REPORT TO FACULTY SENATE

FROM: President Robert Robbins  http://president.arizona.edu/

DATE: March 14, 2022

ACCOMPLISHMENTS:

COVID Status Update

- We continue to see dramatically improving numbers through our on-campus testing. I’m very thankful to all the staff, faculty, and students who worked to decrease the spread and improve public health conditions.
- UA announced today that masking would move from required to recommended in most areas of campus. This allows students and faculty to work with the Disability Resource Center through in potential accommodations for vulnerable employees.
- March 4th was the final day for in-person COVID-19 testing at the Student Union. TakeAway Testing will continue to be available at locations across campus.
- For current information about COVID at the university, please consult the COVID Dashboard.

University of Arizona-UAGC

- The University of Arizona and UAGC have established a Steering Committee and a Core Working Group with members from the University of Arizona and UAGC to assist with the planning process. Thank you to Senior Vice Provost Gail Burd for her continued leadership in coordinating this work for the University of Arizona.

Native American Advancement at UA: New Indigenous Resilience Center Launched on Campus

- At the end of January, I announced that the new Indigenous Resilience Center (IRC) has officially launched at the University of Arizona. Led by Dr. Karletta Chief (Diné), Associate Professor and Extension Specialist in the Department of Environmental Science, the IRC will bring together experts across the university with tribal leaders in Native-centered and Native-driven research.
- The IRC will advance the work of the university’s Cooperative Extension, which works to serve rural and other underserved communities, as well as contribute to the impact of the Arizona Institutes for Resilience (AIR).
- Additionally, SVP Levi Esquerra facilitated the unveiling of a native translation for the Communication Building sign. The new sign is in the Tohono O’odham Native Language and translates to “A Place of Communication.” This is part of a larger effort by SVP Esquerra to work with Arizona’s tribes to add their Native Languages to a building sign on campus.

Paula Balafas Has Been Named new UAPD Chief of Police

- Last month the University was pleased to announce that Paula Balafas has been appointed the next Assistant Vice President and Chief of Police for the University of Arizona. Paula has over 32 years of experience serving and joins us from the University of Colorado Boulder.
- Paula is known for her dedication to community engagement through open, transparent dialogue and for her commitment to creating a positive culture within police departments.
centered around equity, inclusivity, and resiliency. I look forward to her joining our dedicated UAPD team.

Several Research Awards Exemplify UA’s Premier Research Status

- I continue to be amazed at the incredible research that our faculty and students perform. This year, UArizona has received nine NSF CAREER awards, an institutional record in one year.
- Dr. Roberto Furfaro received a new award in hypersonics for $5M from the University Consortium for Applied Hypersonics: Challenge Projects.
- The Confluencenter received a $1.5M Mellon Foundation grant for borderlands research in education and storytelling.
- Additionally, the university received two grants from the AZ Commerce Authority to study CO2 impacts from masks.
- Impressive honors such as these showcase the incredible research our university contributes. With several new buildings in progress to advance these research endeavors, I eagerly await the future of UArizona research as we continue to make our mark on the world.
FROM: Senior Vice President for Academic Affairs and Provost Liesl Folks  
https://provost.arizona.edu  
DATE: March 14, 2022

Campus Updates and Messages

- **SVP Gail Burd** is leading planning efforts for incorporating the University of Arizona Global Campus. Objective: expand accessible and flexible post-secondary opportunities to working adults, active military, veterans, international students, and other non-traditional learners to attain the benefits of higher education. A Steering Committee and a Core Working Group with members from the University of Arizona and UAGC have been established.

- **UA Yuma** hosted Desert Southwest Transfer Conference and Instant Decision Day- 156 for the Transfer Conference, 48 attended Instant Decision Day and 22 students were admitted, and 44 new Fall 2022 applications were started that day.

- **UA Yuma** hosted the Southwest Agriculture Summit Student event- 110 high school students attended the half-day workforce development conference exploring six possible ag majors and educational pathways and prerequisites to the program.

- **Office of the Provost** will host a General Education conference on April 11. NAU and ASU representatives will be invited to participate with the objective of increasing collaboration in support of the robust General Education programs in the state of Arizona.

- **Finalist candidates** for the dean of the Eller College of Management have been interviewed. Dean candidates for the Colleges of Education and Social and Behavioral Sciences will be interviewed in April.

Past and upcoming webinars and events hosted by the Office of the Provost:

- Jan. 19: 2021 Outstanding Faculty Awards Celebration, held on 19 Jan 2022. 28 awardees recognized.

- March 7: [Live Chat with Liesl, Student Success District](https://provost.arizona.edu/content/provost-forum)

- March 23: Day of Memory, Healing, and Hope, University Mall.

- April 13: [Grand Opening](https://provost.arizona.edu/content/provost-forum) of the Student Success District

Watch recorded sessions: [https://provost.arizona.edu/content/provost-forum](https://provost.arizona.edu/content/provost-forum)
REPORT TO FACULTY SENATE

DATE: March 14, 2022

SUBMITTED BY The Faculty Officers, Jessica Summers, Chair of the Faculty; Melanie Hingle, Vice Chair of the Faculty; Michael Brewer, Secretary of the Faculty
http://facultygovernance.arizona.edu/

ACCOMPLISHMENTS

• Convened the Shared Governance Review Committee on January 14, 2022, and February 14, 2022, to continue work on the revised MOU (guiding principles + implementation plan); the completed draft is now available for Senate review.
• Secretary (as Chair of Committee on Faculty Membership) updated “vote codes” for new General Faculty members prior to the General and Runoff Elections and has continued working with Faculty Center staff, Workforce Systems, and UAiR to address any issues with General Faculty membership that emerge.
• Secretary (as Chair of Constitution & Bylaws Committee) met with APPC and concerned Senators to better understand and work through outstanding issues with proposed Bylaws changes needed to align the Bylaws with ABOR and University policies.
• Secretary (as Chair of Constitution & Bylaws) finalized the ballot for Constitution and Bylaws changes that have been approved by Senate and will be voted on by the General Faculty in the Runoff Election. Bylaws changes require 67% approval to pass. Constitution changes require 75%.

GOALS

SHORT-TERM:
• Work with administration to ensure continued (and strong) faculty governance of academic program approvals.
• Work with members of the Shared Governance Review Committee, Faculty Senate, President Robbins, Provost Folks, Secretary Dudas, SVPR Cantwell, & CFO Rulney to establish guiding principles and an implementation plan describing how we will collaborate on decisions and direction of the university.
• Support UWGEC in temporary expansion to manage increased workload due to Gen Ed refresh.

LONG-TERM:
• To ensure a continued successful, safe, and healthy return to campus life for all members of the UA community.
• To broaden participation in shared governance to ensure that the University lives up to its values and supports its mission as we move ahead.
• To work with you to do all that we, as a community, can do to save lives, support our most vulnerable community members, and increase faculty participation in all decision-making that affects our lives and the long-term health and well-being of all of us.

To Our Senate Colleagues: We remain grateful to you for your hard work, your input, your ideas and your continued engagement in shared governance. We continue to work to support the work of the University and to ensure the prominence of the Faculty voice.

Contact us: email (Jessica Summers, jsummers@arizona.edu, Melanie Hingle hinglem@arizona.edu, Michael Brewer mbrewer@arizona.edu)
REPORT TO FACULTY SENATE

FROM: Academic Personnel Policy Committee

DATE: March 10, 2022

ACCOMPLISHMENTS:

APPC held an open meeting to discuss the Grievance changes to the bylaws. We received strong feedback and our chair met with OGC to discuss the changes. OGC will attend our next meeting to discuss further options.

APPC met with Taren Ellis Langford, Provost Folks, and Vice Provost Romero to discuss faculty concerns about the conflict of interest/commitment language found here: https://research.arizona.edu/compliance/office-responsible-outside-interests/information-university-employees-and-affiliates/conflict-commitment. I understand that some of these complaints originated from C11.

We agree that the language is rather inartful. The COI office suggested writing FAQs that helped clarify the language, but APPC thought that the policy should be changed if it is unclear. Changing the policy will take time, so to start there will be FAQs to explain it.

Our discussion focused on three main points.

1. It needs to be clearer that COI’s are only triggered at a certain dollar amount (currently $5000)
2. We thought that the language about pro bono and volunteer work was unclear. For example, it isn’t a conflict of commitment for me to volunteer in at my child’s school or at the food bank.
3. Finally, we thought that it wasn’t clear that some outside commitments (like Journal or Committee service) might not be outside conflicts of commitment because they are part of the service expectations at your school. This will probably be the hardest language to clarify, but it needs to happen.
GOALS:
REPORT TO FACULTY SENATE

FROM: Student Affairs Policy Committee

DATE: March 14, 2022

ACCOMPLISHMENTS:

The committee would like to make Senate aware of the following student-focused news and resources:

- Registration is now open for UArizona’s 2022 Student Success Conference, which will be held April 11. The conference will have an in-person option in the Student Union Memorial Center and a virtual option on Zoom (but the keynote and resource fair are in person only). See the agenda and register on the conference website. George Kuh, author of Using Evidence of Student Learning to Improve Higher Education (2015) and other books, will give the keynote.

- If you missed the “Live Chat with Liesl” about the Student Success District (SSD) on March 8, watch for the recording on the Provost’s website. Panelists from the SSD’s four interconnected campus buildings—Main Library, Bartlett Academic Success Building, Bear Down Building, and Albert B. Weaver Science-Engineering Library—shared information about the array of available support services and cutting-edge collaborative spaces for students. A grand opening will be held April 13 at 1:30 pm in front of the Bear Down Building. Guided tours are planned from April 6-13. You can sign up for tours on the Grand Opening website.

- UA4Food, the annual campus community food drive, will run from March 14-April 13 and benefit the University’s Campus Pantry and the Community Food Bank of Southern Arizona. Visit the UA4Food website for online donation forms. Donation boxes on campus will collect nonperishable items. Look for the Community Food Bank boxes in your building, contact your UA Cares ambassador, or drive by on Wednesday, April 13, to drop off donations during the Stuff the Cat Tran event (on the Mall across from the Flandrau Planetarium on Cherry Avenue).

- According to the March 2022 Advising Newsletter, updates were made to the way fees are listed in UArizona’s Schedule of Classes to clarify that fees are charged separately from tuition.

- The Hope Center for College, Community, and Justice has released Surviving COVID-19: A #RealCollege Guide for Students (in Spanish too). It addresses common needs and some of the latest resources available for college students struggling with basic needs insecurity.
GOALS:

- Continue to support basic needs initiatives.
- Increase hands-on, experiential learning for undergrads, especially in STEM fields
- Revisit academic policies like pass/fail, last day to withdraw, etc. that changed during Covid-19 and then reverted to reassess these policies in light of what we've learned from the pandemic.
- Assess different needs by different student groups and help to develop ways to target each group's unique needs
REPORT TO FACULTY SENATE

FROM: The SPBAC Co-Chairs, Sabrina Helm and Barry Brummund
DATE: March 7, 2022

SPBAC Charter: The Strategic Planning and Budget Advisory Committee (SPBAC) in consultation and dialogue with the President, the Provost, and the University community, supports and enhances the success of the University through thoughtful and informed advice relating to: strategic planning, assessment of institutional priorities, review of budgetary policies, and the evaluation of programs and services.

ACCOMPLISHMENTS

- SPBAC members completed a survey on options for treating F&A in AIB (Activity Informed Budgeting). Results of the survey were reported to senior leadership and SPBAC members.
- SPBAC members completed a survey on three main questions they have about University of Arizona Global Campus (UAGC). The questions were summarized and forwarded to UAGC leadership in preparation for a meeting with SPBAC to take place on March 16, 2022.
- SPBAC co-chairs met with Paul Pastorek (UAGC President) and Lisa Kemp (UAGC interim CFO) to discuss the upcoming meeting with SPBAC.
- In regular session, SPBAC discussed
  - UArizona/UAGC coordination/integration
  - Two benchmarking reports on expenditures/costs prepared by UA Planning Office
  - A report on Staff - Recruitment, retention, compensation, benefits & diversity
  - A report on Faculty - Recruitment, retention, & diversity
  - AIB – how to treat GIDP (Graduate Interdisciplinary Programs)
  - AIB – how to best integrate shared governance in transitioning process

2021-2022 GOALS

- To regularly review annual budget changes
- To increase financial/budgetary literacy of SPBAC membership to ensure timely and competent engagement of all members in development of budgetary policies
- To work with administration on a streamlined process for Shared Governance/SPBAC inclusion in important subcomponents of the AIB transition
- To provide consultative input for RII with regard to financial implications of the research mission
- To work with administration on plans for improvement of student retention and graduation metrics
- To consult administration on revenue-generating ventures such as UAGC
• To overall improve the process for shared governance input in budgetary and strategic planning

**SPBAC Meeting Minutes:** The minutes from previous meetings are available for each meeting in our digital archive, available here: [https://facultygovernance.arizona.edu/committee/34/minutes-archive](https://facultygovernance.arizona.edu/committee/34/minutes-archive)
Implementation Plan for SHARED GOVERNANCE

For Faculty and the Administration of The University of Arizona

University of Arizona Rules of Engagement for Shared Governance

A. Process

The overarching shared governance groups are the Faculty Senate and the Strategic Planning and Budget Advisory Committee (SPBAC).

- The Faculty Senate, as the elected representatives of the faculty, serves as a partner to the President and the Provost.
- SPBAC has the vital role of advising the administration on long-range and university-level strategic planning, budget preparation and the distribution of funds.
- The Committee of Eleven participates in shared governance through its role as an independent, elected faculty body that investigates issues and may propose solutions or deliver reports to the General Faculty, the Faculty Senate, or other faculty shared governance entities.
- Shared governance includes solicitation of input from all stakeholders on campus including faculty, staff, students, and administrators – and honoring the expertise and lived experience of all of us. This leveraging of our collective wisdom, with faculty and administration particularly committing to open channels of communication with staff and students, frequently requires ad-hoc committees that represent different constituencies and focus on particular issues and timely concerns.

All shared governance matters, to include policies, academic issues, significant strategic and budgetary matters and any substantive structural challenges are at a minimum shared by the administration with faculty at Faculty Senate and SPBAC meetings and discussed there. Issues and challenges are shared at a minimum by the members of the Faculty Senate and faculty Chair of SPBAC with the administration at Senior Leadership Team and President’s Cabinet meetings and discussed there. The Faculty Senate, SPBAC, and the President and Provost also interact on these matters with other individuals and organizations, including University Staff, the officers of the Associated Students of the University of Arizona, and the officers of the Graduate and Professional Student Council.

1. Budget and Strategic Planning

The Strategic Planning and Budget Advisory Committee (SPBAC), comprised of elected faculty, administrators, and individuals from other sectors of the University community as detailed in the Faculty Bylaws, shall be the university-level forum for shared governance on strategic planning and budget, including budgetary policy and strategy.
Because shared governance frames the context within which major operational decisions are made, any decisions with the potential for significant impact should always be presented to and discussed at SPBAC, whether the intent is to inform, to consult, or to partner with and share in accountability or responsibility for the outcomes. If there is uncertainty about whether a major decision (operational or otherwise) rises to this level, the President, Provost, or Chief Financial Officer should consult with the Chair of the Faculty and/or SPBAC Chair(s) before proceeding.

2. Academic and Academic Personnel Policies

Subject to the authority and responsibilities of the Arizona Board of Regents and the President, academic and curricular policies rest primarily with the faculty, as represented by the Faculty Senate or other shared governance bodies. The creation, reorganization, merger, or elimination of programs and academic units; academic personnel, research, or student affairs policy; and guidelines on faculty reviews and compensation are all within the scope of shared governance. An initial proposal to change these policies may come from any source, but the formal consideration and development of such policy changes shall always be undertaken through shared governance processes.

3. Selection and Review of Academic Administrators and Academic Vice Presidents

The faculty and administration will play a collaborative role in the recruitment, selection, and review of academic administrators. This includes heads of departments, academic unit directors, associate/vice deans, deans, vice provosts, and senior academic vice presidents. It is the responsibility of all search and review committees to ensure open faculty input, including the input of the appropriate elected faculty body (e.g., Senate or the relevant College Advisory Council – see UHAP 7.09 Resolution on College Governance, etc.)

Search and review committees must be comprised of half or more faculty, of which at least half are recommended by their elected faculty peers. Selection of faculty to serve on these committees shall be determined through procedures decided by the faculty of the respective unit. Elected faculty (e.g., Faculty Senators and/or College Advisory Council members) should have a direct role in this process, either serving as members of the committee, or as nominators of their colleagues to the committee (either through direct election or via otherwise generating a short-list to be shared to the hiring administrator).

The remaining 50% of the faculty on the committee may be appointed by the supervising administrator, as is the rest of the committee members.

Committee composition should reflect individuals from diverse backgrounds who represent the breadth of faculty within the unit (i.e., inclusive of tenure-track, career-track, and continuing status track, as well as assistant, associate, and full rank) as well as relevant disciplinary expertise.
4. Position Searches

The authority to hire University employees has generally been delegated by the Arizona Board of Regents to the President. Tenured and tenure-eligible faculty, continuing and continuing-eligible academic professionals, and academic administrative appointments (such as unit heads and those with dean, provost, or president in their title) will be made following open, competitive searches, preferably drawing from a national or international pool of candidates, and with selection based on merit and due consideration of diversity and inclusion. This statement is not intended to prohibit “laureate” or otherwise uniquely qualified appointments made on the basis of approved non-competitive searches. Nevertheless, regardless of whether a search is competitive, shared governance participation must be sought and considered as part of the hiring decision. While career track appointments may draw from a more limited pool of candidates, these same principles shall apply to those searches.

B. Disagreements

In cases of disagreement between faculty and administration, faculty handbooks and other governing documents should clearly state how disagreements are addressed and by whom.

1. When differences arise between the administration and the appropriate overarching shared governance body concerning a policy recommendation in any area covered by these guidelines, the administration and that shared governance group will work to resolve those differences so as to attain an outcome that is generally accepted. If general acceptance cannot be reached among the parties involved, and the President or designee(s) believes that every reasonable effort has been made to be responsive and reach a common position, the President or designee(s) may proceed, provided they determine that action is necessary and in the best interests of the University. In these exceptional circumstances, the President or designee(s) shall explain the position taken to the faculty through the Faculty Senate.

2. Shared governance principles do not typically extend to routine management decisions (e.g., the carrying out or implementation of established strategy or policy). However, when there is a major operational or managerial decision, shared governance input should be sought by the President, Provost, Chief Financial Officer, or other administrator well before any decisions are made. At minimum, this should occur with the Chair of the Faculty and/or SPBAC Chair(s), who will involve other shared governance leaders, as appropriate.

3. If there is a dispute over whether the adoption of a policy or its implementation has followed the terms of this Memorandum of Understanding, a consultation will take place between the administration and the appropriate shared governance bodies subject to the terms described in B.1., and C. Shared Governance Review Committee.
4. If the President or designee(s) believes, or the law requires, that an academic, educational, or faculty personnel policy change (or other decision whose outcome directly affects the faculty) must be expedited to the point of abbreviating normal shared governance procedures, the President or designee(s) will notify the Chair of the Faculty. They will develop an expedited shared governance process to ensure the principles outlined in this Memorandum of Understanding are met to the greatest degree possible.

5. If a substantial minority (more than one third) of any shared governance body or committee disagrees with any action taken by that committee, their position should be included as part of the committee’s report or recommendations.

6. With regard to personnel or other confidential matters, administrators and elected faculty leaders and representatives have the right to determine the degree to which the specifics that are discussed may be shared more broadly with constituents and agree in advance to mutually honor that confidentiality. Whenever appropriate, such as in search committees, faculty representatives must abide by confidentiality requirements.

C. Review

The Shared Governance Review Committee is responsible for:

- Continuous monitoring of the health of shared governance at the University through active engagement with all stakeholder communities.
- Creating action plans for improvement where warranted.
- Creating and administering ad hoc subcommittees on special topics as needed.
- Reporting to the administration and faculty at least once per semester.

The Shared Governance Review Committee shall report out to the Faculty Senate annually, or more frequently as requested by Faculty Senate. The report should typically include the following as it relates to shared governance: an overview of major operational domains, the outcome(s) of major decisions, areas of concern, and any priorities or areas of focus for faculty and administration to work together on for the coming year (e.g., budget allocations, compensation, recruitment, and financial aid, etc.). The committee may also make recommendations toward the more effective working of shared governance, as needed. Reports will be shared with all constituent representatives, including U Arizona Staff Council, GPSC, ASUA and the President and Provost of the University.

The Shared Governance Review Committee shall meet at least twice a semester during the academic year and on an ad hoc basis as relevant issues arise. Ad hoc meetings may be called by the Chair of the Faculty, the Vice Chair of the Faculty (who serves as Chair of the Shared Governance Review Committee), the President, or by majority vote of the Faculty Senate. The committee’s membership is detailed in the Faculty Bylaws, Article VI, Section 1.
Scope

6.01 Scope of Chapter

This chapter applies to all grievances and complaints by or against appointed personnel of the University, including faculty, that are not provided for in UHAP Chapters 3, 4, or 5 and in Arizona Board of Regents (ABOR) Policy Manual, 6-201 and 5 of this Handbook. Those chapters set out rules and procedures for grievances and complaints concerning personnel matters, i.e., matters regarding appointment, performance evaluation, renewal, nonrenewal, promotion, continuing status, tenure, resignation, removal, suspension, dismissal, and releases due to institutional financial emergency or reorganization.

The rules and procedures in this chapter are established pursuant to the ABOR Conditions of Service and shall not supersede or conflict with any provision contained in those conditions or any provision contained in ABOR Policy or other procedures outlined in UHAP Chapters 3, 4, or 5 of this Handbook.

Policy

6.02 General Administrative Procedures

All grievances or complaints by or against appointed personnel shall be filed with and addressed first by the immediate administrative head of the individual about whom the grievance or complaint is
made. All grievances or complaints shall be filed in writing no later than 90 days from the date on which the grievant becomes aware of the matter that gives rise to the grievance, except for matters related to compensation.

Grievances or complaints regarding compensation shall be filed no later than 30 days from the date the grievant or complainant receives notice of the matter which gives rise to the grievance or complaint.

The written grievance must include the factual basis for the complaint, a summary of any efforts to informally resolve the issue, and a proposed resolution. The written grievance is limited to 10 pages in length, excluding attachments.

The immediate administrative head shall review the grievance or complaint and develop any factual information required for a decision on the matter. The administrator may consult with standing committees or appoint a special committee or an individual to investigate the matter. The administrator shall communicate his or her decision in writing to the grieving or complaining party and, if applicable, to the party against whom the grievance or complaint is made, stating the factual basis and reasons for the decision. This process will typically be completed within 30 days of the administrator's receipt of the grievance.

Within 15 days after receipt of the administrator's decision, the grieving or complaining party may appeal the decision to the next administrative level. The written appeal – no more than 10 pages in length, excluding attachments – must outline the basis for appealing the prior decision and a proposed resolution. Additional factual development may be undertaken at the next administrative level if deemed necessary. This process will typically be completed within 30 days of the administrator's receipt of the grievance appeal. The decision at that next administrative level is not subject to further administrative review, except as otherwise provided in this chapter.

Time lines in this section may be extended for good cause.

6.03 Unlawful Discrimination and Unconstitutional Action Review Procedures

If a grievance contains an allegation of unlawful discrimination, the matter will be immediately referred to the Office of Institutional Equity (OIE).

If the grievance alleges other unconstitutional action (including violations of due process or academic freedom) and this aspect of the grievance is not resolved through administrative review under Section 6.02, the grievant may request the Provost's Office to review the matter. Where such a request is made, the Provost will consult with the administrative heads who reviewed the grievance under Section 6.02 and may take action deemed appropriate to resolve the matter.

The Provost's decision is final and is not subject to further administrative review.

6.04 Additional Grievance Procedures for Faculty and Academic Professionals

If a grievance or complaint by a member of the General Faculty (as defined in Article II, Section I of the Constitution of the General Faculty of the University of Arizona) is not resolved through administrative review under Section 6.02 or Section 6.03, that individual may utilize the Grievance Policy and Procedures for Faculty and Academic Professionals found in Article VII of the Bylaws of the General Faculty of the University of Arizona [2].
If a grievance or complaint by a faculty member or academic professional employee who is not a member of the General Faculty is not resolved through administrative review under section 6.02 or section 6.03, and that grievance is for suspension without pay or dismissal, the individual may file a petition with the Committee on Conciliation and, if conciliation is not possible, then subsequently with the Committee on Academic Freedom and Tenure (CAFT), in alignment with ABOR 6-201L and 6-302I, but following the timelines and process described in ABOR 6-201L.

**6.05 Protection of Employees from Reprisal for the Disclosure of Information: Retaliation: Review Procedure**

See ABOR policy 6-914 Protection of Employees from Reprisal for Whistleblowing.
Related Information*

Bylaws of the General Faculty of the University of Arizona [2]

Committee on Conciliation [3] web page

Committee on Academic Freedom and Tenure [4] web page

ABOR policy Policy 6-914 Protection of Employees from Reprisal for Whistleblowing [5]

ABOR Policy 6-201, 302

Revision History*

Section 6.04 revised February 2011

Section 6.05 revised September 2002

Source URL: https://policy.arizona.edu/employment-human-resources/grievances-and-hearings

Links
[1] mailto:facultyaffairs@email.arizona.edu
[2] https://arizona.app.box.com/s/66hyca3wf0k2vrgwy2upf7soceca1hr3
[5] https://public.azregents.edu/Policy%20Manual/6-914-Protection%20of%20Employees%20from%20Reprisal%20for%20Whistleblowing.pdf
Request to Increase Transfer Credit Limits

Bachelor of General Studies
The General Studies Program (GS) provides a broad, multidisciplinary course of study and offers a Bachelor of General Studies (BGS) degree. The BGS degree prepares students to think critically and analytically across a wide range of disciplines or fields of study while at the same time focusing on one emphasis. The overall goals for the BGS curriculum are to promote an understanding of cultural differences and the impact of an educated citizen and responsible member in global society; to develop abilities to effectively communicate ideas using a variety of different media (oral, written, visual) and basic information technologies; and to help students develop and identify personal strengths, opportunities, and potential contributions to their area of interests.
- Students who have broad interests and who wish to complete a multidisciplinary degree rather than a traditional single-discipline degree

- Transfer students, especially non-traditional students who have already completed general education courses and/or associate degrees

- Students who began as pre-majors in a particular area but have not been admitted to their desired degree program

- Students who have not declared a major but are close to, or over, the 60 units/time to declare a major policy
Diversifying the University
Enhancing one of UArizona’s Most Diverse Degrees*

Students of Color
51%

Female Students
42%

First Generation
43%

of BGS Majors are Students of Color
of BGS Majors are Female
of BGS Majors are First Generation College Students

The BGS Degree Program is one of the most diverse (in the broadest sense of the term) at UArizona.

*figures reflect students from Main Campus, Arizona Online, Distance, & Global
The flexibility of the BGS degree program can provide a smoother curricular transition from community college contexts.

Well-suited for community college transfers

The University of Arizona
Currently the BGS degree program is home to 370+ online majors.

Because of the diverse curriculum and flexible degree requirements, BGS is scalable to accommodate students through our online offerings.
Currently, BGS has only 11 Distance majors.

Infrastructure is in place to accommodate and support more students as we have teamed with the UArizona Near You Network to increase these offerings.
The multidisciplinary approach of BGS means that students coming into the program can draw upon a broader range of courses that will articulate into the degree program through the diversity of courses that count toward the different emphases. This makes it more likely that community college courses can count toward completion of their degree.

Accommodates a wide variety of transfer credits

The University of Arizona
Request for an Exception to Credit Transfer Limit

To allow up to 75 units to transfer from community colleges

Currently the maximum number of units that are allowed to transfer from a community college is 64 units.
Request for an Exception to Credit Transfer Limit

Rationale

• Address equity issues at UArizona and in the state by increasing access to higher education for Arizona residents
• Student Success (admission, retention, persistence, and graduation rates)
• Competition with 4-year degree programs at Arizona community colleges and online programs
• Commensurate with similar degree programs at peer institutions
## Analysis of ABOR Peer Institutions

<table>
<thead>
<tr>
<th>Peer Institution</th>
<th>BGS equivalent</th>
<th>transfer credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC Davis</td>
<td>&quot;individual&quot; major</td>
<td>80</td>
</tr>
<tr>
<td>UCLA</td>
<td>&quot;individual&quot; major</td>
<td>80</td>
</tr>
<tr>
<td>Univ. Florida</td>
<td>Interdisciplinary Studies</td>
<td>60</td>
</tr>
<tr>
<td>Univ. Illinois (Urbana-Champaign)</td>
<td>Interdisciplinary Studies</td>
<td>80</td>
</tr>
<tr>
<td>Univ of Iowa</td>
<td>Liberal Arts</td>
<td>60</td>
</tr>
<tr>
<td>Univ of MD (College Park)</td>
<td>Interdisciplinary Studies</td>
<td>60</td>
</tr>
<tr>
<td>Michigan State</td>
<td>Interdisciplinary Humanities</td>
<td>56</td>
</tr>
<tr>
<td>Minnesota-Twin Cities</td>
<td>Individualized Studies</td>
<td>60</td>
</tr>
<tr>
<td>UNC-Chapel Hill</td>
<td>Interdisciplinary Studies</td>
<td>75</td>
</tr>
<tr>
<td>Ohio State</td>
<td>Comparative Studies</td>
<td>60</td>
</tr>
<tr>
<td>Penn State</td>
<td>Letters, Arts, and Sciences</td>
<td>84</td>
</tr>
<tr>
<td>Texas A&amp;M</td>
<td>University Studies</td>
<td>up to 75</td>
</tr>
<tr>
<td>UT Austin</td>
<td>no equivalent</td>
<td>Varies by program</td>
</tr>
<tr>
<td>UW-Seattle</td>
<td>no equivalent</td>
<td>90</td>
</tr>
<tr>
<td>UW-Madison</td>
<td>&quot;individual&quot; major</td>
<td>72</td>
</tr>
</tbody>
</table>
BGS is RCM neutral

- BGS majors are not calculated within university budget model; so, COH does not stand to profit from increased majors.
- An increase in transfer credits means that some SCH revenue will be lost; however, this amounts to less than one semester of courses at UArizona.
- This revenue loss will be more than offset by increased recruitment as UArizona becomes more accessible to a greater number of students from community colleges.
Policy Precedents

Statutory/Policy History

- 1996 Transfer Articulation Task Force Report (64 transfer units)
- 2007 NAU 90/30 plan (90 transfer units)
- 2009 UArizona Bachelor of Applied Science (75 transfer units)
- 2021 NAU BS Biological Sciences (75 transfer units)
Questions and/or Comments?
Principles for SHARED GOVERNANCE

For Faculty and the Administration of The University of Arizona

Shared governance at the University of Arizona serves to ensure informed decision making and success within the framework of growing complexities for institutions of higher education. We define shared governance as meaningful participation in institutional governance, emphasizing the importance of faculty involvement in selecting, hiring, and reviewing faculty and academic administrators, informing budgetary policy and strategy, and establishing academic and curricular policies. These principles guide and inform our processes for decision-making as it relates to institutional priorities, policies, strategic planning and budgeting.

A. Governing Laws, Policies and Statements (see also, Appendix A)

Arizona Revised Statute § 15-1601

Arizona Board of Regents: ABOR Policy Manual, Conditions of Faculty Service

University of Arizona: University Handbook for Appointed Personnel (UHAP);

University of Arizona, applicable provisions of the Constitution of the Faculty of the University of Arizona

AAUP: Statement on Government of Colleges and Universities, 1966

B. University of Arizona Principles for our Shared Governance

- There is a special relationship between the faculty and administration defined by State, Board of Regents and Faculty Constitution.
- We are committed to collaboration and communication while recognizing our complex interests and our common goals: a thriving student body; an engaged and productive faculty that is sought out, heard, seen, and has adequate support to excel in our mission areas (instruction, research, service, clinical and extension); and an institution characterized by excellence within (student-, faculty- and staff-facing) and without (community-, nation-, and global-facing)
- Faculty and administration therefore commit to providing each other relevant and prompt information and consultation.
- Formally, shared governance is realized through the Faculty Senate and the Strategic Planning and Budget Advisory Committee (SPBAC) working with the President and Provost and their designees. Shared governance is also expected at the College and Unit level.
- The Faculty Senate, as the elected representatives of the faculty, serves as a partner to the President and the Provost.
- SPBAC has the vital role of advising the administration on long-range and university-level strategic planning, budget preparation and the distribution of funds.
• Shared governance includes solicitation of input from all stakeholders on campus including faculty, staff, students and administrators – and honoring the expertise and lived experience of all of us. This leveraging of our collective wisdom, with faculty and administration particularly committing to open channels of communication with staff and students, frequently requires ad-hoc committees that represent different constituencies and focus on particular issues and timely concerns.

• Effective shared governance requires of our interactions:
  o a joint commitment to ensuring that the academic operations of the university are governed efficiently and effectively,
  o open and transparent communication between all parties, focused on institutional success,
  o clarifying and affirming the different roles, responsibilities, and accountabilities of stakeholders,
  o balancing consultation and timely decision making, with special consideration for the need to ensure regulatory compliance,
  o seeking and including a diversity of faculty expertise for issues under consideration, including faculty of all ranks, and terms of service.

• Our shared governance principles should be periodically reviewed, at least every 5 years.

III. University of Arizona Rules of Engagement for Shared Governance

A. Process

All shared governance matters, to include policies, academic issues, significant budgetary matters and any substantive structural changes are at a minimum shared by the administration with faculty at Faculty Senate and SPBAC meetings and discussed there. Issues and challenges are shared at a minimum by the members of the Faculty Senate and SPBAC with the administration at Senior Leadership Team and President’s Cabinet meetings and discussed there. The Faculty Senate, SPBAC, and the President and Provost also interact on these matters with other individuals and organizations, including University Staff, the officers of the Associated Students of the University of Arizona, and the officers of the Graduate and Professional Student Council.

B. Disagreements

In cases of disagreement between faculty and administration, governing documents should clearly state how disagreements are addressed and by whom.

C. Review

The Shared Governance Review Committee is responsible for:
  • Continuous monitoring of the health of shared governance at the University through active engagement with all stakeholder communities.
  • Creating action plans for improvement where warranted.
• Reporting to the administration and faculty at least once per semester.

Appendix A. Excerpts from Governing Laws, Policies, Statements

State Law: “Subject to the responsibilities and powers of the board and the university presidents, the faculty members of the universities, through their elected faculty representatives, shall share responsibility for academic and educational activities and matters related to faculty personnel. 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.”

ABOR Policy Manual, Conditions of Faculty Service: “The Board recognizes that Arizona universities have long adhered to the honorable tradition of academic freedom in teaching, research and service and reaffirms that the process of faculty participation and consultation in matters of academic policy is a valuable tradition that must be preserved. The faculties of the respective universities have a correlative duty to share in the responsibilities and obligations of governance and administration.”

UHAP: “The appointed personnel of the University of Arizona -- faculty members, professional staff, and administrators -- assume the chief responsibility in the University’s pursuit of its objectives. Ultimate control of the University is vested in the Arizona Board of Regents.”

Faculty Constitution: “The General Faculty has fundamental responsibilities in the areas of academic personnel policy; instruction and curriculum policy; research policy; student affairs policy; ethics and commitment; advice on budget and University support; and acts on such other matters affecting the welfare of the University as are brought for consideration in accordance with University policy and Shared Governance Guidelines and Agreements as may be entered into from time to time.”