

**MINUTES
FACULTY SENATE
JULY 6, 2020**

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1. CALL TO ORDER

Presiding Officer of the Faculty Senate, Melanie Hingle, called the virtual Faculty Senate meeting to order at 3:01 p.m. via Zoom. Hingle urged Senators to peruse the meeting agenda, since links are added continuously throughout the week. Many reports and presentations may not be received until the day of the meeting. The Faculty Officers and Faculty Center staff diligently work to make the Faculty Senate meeting format run efficiently and fairly. Guidelines have been posted at the top of the Faculty Senate agenda, which cover different topics concerning meeting participation; voting eligibility, guest participation, General Faculty/staff participation, and bringing topics to the Faculty Senate in advance of the meetings. The Guidelines for Shared Governance govern our meetings, as well as the Faculty Bylaws. In order to expand our communication with Senators, starting Tuesday, July 7, 2020, and every Tuesday thereafter from 4:00 to 5:00 p.m., the Faculty Officers will hold Office Hours for any Faculty Senators to discuss concerns on any topic pertaining to Faculty Senate meetings and its functions. We are making these changes to respond to the campus community's desire for a more responsive Faculty Senate. A reminder that courtesy and professionalism are paramount in business meetings; personal attacks will not be tolerated.

Present: Senators Acosta, Behrangi, Bourget, Brewer, Brummund, Colina, Cooley, Cuillier, Dial, DiRoberto, Domin, Dong, Durán, Durand, Fink, Folks, Frey, Gephart, Ghosh, Gordon, Goyal, Hammer, Helm, Hildebrand, Hingle, Hudson, Hurh, Hymel, Knox, Lawrence, Leafgren, Lee, McDonald, Milbauer, Min Simpkins, Murphy, Neumann, Ottusch, Pau, Provencher, Rafelski, Robbins, Rodrigues, Rosenblatt, Ruggill, Russell, Sen, Singleton, Slepian, Smith, Spece, Stone, Sulkowski, Summers, Vedantam, M. Witte, and R. Witte.

Absent: Senators Castro, Gerald, Hiller, Little, Oxnam, Reimann, and Valerdi.

2. APPROVAL OF THE MINUTES OF JUNE 1, 2020 (VIA QUALTRICS SURVEY)

The minutes of June 1, 2020 were approved with three abstentions.

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.

Senator Hudson's presentation "Leverage, NOT Liquidation, covered UArizona's activity over the last month. Since the last Faculty Senate Meeting on June 1, 2020, 358 faculty, students, and staff signed a petition to call a General Faculty Assembly. A report by Professor of Accounting at Eastern Michigan University, Dr. Howard Bunsis, helped the campus community understand the University's \$2.2B scope of operations and Moody's "AA" credit rating. The General Assembly convened with attendance in excess of 1500, and an unprecedented 41% of the General Faculty showed up to the vote on the motion to delay the furlough plan. Eighty-nine percent of those General Faculty voted to recommend a delay in implementing the furlough-based salary program and President Robbins postponed the program until August 10, 2020. What does the delay mean? One may think the delay was requested because faculty would rather "kick the can down the road" and hold onto their salaries and tolerate staff layoffs. No one at the University has to choose between draconian layoffs and draconian furloughs. Chair of the Faculty Summers is convening an *ad hoc* committee with faculty, staff, and student representation. SPBAC has been instrumental in overseeing a coming together of different perspectives. What the delay does is give this campus precious time to exercise our statutory obligation of shared governance under Arizona law per ARS 15-1601B: *The faculty members of each University, through their elected faculty representatives, shall participate in the governance of their respective Universities and shall actively participate in the development of University policy.* The delay gives this campus time to come up with a comprehensive savings plan that leverages UArizona's "AA" Moody's rating to prevent the gutting of the University. A comprehensive savings plan will use all the tools UArizona has as a \$2.2B operation, including long-term financing, restructuring existing bond/debt programs, long and short-term commercial borrowing, reallocation of funds from non-core mission components of research, teaching, community engagement, and job preservation. Ultimately, if necessary, a fair, equitable, and compassionate furlough program in line with the programs of our peer institutions that face similar situations. Rumor surfaced that the delay to implement a furlough plan and devise a comprehensive savings plan will cost the University \$4M, and this rumor is simply not true. Later in the meeting, Hudson would like to move that the Faculty Senate recommend that administration backstop the \$4M loss immediately. No college or department should

lay off anyone during a pandemic summer. The loss described comes from the devastating pre-COVID financial decisions of 2019, and has been pushed down and preloaded onto colleges and departments through the rigid mechanisms of the RCM budget regime. Two hundred and forty-two members of the campus community have been laid off so far; \$4M is less than two-tenths of one percent of \$2.2B for operations. It is proportional to a \$180 credit card expense for a family with \$100,000 of assets and an excellent credit rating, and two watering cans from a 22,000-gallon pool. Where will the University find \$4M? The CARES Act provided \$15M of institutional support. Athletics has been subsidized \$17M per annum. Borrowing from the UArizona Foundation or a short-term commercial loan are options, but not from payroll, not from jobs, not from projects, programs or units. No layoffs, units sweeps, or program cuts in the delay interval. Leverage, not liquidation. We shall leverage our flagship status, R1 status, institutional heft, and excellent credit rating to save our University. We will not sacrifice our people, our mission, or our community to save our credit rating. It's raining now, but when UArizona gets this right, we will lead the nation in this universal crisis.

Senator M. Witte proclaimed that June 25, 2020 was one of her proudest days in her fifty years as a University of Arizona faculty member when the emergency General Faculty Assembly passed an overwhelming vote to vote, and then endorsed the Coalition on Academic Justice at the UArizona's (CAJUA) motion to delay until mid-September, the proposed draconian and ill-considered campus furlough plan. The Committee of Eleven followed suit with its own endorsement of CAJUA's and the General Faculty's recommendation. Importantly, President Robbins agreed to delay furlough implementation, but only until August 10, 2020. Today, I and other Faculty Senators, will move to finally add our vote to endorse the original General Faculty recommendation. Final Senate endorsement has been frustrated by the refusal of the Faculty Chair and Senate Executive Committee to hold an emergency Faculty Senate meeting before July 1, 2020, on the grounds that the Faculty Bylaws do not enable, but parenthetically do not disallow, and surely acting promptly in an emergency Senate meeting would be an obvious response after a terrorist attack on campus, or a tornado that decimated campus buildings inconveniently in between scheduled monthly Senate meetings. Accordingly, not only should such a bylaw finally enabling emergency Senate meetings be recommended now by the Faculty Senate be voted on by the General Faculty, but there should also be a formal motion now to schedule several more summer Faculty Senate meetings, specifically on July 20, 2020 and August 3, 2020 before the start of the academic year in September. This will ensure thoughtful reconsideration of the proposed furlough plan, as well as guarantee that campus reopening -- when and how -- will not be decided by a small group of senior leaders on August 24th -- the President's target date according to the latest summer issue of Biz Tucson -- which would bypass the spirit and collective wisdom of the Shared Governance Memorandum of Understanding mandated by the Arizona Statute passed by the Legislature. Briefings, memos, town halls, select panels, consultants, and press releases cannot substitute for legitimate elected faculty governance mechanisms. These suggested motions should be thoroughly discussed and voted on at this time even if adjournment is delayed a few minutes -- until all pressing business -- agenda, old and new business is considered. Indeed, these items of new business should be taken out of order. Finally, last year I announced my intention to establish an award to honor the memory of UA Professor of Journalism George Ridge, a free speech and free press advocate and a personal hero of mine. I have now established this award of \$1000 to be repeated and given out periodically. I will also recommend potential members to judge this award, including his wife Earlene, and several Faculty Senators. I intend to nominate Associate Professor of Journalism, Celeste Gonzalez de Bustamante, an eloquent and courageous voice of the CAJUA, to be considered among other nominees to be the first recipient. Thank you for the opportunity to make this statement.

4. **REPORTS FROM THE PROVOST, PRESIDENT, FACULTY OFFICERS, ASUA, GPSC, APAC, CSC, RPC, APPC, SAPC.**

Questions will be answered at the end of the meeting.

5. **INFORMATION ITEM: FACULTY OFFICERS' REPORT – CHAIR OF THE FACULTY, JESSICA SUMMERS**

Summers introduced the new Chair of the Committee on Diversity, Equity and Inclusion, Dr. Stephanie Troutman. Troutman is a black feminist scholar, mother, and a first-generation college student. She is an Associate Professor of Emerging Literacies in the Rhetoric Composition and Teaching of English in the English program at the University of Arizona. As of today, Dr. Troutman is the Department Head of Gender and Women's Studies. Congratulations Stephanie! Troutman is also affiliated with Teaching, Learning, and Sociocultural Studies, Africana Studies, and the LGBTQ Institute. Troutman received a dual Ph.D. in Curriculum and Instruction/Women's Studies from Pennsylvania State University in 2011. Summers turned the floor over to Troutman. Troutman expressed her excitement for the formation of the new committee at a time when different diversity initiatives are in process of moving forward for students and minority populations. The importance of this committee is paramount, and I want to thank Dr. Summers for its formation. Faculty Senators with membership on the committee will be Castro, Hudson, Hingle, and Acosta, as well as General Faculty members Tsosie and Adiredja. Troutman looks forward to working with Vice Provost for Faculty Affairs Romero, Assistant Vice Provost for Hispanic Serving Institution Initiatives, Franco, and the soon-to-be hired Associate Vice Provost for Diversity and Inclusion. Issues of immediate concern for the committee will be addressing topics raised

by the Native Student Outreach, Access and Resiliency (SOAR) students, as well as the Coalition of Black Students and Allies (COBA). The Committee on Diversity, Equity and Inclusion will be instrumental in establishing communication and policies, as well as helping to facilitate dialogue for change on behalf of the campus community. The committee will convene in August 2020.

6. INFORMATION ITEM: SPBAC UPDATE – CO-CHAIR OF THE STRATEGIC PLANNING AND BUDGET ADVISORY COMMITTEE, SABRINA HELM

Helm reported that her update concerns the financial analysis presented by Professor of Accounting at Eastern Michigan University, Dr. Howard Bunsis, on behalf of CAJUA. Although CAJUA is not a shared governance body at the University, the overwhelming response by the University community is notable. CAJUA initiated an independent assessment of UArizona's financial status presented on June 25, 2020. Bunsis has prepared numerous analyses for other Universities, and UArizona's video conference is available on CAJUA's website. Bunsis' analysis was viewed by hundreds of faculty, including the SPBAC Co-chairs. In an effort to increase financial transparency, SPBAC asked Chief Financial Officer, Lisa Rulney, to review and respond to Bunsis' analysis the same day, to which she agreed. Additionally, SPBAC Co-chairs met with CAJUA steering team members on June 29, 2020 to discuss UArizona's financial status. Helm made the distinction that the CAJUA steering team member meeting focused on a factual debate of numbers, opportunities and boundaries for revenue generation and cost-cutting. Helm made this distinction because of the widely noted, factually unsupported tone of some portions of Bunsis' report. SPBAC, as well as the CAJUA representatives taking part in the meetings, are motivated to increase transparency of the budgetary process and projected budgets for the upcoming academic year, as well as to foster the benefits derived from shared governance processes. On July 1, 2020, Rulney presented a video presentation to SPBAC, which has been shared publicly on the SPBAC website, and circulated among Faculty Senators. Rulney addressed a number of factors that explain the discrepancies between current UArizona budgeting and Bunsis' assessment, as well as important impediments for adopting some of the suggested alternative means of counteracting losses. To increase transparency and continue the dialogue, SPBAC suggested that regular updates be prepared by the CFO to communicate to the campus community, since direct communication is essential during the pandemic crisis. The Rulney presentation on July 1, 2020 on Financing the Mission/Operating Cash still leaves questions that need to be addressed. The outcome of the General Faculty vote on June 25, 2020 includes the establishment of an *ad hoc* Committee of the General Faculty, and SPBAC hopes to engage with that committee in order to address pending and new questions, such as how continued enrollment projections are considered when budget scenarios are updated, and what alternative strategies have been reviewed or rejected by the financial team for increased efficiency and cost-cutting to dampen the blow to employees, and the alternatives and additional solutions to address the budget shortfall. In support of the *ad hoc* group's important mission, SPBAC members are currently generating a list of open questions following Rulney's report. Helm is grateful to CAJUA's untiring engagement for UArizona employees, and, in particular, Dr. Farid Matuk and other steering committee members who participated in our last SPBAC meeting who continue to emphasize that this process is about transparency and participation in the efforts to find equitable solutions to a very serious budgetary crisis. Helm is proud to be working alongside such exceptional colleagues. SPBAC will continue to increase its engagement with the budgetary planning process, and many SPBAC members are engaged with several working groups on the Financial Sustainability Emergency Task Force, with Co-chair Barry Brummund a part of the core team. SPBAC will collaborate with, and support the *ad hoc* Committee, as well as the CFO. Future meetings will be dedicated to reviewing pending and new questions resulting from the groups' work. Helm invites the campus community to direct questions or suggestions with regard to the shared governance process and budgetary or strategic issues directly to her or to Faculty Center staff.

7. INFORMATION ITEM: RESULTS OF THE GENERAL FACULTY ASSEMBLY VOTE – CHAIR OF THE FACULTY, JESSICA SUMMERS

Summers thanked all who attended the General Faculty Assembly on June 25, 2020, and remarked that the meeting was productive and engaging. Over 1,400 attended, and many expressed their support for the motion brought forward by CAJUA to delay the furlough plan until mid-September 2020. President Robbins and his team have agreed to postpone the furlough plan until August 10, 2020. Another outcome of the meeting was to form an *ad hoc* committee, and Faculty Bylaws state that the Chair of the Faculty can assemble a General Faculty *ad hoc* committee if the need arises. The need for appointing an *ad hoc* committee is to work with administration to access and understand data presented, and develop solutions to the furlough plan that are acceptable. A collaborative process with shared governance is welcome. Two or three Senators will be chosen to serve. M. Witte reminded the Faculty Senate that the original motion that was voted on by the General Faculty specified the furlough be delayed until mid-September 2020, not August 10, 2020. Summers stated that many Faculty Senators expressed the need for an emergency Faculty Senate meeting prior to the meeting today in order to cast a vote in support of CAJUA's motion. At the time the General Faculty Assembly was being organized, logistics made it impossible to hold another emergency meeting during that time. M. Witte moved [**Motion 2019/20-32**] to adopt the original motion presented by CAJUA to delay the furlough plan until mid-September 2020. Motion was seconded. M. Witte further stated that the mid-September delay will allow time

to assess enrollment numbers after the reopening of campus on August 24, 2020. Acosta expressed the value of the Faculty Senate's support, albeit after-the-fact, and would like motions going forward to allow Faculty Senate to ratify any new furlough plan presented. Hudson stated that if Faculty Senate fails to engage, debate, discuss, or exercise its role as the main shared governance body of the University, the Faculty Senate risks irrelevancy. McDonald emphasized the timeliness of Faculty Senate's vote, adding that its endorsement is necessary. Helm feels that Faculty Senate should discuss opportunities with the new *ad hoc* committee being formed, and let that committee get to work. New deadlines amount to "kicking the can down the road." Summers said that the new General Faculty *ad hoc* committee will be in charge of communication, education, and long-term support moving forward. Presenting its findings to Faculty Senate will be the committee's decision. Hingle stated that the Witte's seconded motion will be voted on at the end of the Faculty Senate meeting via Qualtrics survey. **[Motion 2019/20-32]** passed via Qualtrics survey and is detailed at the end of these minutes.

8. **INFORMATION ITEM: DATA ANALYSIS REPORT ON ANTICIPATED NEEDS FOR STUDENTS WITH ONLINE/DISTANCE LEARNING – ASSISTANT VICE PROVOST FOR HISPANIC SERVING INSTITUTION INITIATIVES, MARLA FRANCO, VICE PROVOST FOR STUDENT SUCCESS AND RETENTION INNOVATION, CYNTHIA EMETRIOU, AND DIRECTOR OF ASSESSMENT AND RESEARCH, LUCAS SCHALEWSKI**

Schalewski opened with a presentation on COVID-19 related survey results distributed to various student constituencies on campus. The survey focused on four different elements: 1) Impact on academic experience, needs, and plans to re-enroll in fall 2020; 2) Remote classroom experiences and learning; 3) Health and wellness, and 4) Perceptions of University response to COVID-19. The survey was sent to all UArizona students in early May 2020. Five widely-distributed summaries from the offices of Campus Health Service, Student Success and Retention Innovation, Office of Instruction and Assessment, and Assessment and Research are available; Undergraduate Student Challenges and Fall Enrollment Plans, Graduate/Professional Student Challenges and Fall Enrollment Plans, Mental Health and Wellness Undergraduates, Student Perspectives on UArizona's COVID-19 Response, and Qualitative Insights: Students shared experiences and needs related to COVID-19. Students were asked how the unexpected remote online experience was with a comparative point to all courses the student took at UArizona. A majority of students reported it was slightly to much worse working in a remote environment. A tenth of students reported that course access was better, and the flexibility of the online remote experience helped their learning and course experience. The highest ranked activity was watching recorded course videos online, with attending live course meetings following suit. The lowest four rankings were homework/assignments, watching or reading outside course materials, working collaboratively with classmates, and reading assignments. With regard to faculty/instructors relating to students remotely, regular class announcements are the most effective way to interact with instructors in remote learning – specifically 57% found D2L or email most effective, 34% by feedback on assignments, 20% by virtual/drop-in office hours, and 14% with discussion boards. In Technology Access/Uncertainty category, 33% reported a lack of access or general uncertainty about the required technology/software that was required for the course, thereby limiting participating. One in five students reported having limited internet access. Across the board, a significant uptick in mental health issues is prevalent. Between years 2019 and 2020, overwhelming anxiety increased from 29% to 61%, and feelings of hopelessness increased from 25% to 44%. Fifty-two percent of undergraduates reported that health-related issues (theirs or a loved one's) reduced their ability to perform remote classes. Survey methods used were two emails and social media broadcasts between May 7-18, 2020. Margins of sampling error for undergraduates/graduate-professional populations were 7%, n=2,532, and 10%, n=1,040, respectively. Data was weighted to match UArizona demographics. Senators requested that the survey results be shared, to which Schalewski agreed.

Demetriou presented the Fall Retention Rate Update. Student Success and Retention Innovation (SSRI) is comprised of the Strategy Team, Think Tank, "A" Center, Thrive Center, Transfer Center, SALT Center, CATS Academics, ASEMS, and Advising Resource Center. The SSRI's objective is to strategically advance student success as an institutional priority, and is a driving force of positive change for structures, policy, and people. SSRI has a coordinated strategy that is implemented across all teams, and works closely with campus partners. Official retention rates reflect first-time, full-time students, and is only one indicator of student success. Degree completion is SSRI's goal. SSRI helps students meet their aspirations and goals, in many instances, by finding alternative pathways through a holistic approach. Although student success is mainly academic, influences on a student's success can be financial, socio-cultural, and the mindset/wellness of the student. SSRI's long-range goal is to help students achieve their goals with learning, succeeding, and growing, the short-term is retention in relation to enrollment. Small changes in rates are large. An increase of .5% is a major accomplishment, while a 1% decline is a huge loss. Currently, weekly point-in-time reports show a retention rate of 84.1%, an increase from 82.2% of 1.9% from last year. Current trends show that more students are registering, but for fewer credit hours. Enrollment Management is reporting a higher number of no-shows during Orientation this year (averaging 13% currently versus 3-4% in a normal year). Spring academic policies have been lenient in order to assist students with the transition to online learning, but GPA's have been unusually high, breaking all previous models. The eligibility to enroll is also unusually high; any student who takes a semester break, or goes through an appeal process due to a life-changing event, are still currently registered for courses. Estimated Family Contribution appeals are elevated due to changing financial situations, and while students have maintained

enrollment, there is a concern that they will not necessarily stay in classes. Students have been reporting increased loneliness, stress, anxiety, and depression are reported among students as COVID-19 cases rise. International First-Time Full-Time retention is down from 84.44% to 82.33%, and Student support services are working overtime; appointments take longer, problems are more complex, and new plans are developing for online delivery. Students who register for any class automatically show up in the University's retention rates, even if the student is registering for only one course. Overall retention rates are up for resident and non-resident students, (+.7% and +4.5% respectively), but down for international students (-1.6%). The highly unusual percentage rates should be looked at with an abundance of caution. Projected net tuition revenue headcount is 19,841 for Arizona residents, 8,700 for domestic non-residents, and 1,853 for International non-residents, with a total projected loss of \$14M for fiscal year 2020-2021. Outreach to students is prevalent as departments are creating re-entry plans, but uncertainty for fall course modality is a major factor. Faculty can help by checking in on your students to teach, mentor, and advise, and encourage students to use campus resources. The academic advising community should be acknowledged and celebrated at this uncertain time. All small acts can transform the University. Senators would like more information and clarification as to the decision for international students' to be able stay in the United States if their classes are delivered fully online.

9. **ACTION ITEM VIA QUALTRICS SURVEY: CHANGES TO FACULTY SENATE CALENDAR TO ADD AN AUGUST 3, 2020 FACULTY SENATE MEETING; BYLAWS AMENDMENT TO ALLOW FACULTY SENATORS TO CALL AN EMERGENCY FACULTY SENATE MEETING – VICE CHAIR OF THE FACULTY, MELANIE HINGLE**

M. Witte moved [Motion 2019/20-33] to add an August 3, 2020 Faculty Senate meeting to the calendar. Motion was seconded. [Motion 2019/20-33] passed via Qualtrics survey and is detailed at the end of these minutes. M. Witte moved [Motion 2019/20-34] to change the Faculty Bylaws to allow a group of Faculty Senators to call an emergency Faculty Senate meeting, and to convene the Constitution and Bylaws Committee to amend the Bylaws for a Faculty Senate vote at the August 3, 2020 Faculty Senate meeting (which, if approved, would go to a vote of the General Faculty later in the Fall). Motion was seconded. [Motion 2019/20-34] passed via Qualtrics survey and is detailed at the end of these minutes. Hingle added that in the meantime, Faculty Senators know the protocol for calling an emergency Faculty Senate meeting by petitioning the Chair of the Faculty or President of the University.

10. **INFORMATION ITEM: QUESTIONS AND ANSWERS TO THE REPORTS AND OTHER MATTERS**

Senators asked about the new Immigration and Customs Enforcement (ICE) policy that mandates students who are in the United States on F1 and N1 visas will not be able to maintain their status if enrolled in fully online programs. Folks responded that after getting clarification from ICE, UArizona will devise a plan to make sure that students have a sufficient number of in-person credit hours to maintain their immigration status. More information should be forthcoming within twenty-four hours. Dissertation and thesis work qualify as in-person work by default. Senators asked about the CARES Act funding and the emergency fund for students, and whether or not international students have access to either. Folks responded that low-income and Pell Grant students received checks from the CARES Act funding. Students are able to fill out a form on the Dean of Students webpage to apply for the Student Emergency Support Fund. Donations are appreciated. Approximately \$350,000 has been raised. Robbins said that \$15M goes to students and \$15M goes to the University from the CARES Act. Folks said that Robbins issued an administrative directive on mandatory mask wearing on campus. The only exception is in one's own personal office space. Compliance is tricky for students and employees on campus. The Dean of Students Office will enforce compliance for students. For employees, the standard disciplinary process will apply. Language for the syllabus is currently being worked on. Undergraduate and Graduate Councils will oversee the syllabus language. A student group on campus is planning a "no-mask" rally on July 27, 2020. Folks responded that the UAPD will be present to ensure a peaceful rally. Hurh circled back on the ICE mandate and stated that faculty and students are extremely concerned. Folks responded that UArizona's Government Relations Office is reaching out to state representatives. Robbins stated that an emergency AAU Presidents meeting will likely ensue. McDonald asked President Robbins why he selected August 10, 2020 for the date to start furloughs given that the first day of classes is scheduled for August 24, 2020, and why the student census date wasn't considered. Robbins responded that the current financial crisis was the driver, and he looks forward to working with the *ad hoc* committee to put a mutually acceptable furlough plan in place. Major concern around accelerated COVID-19 cases in Arizona, out-of-state students, and net tuition revenue is the underlying factor. The uncertainty of how many students will actually show up to campus is unknown, and it is projected that the third-week numbers will be better than projected originally. The August 10, 2020 date was chosen so a resolution could be sought quickly. Folks stated that August 10, 2020 was also the beginning of a pay period, and a convenient date. Ottusch asked about the June 24, 2020 date for fall re-entry plans that was pushed back. Folks responded that all college plans are in the process of being reviewed, and changes are being made as needed. Senators asked about the anti-mask group, and its message being interpreted as anti-Muslim. Will the University have an official response? Folks responded, yes, and it is being carefully crafted. Senators asked about the graphic that will be distributed to enforce the mask policy for students. Folks responded that final wording is being worked on before it is launched online. Hudson asked for an update on the racist, anti-black hate speech issue. Folks responded that no cameras recorded any perpetrators and no leads have been provided, but has yet to speak with Chief of UAPD, Brian Seastone. Tucson Police Department is handling the similar occurrences on

Fourth Avenue. Singleton asked if there is a distinction between having the campus fully/partially online or fully/partially open, since some students question whether they should return to Tucson. Folks responded that flexibility is the goal, and the dormitories will be open for students who need to be on campus, and the ability to have facilities available on campus will also have to be flexible. UArizona will reduce the amount of in-person interactions where possible. Singleton said that students will most probably make their own decisions for their comfort level aside from University protocols. Modality of classes is of less concern to students than housing, parking, eating, and day-to-day living situations.

10. **OTHER BUSINESS**

Hingle asked Hudson and Acosta to bring concerns mentioned at the beginning of the Faculty Senate meeting directly to the Faculty Officers for discussion. Senator Neumann, Co-chair of the Ad Hoc Senate Committee on Career-Track Faculty is looking for nominations for new members. Please email him directly with your willingness to serve or to nominate others.

11. **ADJOURNMENT**

There being no further business, the meeting adjourned at 5:02 p.m.

Michael Brewer, 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 June 1, 2020**
2. **Report from the President**
3. **Report from the Provost**
4. **Report from APAC**
5. **Report from Faculty Officers**
6. **Data Analysis Report on Anticipated Need for Students with Online/Distance Learning**

Motions of the June 1, 2020 Faculty Senate Meeting

[Motion 2019/20-32] Motion to adopt the original motion presented by CAJUA to delay the furlough plan until mid-September 2020. Motion was seconded. Motion passed via Qualtrics survey.

[Motion 2019/20-33] Motion to add an August 3, 2020 Faculty Senate meeting to the existing calendar. Motion was seconded. Motion passed via Qualtrics survey.

[Motion 2019/20-34] Motion to change the Faculty Bylaws to allow a group of Faculty Senators to call an emergency Faculty Senate meeting, and to convene the Constitution and Bylaws Committee to amend the Bylaws for a Faculty Senate vote at the August 3, 2020 Faculty Senate meeting. Motion was seconded. Motion passed via Qualtrics survey.

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