

From: Kraehe, Amelia McCauley - (akraehe) akraehe@arizona.edu

Subject: Re: Letter of Concern--U of A Nominating Committee

Date: August 31, 2022 at 07:00

To: Hudson, Leila - (lhudson) lhudson@arizona.edu, Abraham, Matthew - (mabraham1) mabraham1@arizona.edu, Maggert, Keith - (kamaggert) kamaggert@arizona.edu, Lin, Wei Hua - (whlin) whlin@arizona.edu
Cc: Fink, Wolfgang - (wfink) wfink@arizona.edu, O'Leary, Anna M - (olearya) olearya@arizona.edu, Slepian, Marvin J - (slepian) slepian@arizona.edu, Dysart, Tessa L - (tdysart) tdysart@arizona.edu, Hymel, Mona L - (mhymel) mhymel@arizona.edu, Romero, Andrea J - (romeroa) romeroa@arizona.edu, Goyal, Ravi - (goyalr) goyalr@arizona.edu, Kayi-Aydar, Hayriye - (hkaydar) hkaydar@arizona.edu, Little, Kristin L - (kll) kll@arizona.edu, Zeiders, Katharine Hunsdon - (zeidersk) zeidersk@arizona.edu, Linares-Gaffer, Ashlee L - (alinares) alinares@arizona.edu, Sult, Leslie A - (lsult) lsult@arizona.edu, Senseney, John Robert - (jsenseney) jsenseney@arizona.edu, Lee, Benjamin R - (brlee) brlee@urology.arizona.edu, Gordon, Paul R - (pgordon) pgordon@arizona.edu, Taylor, Marilyn - (taylorm) taylorm@arizona.edu, Harris, Samantha - (samharris) samharris@arizona.edu, Smith, S Mae - (ssmith) ssmith@arizona.edu, Lee, Jenny J - (jennylee) jennylee@arizona.edu, Tsosie, Rebecca A - (rebeccatsosie) rebeccatsosie@arizona.edu, Zenenga, Praise - (zen08) zen08@arizona.edu

TO: Recipients of "Letter of Concern--U of A Nominating Committee"

FROM: Amelia (Amy) Kraehe, Chair and Nominating Committee member (2021-2024); Katharine H. Zeiders, Nominating Committee member (2021-2024); Ravi Goyal, Nominating Committee member (2020-2023)

DATE: August 31, 2022

SUBJECT: Nominating Committee processes

The Nominating Committee serves an important role in encouraging faculty nominations for university service roles. In light of the letter from Drs. Abraham, Maggert, and Lin, concerning the committee's activities, returning members of the committee would like to provide some insight about events that unfolded in 2021-22 and the corrective action set in place when problems were encountered. We believe the committee is well positioned to uphold the faculty bylaws and nominating committee goals to ensure equitable and just practices as we move into the 2022-23 academic year.

In August of 2021-22, the committee began its work using the usual processes from prior years to recruit and verify eligibility of nominees. The process, as outlined by the Nominating Committee Chair at the time, was to first facilitate a university-wide survey done in Qualtrics. This survey asks faculty who are interested in running for a variety of shared governance positions to respond and indicate their interest and qualifications. The Nominating Committee then presents these data and we work within guidelines set by Faculty Bylaws to advance faculty names to either the general faculty election ballot, to the Faculty Chair, or to Faculty Senate (as outlined in Faculty bylaws). However, the Nominating Committee processes involved in determining eligibility and advancing names to the ballot, for Committee for Academic Freedom and Tenure (CAFT) specifically, encountered problems.

In the spirit of brevity, but also with the consideration of transparency, we offer specifics about the issues encountered by the Nominating Committee in the 2021-2022 year, corrective action taken during the 2021-2022 year (when possible), and how the Nominating Committee will continue to work to ensure a transparent and equitable process in 2022-2023.

Eligibility of faculty for Shared Governance Committees

Issue: One issue that emerged in the functioning of the Nominating Committee last year (2021-2022) was decisions and discussions of potential candidates' eligibility. In the start of the year, unsubstantiated information about candidates was presented at meetings by a non-elected support staff.

Corrective action: Multiple members expressed concern with this information being shared (publicly and privately) and driving eligibility decisions and thus, the Nominating Committee consulted the Faculty Bylaws for guidance on eligibility. All members and decisions about eligibility were *only* based on the specific criteria stated in the Faculty Bylaws.

Moving forward: The Nominating Committee will continue to follow the Faculty Bylaws for all eligibility on committees.

Process by which Nominating Committee advances CAFT names to the ballot

Issue: The Faculty bylaws state that "After consultation with the Chair of the Faculty and the President, the [Nominating] committee will reduce the list to a slate of twice the number to be elected, giving due consideration to diversity." This process was not followed, however, as the Nominating Committee was not involved in reducing the list to a final slate of candidates as it should have been.

Moving forward: As outlined by the Faculty Bylaws, the responsibility to reduce the list of names to a slate of candidates does not belong to the Chair of Faculty and the President. Rather, these two parties provide consultation to the Nominating Committee, and it is the duty of the Nominating Committee to then make the final determination. In 2022-23, the process has been amended to include an additional nominating committee meeting in the fall semester to allow enough time for the committee to receive input on its list from the Chair of Faculty and the President before committee members determine the final slate of CAFT candidates.

Diversity of membership on Shared Governance Committees

Issue: The Faculty Bylaws state that attention should be given to diversity when the Nominating Committee selects candidates for the CAFT ballot. And generally, the Nominating Committee has considered the diversity of candidates for most positions, aiming to include representation across colleges, and adequate representation of faculty from diverse social identities including gender, race, and ethnicity. In previous years, Nominating Committees were given college information alongside gender and racial identities of candidates to aid in diversifying committee selection. During the 2021-2022 year, however, we were only given college information (and not gender, race or ethnicity). We were told that this information would no longer be made available to us.

Moving forward: Seeing the need for diverse representation, the Nominating Committee will include an open-ended (optional) question in the survey asking faculty to indicate how they would contribute to diversity if elected to serve on a university committee. A similar request would be included in the request for candidate statements.

As a committee, we were aware of the issues and were diligent in correcting them when possible. Returning members of the Nominating committee including the

which persons. Remaining members of the Nominating Committee, including the new chair, are committed to correctly adhering to Faculty Bylaws and improving the process of the Nominating Committee. We will work closely with the three new members to adhere to current Faculty Bylaws to uphold the principles of shared governance. Further, as requested by the Faculty Chair, Dr. Hudson, the Nominating Committee will, as we see necessary, make recommendations on bylaw changes.

From: Hudson, Leila - (lhudson) <lhudson@arizona.edu>

Sent: Friday, July 29, 2022 3:26 PM

To: Abraham, Matthew - (mabraham1) <mabraham1@arizona.edu>; Maggert, Keith - (kamaggert) <kamaggert@arizona.edu>; Lin, Wei Hua - (whlin) <whlin@arizona.edu>

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Subject: Re: Letter of Concern--U of A Nominating Committee

Dear Dr. Abraham, Dr. Maggert and Dr. Lin,

Thank you for your email. The concerns you raise are important and urgent. The faculty officers and I will look into the specifics and ask the Committee of Eleven to review the faculty grievance and nominating processes and to propose reforms that the Faculty Senate and the General Faculty can consider, debate and implement. I will also be consulting with the Senators and others that you have included in this communication. In the meantime, I urge you to approach these issues as process failures rather than personally motivated actions and ask for your patience as we on the newly elected teams work together as faculty representatives for transparent and equitable solutions to these inherited systemic challenges. I will be in touch next week. Good weekend to all

NEXT WEEK. GOOD WEEKEND TO ALL.

Best,
Leila

Dr. Leila Hudson

Chair of the Faculty
University of Arizona
Associate Professor
School of Middle Eastern and North African Studies
College of Social and Behavioral Sciences

From: Abraham, Matthew - (mabraham1) <mabraham1@arizona.edu>

Sent: Friday, July 29, 2022 11:29 AM

To: Hudson, Leila - (lhudson) <lhudson@arizona.edu>; Maggert, Keith - (kamaggert) <kamaggert@arizona.edu>; Lin, Wei Hua - (whlin) <whlin@arizona.edu>

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Subject: Letter of Concern--U of A Nominating Committee

Dear Faculty Chair Hudson:

Please find attached a letter of concern about the functioning of the University's Nominating Committee during the 2021-2022 academic year, in addition to two supporting attachments.

We look forward to your timely response. Thank you.

Sincerely,

Matthew Abraham, Ph.D.

Keith Maggert, Ph.D.

Wei Hua Lin, Ph.D.

Matthew Abraham
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