

**MINUTES
FACULTY SENATE
March 6, 2017**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Michael Brewer at 3:03 p.m. in the Old Main Silver and Sage Room.

Present: Senators Aleamoni, Armstrong, Bell, Benson, Blalock, Brewer, Colina, Comrie, Conway, Cook, Cuillier, Driscoll, Duran, Eden, Finnegan, Fountain, Galilee-Belfer, Hammer, Hart, Hazen, Hildebrand, Hingle, Hymel, Johnson, Klimecki, Labate, Leafgren, Lee, Le Hir, Lin, Martin, Meixner, Miller, Neumann, Ohala, Paiewonsky, Pitkin, Ray, Richardson, Ritter, Schon, Slepian, Story, Vaillancourt, M. Witte, R. Witte, Wright, and Ylimaki.

Absent: Senators Abraham, Brennan, Dahlgran, Fink, Ghosh, Hurh, Jull, Lubisich, McLain, Myrdal, Nadel (sabbatical), O'Keefe, Pau, Pietz, Russell, Schwartz, Sears, Smith, Spece, and Yeager.

2. APPROVAL OF THE MINUTES OF FEBRUARY 6, 2017

The minutes of February 6, 2017 were approved as amended.

3. INFORMATION ITEM: UPDATES TO THE ABOR INTELLECTUAL PROPERTY (IP) POLICY, KEY CHANGES TO THE ABOR IP POLICY AND UA IP POLICY – UA ASSOCIATE GENERAL COUNSEL, ANNE STRATMAN, AND VICE PRESIDENT FOR TECH LAUNCH ARIZONA, DAVID ALLEN

Brewer reminded Senators that the Information Item presented would be returning later in the year for a Senate vote. The policies are in the process of being revised, and the Office of the General Counsel and Tech Launch Arizona would like input from the Senate before coming back for a vote at the May 2017 Senate meeting. Allen opened by telling Senators that the IP Policies under review are at the ABOR level and University level. Due to federal legislation, circa early 1980's, the ABOR policy was revised at that time, but hasn't been updated much since. The policy tended to be confusing because it lacked clarity, was not well-written, and contained circular logic. The UA has its own IP policy, directed by the UA's mission as a research institution. Particular attention has been added to include online scholarly work. Stratman offered to help explain IP and its principals to those who didn't completely understand its intent. Stratman is hoping for an open discussion on changes in the document that are meant to help clarify the policy. Working groups are in effect with ABOR and the UA on the revisions of the documents. The substantive change in the policy involves the treatment scholarly works. In a Federal case involving Arizona State University (ASU), departed ASU faculty members sued ASU because the University continued to use their online courses. ASU won the case, and the Federal Court interpreted the ABOR IP policy as in support of the University. One of the main goals with clarification of the policy is to give ownership of scholarly works back to the faculty. The area of course materials, consisting of PowerPoint presentations, texts, or any written materials created for a course, the Federal Court considers these ABOR-owned. Work group sessions are pushing for each University to determine what course materials created by faculty should be owned by faculty and/or the University. Senator M. Witte said that the IP policy is an important document to every faculty member. The initial policy was developed at the University level, working with the attorneys, developed by faculty, and the Board of Regents that did not have a policy at that time. Witte's concern is that the faculty is not involved in the current development/revision of the policy. The research dollars are endowed when faculty are invested, not from a top-down policy. Senator Miller expressed concerns with the circularity of even the revised discussion of scholarly works, and implications for the online enterprise. Allen responded that with any complex issue, there are multiple sides to be looked at. A committee that includes faculty will be involved in the discussions. Senator Martin referred to the ABOR updated policy with draft changes, "*The Board does not claim ownership of intellectual property created by students except for the following which are considered Board-owned IP.... (b)... works created by students with significant use of Board and University resources, however, the Board will not claim.*" If the Board is not going to claim these particular scholarly works, why mention it? Senator Paiewonsky said that the use of "instructional facility" versus "production facility" is problematic in the College of Fine Arts, where both exist and are used interchangeably. What if someone records in a room that is an instructional facility? There are also uncertainties when the work involves both paid and unpaid students, what happens to the property if there is a mix of both kinds of students? Allen said that is a complication, but there is the right of a student to own intellectual property they create that is not part of work with the faculty. Brewer said that this is the first viewing of the revisions, and if there are any concerns or suggestions, to send your comments to Stratman or Allen for review.

4. **REPORT FROM THE FACULTY OFFICERS – VICE CHAIR OF THE FACULTY, MICHAEL BREWER**

Brewer said that due to a heavy agenda, questions on the Officers' Report will be taken during the question and answer period in the agenda.

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

A link in the report to the Open Letter to the President was not working, and will be provided for Senators the following day.

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

Comrie said the annual tuition and fees discussions are complete, and the tuition and fee requests have been submitted to ABOR. ABOR will release the information on March 17, 2017 and public hearings will take place on March 28, 2017. The College of Architecture and Landscape Architecture dean candidate interviews will take place over the next two weeks. The College of Education and Honors College dean search interviews are continuing. Mark McDaniel, author of *Make It Stick*, was the keynote speaker for the opening conference for a new UA-wide Center for University Education Scholarship (CUES). CUES promotes scholarships related to undergraduate education, and its establishment was successful with a \$3M honors gift. The second annual multi-year budget review and hiring plan process will be starting this week. The Provost's Office, along with respective dean's office staff, meet during this time to review projected enrollment, retention, research activity, and projected costs for FY2018 and beyond.

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

Hart announced that the finalist for the new President of the University will be made public on March 7, 2017. The two candidates display very interesting and different opportunities for the University. The new Vice President for Athletics (Athletics Director), Dave Heeke, is an experienced Athletic Director and will be able to help the new President with his expert leadership. Heeke has served the last eleven years as Athletics Director at Central Michigan University, and will start his job at the UA on April 1, 2017. The College of Medicine Phoenix completed its accreditation with a three-day site tour by the Liaison Committee of Medical Education (LCME). The LCME met with 120 faculty, students, and staff. The UA will be notified by June 2017 for the next phase of accreditation. Major General Charles Frank Bolden, Jr., will be the UA Commencement speaker. Bolden is a retired 12th administrator of NASA, after a distinguished career as an astronaut, naval aviator, and serving thirty-four years with the Marine Corps. He has partnered with the UA in planning the launch of the OSIRIS-Rex mission in September 2016, and has been a visionary leader as NASA has transitioned into a new era in space exploration.

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.**

Senator Cuillier shared events related to Open Education Month with the announcement of four events. Starting on March 20, 2017, will be a discussion of Massive Open Online Courses at the UA and ASU (MOOCS). On March 24, 2017, Cuillier will be interviewing the Director of Open Education, Cable Green. On March 28, 2017, a panel of faculty will be discussing the use of open textbooks, and on March 29, 2017, there will be an update on the Open Access Policy passed in Senate one year ago. Access to more information is available at oer.arizona.edu. A textbook hero campaign was started that is tied into Open Education Week and features three of our outstanding faculty; Jocelyn Lega in Mathematics took a complicated math textbook, *Introduction to Real Analysis*, customized it, and is now offering the textbook free to her students; Brian LeRoy of Physics turned a \$200 textbook into a combined Physics 102/103 resource and is using OpenStax's *College Physics* for two semesters; and Suzanne Delaney in Eller is using OpenStax's *Introductory Statistics*.

Senator Fountain would like to use the Open Session time for future focus on diversity and inclusion. To start, Fountain asked Senators two questions; 1) How many natural human languages exist on earth today? And, 2) How many different home languages would you expect to find in a typical, tier 1 general education course on campus? February 21, 2017 was International Mother Languages Day, a celebration of linguistic diversity designated by UNESCO, first celebrated seventeen years ago. This year, Fountain's colleague Dr. Elizabeth Kickham, along with faculty and students in the Department of Linguistics, the American Indian Language Development Institute, and a variety of other organizations, held a week-long celebration on the UA

Mall. Hundreds of community members celebrated IMLD, including speakers of seventy-three different languages. The answer to question #1 is at least 7,000 on standard definition, and the answer to question #2 is approximately thirty-four distinct languages in a class of 150. Linguistic diversity is an important indicator of inclusive excellence.

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

Senior Vice Provost Gail Burd mentioned the carefully written Memorandum of Understanding signed by the deans of the College of Humanities and College of Social and Behavioral Sciences. Senator Duran added that the faculty in the College of Humanities are in full support of the implementation of the new academic unit and that the deans were receptive to conversations with concerned faculty in the process. Brewer asked for a motion to approve [Motion 2016/17-18], motion was seconded and is detailed at the end of these minutes.

11. **INFORMATION ITEM: UNIVERSITY CAREER ARCHITECTURE PROJECT – VICE PRESIDENT FOR HUMAN RESOURCES AND BUSINESS AFFAIRS, ALLISON VAILLANCOURT, AND DIRECTOR FOR HUMAN RESOURCES AND STRATEGIC PLANNING, KELLY DELFORGE**

Vaillancourt opened by explaining how the University Career Architecture Project benefits the careers of Classified Staff and Appointed Professionals. The new project will affect those at the UA who oversee Classified Staff or Appointed Professionals as direct reports, and this presentation is designed as a preview of changes in structure. Delforge explained that the project is designed to create a career and compensation architecture for Classified Staff and Appointed Professionals, and will also provide the University and hiring managers with market data, which will allow for quick and well-informed employment decisions. There are currently 2,716 unique job titles encompassing a total of 9,867 people who fall into the two categories. Of the 2,716, there are currently 2003 single incumbent titles. The increase in different job titles over the years falls into three basic categories: 1) The desire for flexibility, 2) The idea that every position is highly unique from the other, where this may not necessarily be the case, and 3) Managed job creation and job description development in a decentralized model. The Career Architecture Project's goal is to offer enough latitude to define the uniqueness of certain positions within these categories without having to create a job for every unique title. This can be accomplished by creating job functions and job families. An example of job function would be Information Technology encompassing job families of Application Development, Desktop Support, Network Engineering, Systems Administration, Telecommunications, and Web Development. Vaillancourt explained the Career Arc/Ladder for faculty is well-defined, and Human Resources would like to offer the same opportunity for other people on campus. Currently, career paths for Classified Staff and Appointment Professionals are not clearly defined. Whenever embarking on a large project such as this, it is important to take into account that the affected population may have concerns. People want accessible data that is easy to understand and readily available, with clear compensation guidelines, a library of job description resources, and transparency about how to advance from one job to another. Flexibility is highly sought after on campus, and making up numbers for salaries will no longer be permitted. Assigning unique job titles would be changed into structured working titles. The goal is to decrease the amount of job titles from 2,700 to approximately 600. Vaillancourt said that the project will be implemented over the next eighteen to twenty-four months.

12. **ACTION ITEM: NON-CONSENT AGENDA: APPROVAL TO AMEND THE GRADES AND THE GRADING SYSTEM POLICY WITH INFORMATION ON C GRADES AS COURSE PREREQUISITES - UNDERGRADUATE COUNCIL CHAIR, DENNIS RAY**

This item comes before Senate as a seconded motion from Undergraduate Council. [Motion 2016/17-19] was seconded and approved and detailed at the end of these minutes.

13. **ACTION ITEM: CONSENT AGENDA: PROPOSAL TO ELIMINATE THE USE OF K GRADES IN 900-LEVEL COURSES, AND MA IN HUMAN RIGHTS, ACCOMPANIED BY THE BUDGET AND EXECUTIVE SUMMARY – CHAIR OF THE GRADUATE COUNCIL, WALTER KLIMECKI**

Brewer called for a motion [Motion 2016/17-20] to approve the Proposal to eliminate the Use of K Grades in 900-Level Courses. Motion was seconded, approved and is detailed at the end of these minutes.

The MA in Human Rights was pulled off of the Consent agenda due to questions from Senator D. Pitkin. Pitkin referred to Appendix A of the proposal, specifically page seventeen. Core (4) and participating (11) faculty are considered membership faculty of the program. Under guideline one, at the end of the second paragraph, it states, "Tenured or tenure-eligible faculty will hold regular memberships, and untenured or non-tenure-eligible faculty may hold associate memberships." What is the distinction between what is written? It appears there are two classes of membership for tenure-track and nontenure-eligible faculty. Associate Dean for Instruction in the College of Social and Behavioral Sciences, Dr. Amy Kimme-Hea, responded that the language in question was written in to coincide with the operation of the GIDP model. Although different "classes" of membership were not intended, rewriting this section could be considered. Associate Dean of the Graduate College, Janet

Sturman, responded that in accordance with GIDP protocol, it is required that the faculty are able to serve on graduate committees, and nontenure-eligible faculty have to get special approval to do so. Brewer called for a motion [**Motion 2016/17-21**] to approve the MA in Human Rights. Motion was seconded and passed, and is detailed at the end of these minutes.

14. **INFORMATION ITEM: PUBLIC ACCESS WORKING GROUP – DIRECTOR, COPYRIGHT-SCHOLARLY COMMUNICATIONS, DAN LEE, AND LIBRARIAN, CHRIS KOLLEN**

Lee introduced the Public Access Working Group members and informed Senators of the resources available to researchers for federal grants. The effort was a collaboration between the Library and the Research Office. The group was charged to develop resources to help researchers on campus with federal funding compliance with new public access requirements from federal agencies. In 2008, the National Institutes of Health (NIH) mandated the requirement for funded research, including published articles and data from large grants, to be made publicly available. In 2013, the Office of Science Technology applied the same approach and mandated that all federal agencies providing significant research funding follow suit. Between 2014 and 2016, the various agencies developed and put new policies into place. Quick guides for resources have been created for those agencies that provide the most funding to the UA. Kollen explained the landscape for these data requirements. NIH implemented a Data Sharing Policy in 2003, NASA has a long-standing culture of promoting full and open sharing of data, The Department of Energy piloted data management plans with the Office of Science in 2014, and the National Science Foundation implemented Data Management Plans in 2011. The data management life-cycle ensures the availability and accessibility of research results after the project is complete. The majority of the federal agencies now require a Data Management Plan as part of the grant proposal (requirements may vary), and to share data in an agency data repository or a publicly accessible data repository. The Data Management Plans tool, through the University Library, has templates for federal agencies.

15. **OTHER BUSINESS**

There was no other business.

16. **ADJOURNMENT**

There being no further business, the meeting adjourned at 4:12 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 February 6, 2017
2. Updates to the ABOR Intellectual Property Policy
3. ABOR Intellectual Property Policy
4. Key Changes to the ABOR Intellectual Property Policy
5. UA Intellectual Property Policy
6. Report from Faculty Officers
7. Report from GPSC
8. Report from the Provost
9. Report from the President
10. New Academic Unit Implementation Request: Department of Public and Applied Humanities/Executive Summary
11. PowerPoint Presentation for the University Career Architecture Project
12. Approval to Amend the Grades and the Grading System Policy with Information on C Grades as Course Prerequisites
13. Proposal to eliminate the Use of K Grades in 900-Level Courses
14. MA in Human Rights with Budget and Executive Summary
15. PowerPoint Presentation for the Public Access Working Group

Motions of the Meeting of March 6, 2017

[**Motion 2016/17-18**] Motion to approve the Implementation Request for a Department of Public and Applied Humanities. Motion was seconded and carried.

[**Motion 2016/17-19**] Seconded motion from Undergraduate Council for the Approval to Amend the Grades and the Grading System Policy with Information on C Grades as Course Prerequisites. Motion carried.

[Motion 2016/17-20] Motion to approve the Proposal to eliminate the use of K Grades in 900-Level Courses. Motion was seconded and carried.

[Motion 2016/17-21] Motion to approve the MA in Human Rights. Motion was seconded and carried.

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