

**MINUTES
FACULTY SENATE
October 1, 2018**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Michael Brewer at 3:07 p.m. in the Old Main Silver and Sage Room.

Present: Senators Abraham, Bourget, Brewer, Colina, Cooley, Duran, Durand, Fountain, Frey, Ghosh, Goldberg, Gordon, Gries, Hammer, Hingle, Hudson, Hurh, Hymel, Johnson, Leafgren, Masters, Meixner, Milbauer, Neumann, Ohala, Oxnam, Pau, Pitkin, Price-Johnson, Provencher, Rafelski, Rein, Robbins, Ruggill, A. Rusk, Selznick, Simmons, Smith, Sulkowski, Summers, Vaillancourt, M. Witte, R. Witte, and Wu.

Absent: Senators Benson, Brown, Conway, Cuillier, Fink, Gerald, Helm, Hildebrand, Hunt, Jones, Knox, Konduri, Martin, Melichar, Paiewonsky, Pietz, Romagnolo, Russell, Schwartz, Slepian, Spece, Stock, Story, Teemant, Tran, and Zeng.

2. APPROVAL OF THE MINUTES OF SEPTEMBER 10, 2018

The minutes of September 10, 2018 were approved. Senator Gordon stated that because the last Senate meeting was held on a Jewish holiday, he was not able to attend. Brewer said that provisions for such would be amended in the Constitution and Bylaws.

3. 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

There were no speakers.

4. REPORT FROM THE FACULTY OFFICERS WITH QUESTION AND ANSWER – CHAIR OF THE FACULTY, JESSICA SUMMERS

Summers reported that the Provost's Office will support the purchase of Dragon Professional v15 software for purposes of generating automatic transcriptions from audio files. This solution is typically about 85% accurate and is the best we can manage with current resources. If accommodations need to be made for disability reasons, the Disability Resource Center will assist, and professional captioning can be made available. Summers has referred Sabrina Vasquez to work with APPC on continuing and future legislative documents involving faculty interests. The first issue of the Faculty Newsletter will be coming out shortly. The search for a new Program Coordinator for the Faculty Center is underway. The policy for "disruptive behavior" is under revision and is expected to be vetted through the proper policy channels in the near future.

5. QUESTION AND ANSWER FOR THE APPC, RPC, SAPC, CSC, ASUA, AND GPSC REPORTS

There were no questions.

6. INFORMATION ITEM: UNIVERSITY CAREER ARCHITECT PROJECT (UCAP) UPDATE – VICE PRESIDENT FOR BUSINESS AFFAIRS AND HUMAN RESOURCES, ALLISON VAILLANCOURT, AND HUMAN RESOURCES DIRECTOR OF COMPENSATION, JAN MYERS.

Myers opened by telling Senate that more than a year has now been invested in the UCAP process. Data has been collected for pay equity studies on in-scope Appointed Professional (academic, service and administrative), and classified staff. Appointed Professionals and Classified Staff employees will be united into one category called University Staff. Appointed Professionals will no longer have annual contracts. Classified Staff are in the process of position mapping each of their job functions, and the position mapping process is currently 95.4% complete. There are

10,998 positions in these categories with 2,176 unique job titles. Of those, 2,176 are single incumbent titles. The UA looked at peer institutions and many external sources to gather pertinent information. Components for job mapping include function, family, career stream, and level. The work dimensions are defined by the complexity of work, communication, operational latitude and impact, knowledge, education and experience, and leadership and influence, with each dimension defined at each level. Working titles may still be maintained after the process is complete. The functional calibration process will be forthcoming. At that time, the position mapping will be reviewed and evaluated to promote consistency within the career architecture project, and to identify similar job functions and families, mapping trends and outliers. There will be no change in retirement plan elections, vacation accruals, existing titles, and pay. July 1, 2019 is the projected date to go live.

7. REPORT FROM THE PRESIDENT WITH QUESTION AND ANSWER – ROBERT C. ROBBINS

Robbins said that the next ABOR meeting will be held at the UA on November 15, 2018 and will include the unveiling of the UA's new Strategic Plan. Dialogue continues in the development of the Strategic Plan, and flexibility will be granted to continue with its development after the unveiling date. Administrative searches are in process for the Senior Vice President and Provost; Vice President for Research, Discovery and Innovation; Tucson College of Medicine Dean; College of Engineering Dean; College of Nursing Dean; and Veterinary Medicine Dean. Offers are in process for the Veterinary Medicine Dean and Title IX Director. Transparency with searches was discussed, and Robbins agreed that more transparency can be implemented in the future. Priorities with implementing the Strategic Plan will be determined based on the finite resources that are available. Discretionary monies are not readily available in all areas.

8. REPORT FROM THE PROVOST WITH QUESTION AND ANSWER – INTERIM PROVOST JEFF GOLDBERG

Requests for funding are being addressed as soon as possible. Associate Vice President for Institutional Analysis James Florian is compiling a list of proposals submitted in sequential order, outlining projects, amounts, colleges, and departments. Monies come from a variety of sources; TRIFF, Provost's Investment Fund, and a Vice President for Research, Discovery and Innovation investment fund. Allocations of the monies are matched with monies allocated by the State of Arizona. The posting for the Engineering Dean is now publicized. The committee has seventeen members, with 60% faculty, as well as some staff and members external to the college. Vice Provost for UA Global is down to final four candidates out of 100 Curriculum Vitae. The Associate Vice Provost for Faculty Affairs position is presently accepting candidates. The reorganization of Students Affairs into the Provost's portfolio is underway. A national search will be implemented for the Vice President for Academic Initiatives and Student Success in November 2018. A new tuition rate that matches what the government will pay in subsidies will be implemented for military service personnel. The American Council on Education Fellows meeting will take place in January 2019 at the Sheraton El Conquistador. Steps to undertake the review of the Freedom Center are being implemented. The Education Advisory Board (EAB) will be assisting the UA with data analysis on competitor programs. Rebecca Tsosie will be the new Vice Provost for Inclusive Excellence in Academic Affairs. The Office of Diversity and Inclusive Excellence will be reporting to Kendal Washington White and Teresa Brett's Campus Life team. Marla Franco will lead the Hispanic Serving Institution sector of the University. The \$30,000 Undergraduate Student Research Grant Program will be reinstated and earmarked with an increase to \$50,000.

9. SIGNING OF THE GUIDELINES FOR SHARED GOVERNANCE MEMORANDUM OF UNDERSTANDING – PRESIDENT ROBERT C. ROBBINS, INTERIM PROVOST JEFFREY GOLDBERG, CHAIR OF THE FACULTY, JESSICA SUMMERS, AND VICE CHAIR OF THE FACULTY, MICHAEL BREWER

All parties signed the Memorandum, and pictures will be posted on the University of Arizona Faculty Facebook page.

10. ROUNDTABLE DISCUSSION FOR SENATE TOPICS TO BE DISCUSSED AT FUTURE SENATE MEETINGS

Senators discussed and submitted ideas for discussion topics for future Faculty Senate Meetings.

12. OTHER BUSINESS

There was no other business.

12. ADJOURNMENT

There being no further business, the meeting adjourned at 4:52 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. Faculty Senate Minutes of September 10, 2018
2. Report from the Faculty Officers
3. Report from the President
4. Report from the Provost
5. Report from ASUA
6. Report from APAC
7. Report from RPC
8. Report from APPC
9. University Career Architect Program Update
10. Guidelines for Shared Governance Memorandum of Understanding

Motions of the Meeting of October 1, 2018

There were no motions.

FACULTY CENTER
1216 E. Mabel
PO Box 210456