. Senator Galilee-Belfer said that the content advisory proposal is contentious, but feels that it is common decency to call a student what they would like to be called, and to ask them what they would like to be called on the first day of class. Students are asking for acknowledgement of who they are. Nadel said that he would like to propose that relevant Senate committees look over the material and suggest new and revised language to present to the Senate as new guidelines next semester. Ray said that there are many professors who already have syllabi and course content in place for next semester. Senator Schwartz said that from the far left, he agrees with the general sentiment of the content warnings, but care needs to be taken because what counts as 'objectionable material' can change over time – noting that not long ago material describing interracial relationships would have been seen as objectionable by many. Senator Hymel said that in the College of Law, students are addressed by their last names. Senator Richardson suggested informing the faculty about the current Senate discussion.

14. SENATE DISCUSSION: THE HONORS COLLEGE – INTERIM DEAN OF THE HONORS COLLEGE, ELLIOTT CHEU, AND PROVOST ANDREW COMRIE

Comrie said that an Honors Re-envisioning Task Force has made recommendations for a forward-looking, high-quality, and highly appealing student experience at the UA. Honors is one particular segment of the student experience, and the goal is to enrich that student experience. Cheu explained the Executive Summary, and how envisioning the strength in the Honors College is now a fundamental focal point of the University. Another goal is to create pathways by creating programming for students to become part of the Honors College regardless of discipline. Approximately 60% of Honors students are enrolled in STEM-related programs, 25% are enrolled in business-related courses, and 15% in the Social and Behavioral Sciences. Questions provided for discussion are 1) How can we incentivize greater collaboration between the Honors College and the academic colleges? 2) Currently, the Honors College comprises approximately 15% of

the undergraduate population. What fraction of UA undergrads should be part of the Honors College? 3) We are creating a new application process for the Honors College. What characteristics do you want to emphasize for Honors students? There are approximately 4500 students enrolled in the Honors College and graduation rates are around 500 students. Most of the current population has high test scores and grade point averages. Are there activities and leadership considerations for being an honors student? Senator Field asked what type of unique characteristics is the UA looking for? Comrie responded that the Task Force feels strongly that Freshman interact with the best faculty immediately. Engagement in the subsequent years is also a key element for maintaining honors students. Brewer asked if the only entry point for the Honors College was at the Freshman level. Cheu replied that there is another application process for self-nomination at other levels. Senator Le Hir asked more specifically about the self-nomination process, but Cheu replied that he needed more information. Paiewonsky said that some of his students received email invitations to self-nominate based on their grade point averages. Senator Story said that the main concern is resources. Hurh added that would mean allowing faculty within the colleges to be part of the decision process. Senator Pitkin says that there is some buy-in from colleges in the first year from the faculty, but after the first year, there is less faculty involvement with honors contracts due to lack of standardization. More communication from the Honors College to those previously involved faculty may help encourage more buy-in from faculty after the first year. Senator Ohala suggested a continuous affiliate faculty program, or a Faculty Fellows rotation for more faculty involvement. Ray asked about the benefits that faculty could get out of being involved with the honors program. Is there any incentive to get involved? Does involvement count toward the annual performance evaluation or Promotion and Tenure. Senator Meixner said that creating additional research opportunities for honors students and assisting those students to make additional research connections. Richardson said that incentivizing honors students through RCM at the department level, small classes are frowned upon in the RCM model. To make funding available to faculty for greater engagement, and have the departments and colleges recognize faculty who are actively engaged and involved with the honors program. Senator Hildebrand said that the most valuable thing about the Honors College is attracting the best, most motivated, most ambitious, and most academically prepared students. Secondly, the reward to faculty comes in teaching wonderful students. M. Witte said that bringing in Nobel Laureates and Pulitzer Prize winners to speak to Honors students only, will attract high school students into the program. Comrie took a vote of who would like to increase the size of the Honors College. By a show of hands, 2/3 of the Senators voted against an increase.

15. **OTHER BUSINESS**

There was no other business.

16. **ADJOURNMENT**

There being no further business, the meeting adjourned at 4:58 p.m.

Amy Fountain, 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.*

1. Minutes of November 7, 2016
2. Report from Faculty Officers
3. Report from ASUA
4. Report from GPSC
5. Report from APAC
6. Report from the Provost
7. Report from the President
8. Executive Summary of the Bachelor of Arts Degree in Arabic
9. Amendment to the Academic Probation Policy with a statement on the Academic Recovery Program
10. Recommendations from the Diversity Task Force
11. Executive Summary update on the Honors College

Motions of the Meeting of December 5, 2016

[Motion 2016/17-08] Motion to table the vote for approval of the New Academic Unit Implementation Request for a Department of Public and Applied Humanities in the College of Humanities. Motion was seconded and carried.

[Motion 2016/17-09] Seconded motion from Undergraduate Council to approve the Bachelor of Arts in Arabic. Motion carried.

[Motion 2016/17-10] Seconded motion from Undergraduate Council to amend the Academic Probation Policy with a statement on the Academic Recovery Program. Motion carried with one abstention.

[Motion 2016/17-11] Motion to approve the definition of General Faculty to include the employees of Banner Hospital. *Individuals with faculty titles granted by the University of Arizona who report directly to UA Department Heads, but who are paid by external entities*

[e.g., Banner], and who otherwise meet the criteria for membership in the General Faculty shall be afforded membership in the General Faculty. Motion was seconded and passed.

FACULTY CENTER
1216 E. Mabel
PO Box 210456