**Summary notes from the Faculty Senate meeting**

held on Monday, December 2nd, from 3:00 to 5:00 pm via

Zoom and in Old Main, Silver and Sage Room.

Recording: <https://arizona.app.box.com/s/xypikopn45wdko3esv4r16bdiumw5y5s>

1. Call to Order and Agenda Approval

o **The agenda was unanimously approved.**

1. Open Session. Speakers: **Fiona Bailey, Senator Lucy Ziurys, Senator Ted Downing. Various topics were discussed, including HR centralization and the role of administrators and rankings at our university.**
2. Statement from the Chair of the Faculty, Leila Hudson (10 minutes)
   1. **Chair Hudson discussed the case of a faculty member in Engineering who is losing an endowed chair position on July 1, 2025.**
3. Report from the Provost – **Provost Marx was not present. No update provided.**
4. Action Item: Consent Agenda – Co-chairs of the Graduate Council, Philip Waddell and Sanlyn Buxner. **Consent agenda was approved.**

[*Proposal MS in AI for Business*](https://facultygovernance.arizona.edu/sites/default/files/2024-11/Proposal_MS-in-AI-for-Business.pdf)[*Proposal MEd in School Counseling*](https://facultygovernance.arizona.edu/sites/default/files/2024-11/Proposal_MEd-in-School-Counseling_1.pdf)[*Proposal PSM in Resilience Practice post GPERC*](https://facultygovernance.arizona.edu/sites/default/files/2024-11/Proposal_PSM-in-Resilience-Practice-post-GPERC.pdf)

1. Action Item: Non-consent agenda - Co-chairs of the Undergraduate Council, Joost van Haren and Lisa Rezende (15 minutes). **UGC is in favor of unifying our current (6) policies regarding transfer of credit into one policy. This is important because it improves equity in transfer credit across our transfer student body and aligns us with transfer policies at the other two state universities. There is a Provost Working Group composed of faculty who are advising this policy change. Approximately 1700 students per year transfer from community colleges to University of Arizona. (\*\*\*There was some confusion about whether or not the Faculty Senate approves of this, as the Vice Chair announced that “Motion is approved by unanimous consent” but no votes were taken and this was an action item.\*\*\*)** [*Undergraduate transfer credit policies: proposal and benchmarking*](https://facultygovernance.arizona.edu/sites/default/files/2024-11/Undergraduate-Transfer-Credit-Policies-proposal-benchmarking.pdf)
2. Old Business  
   A. [Update](https://facultygovernance.arizona.edu/sites/default/files/2024-10/Academic-Freedom-and-Climate-Taskforce-Repor-final_0.pdf) and [slide presentation](https://facultygovernance.arizona.edu/sites/default/files/2024-12/Abraham-ad-hoc-presentation-12-2-24.pdf) from the *ad hoc* Committee on Campus Climate – Chair, Dr. Matthew Abraham - **See links to the report and slide presentation - *Academic Freedom and Climate Taskforce Report* - and direct any questions to Matthew Abraham.**   
   B. [Resolution](https://facultygovernance.arizona.edu/sites/default/files/2024-11/Draft-Resolution-11.24.24.pdf) Involving Speech: Rights and Responsibilities, Chair of the Faculty, Leila Hudson (10 minutes) - **See link to draft resolution. A discussion on aspects of the resolution lasted 25+ minutes. The Faculty Senate voted to table this resolution, 31 Yea:21 Nay.**C. IT Centralization Data Request - Chair of the Faculty, Leila Hudson and Senator Lucy Ziurys. **Chair Hudson reported that the Senate IT Committee Report will be forwarded to the Senate. Senator Ziurys questioned whether IT centralization is necessary and called for clarity and transparency.**
3. New Business  
   A. Faculty Workload discussion – Secretary of the Faculty, Katie Zeiders. **Secretary Zeiders invited Dr. Gary Rhoades who led the Faculty Recalibration Committee to give a brief report about expenditures and staffing patterns. The committee report will be provided to the faculty. In brief, compared to last year, we have spent $4M less on faculty, $3M less on staff, and $1.5M less on graduate students, but we have spent +$1M on administrators. This is in the face of increased class sizes, and fewer faculty to teach these classes. At the same time, Colleges are being asked to prepare for a 3% to 5% budget cut next fiscal year which according to Dr. Rhoades is “neither prudent nor strategic.” Dr. Rhoades pointed out signs of decreased discounting of student tuition. He has not seen adequate protection of academic units (the ‘academic core’) and the academic mission, nor are there adequate expenditure controls on administrative costs. There has been a reduction in Vice Presidents, but UA has hired several new positions that replace these folks**.

B. [Update on Arizona Online Initiatives](https://facultygovernance.arizona.edu/sites/default/files/2024-11/Online-Initiatives-Senate-Update-Dec-2-2024-Final.pdf) – Interim Senior Vice President, Gary Packard **Please see links to the presentation. Dr. Packard has proposed that we need to focus on what we can do - deliver on a vision, work together, find better ways to serve our students and ensure their success (not what we can’t do - UAGC is still a separately accredited university so curriculum needs to be independent, and curriculum is separately accredited): Our culture is quality, completion, and doing things the right way. We have two paths: Arizona Online, and Global Campus. These groups are now working together to ensure there is less confusion for students, and the business part of this is sustainable.**

C. Update on considering alternative voting software for University Elections – Chair of the Committee on Elections, Senator Lee Medovoi (5 minutes) Not discussed due to time constraints. **Not discussed due to time constraints.**

D. Update on the Shared Governance Review Committee – Senator Russell Witte (5 minutes). **Not discussed due to time constraints.**

**Summary notes from the Faculty Senate meeting**

held on **Monday, November 4t**h, from 3:00 to 5:00 pm via

Zoom and in Old Main, Silver and Sage Room.

Zoom Recording link:<https://arizona.box.com/s/xypikopn45wdko3esv4r16bdiumw5y5s>

1. Call to Order and Agenda Approval

o The meeting opened with a call to remember J.D. Garcia, a former faculty chair.

o The agenda was unanimously approved.

2. President Garimella’s Comments

o Expressed commitment to faculty governance and collaboration, drawing on his faculty background.

o Highlighted his first month, focused on building relationships with faculty, staff, students, and community leaders, emphasizing open and authentic communication.

o Defined his vision for the university based on three pillars: student success, research excellence, and community engagement.

o Pledged ongoing alignment with Provost Marks and other university leaders, reinforcing a collaborative leadership approach.

3. Approval of October 7 Minutes

o Previous meeting minutes were approved with no revisions noted.

4. Open Session (Faculty Speakers)

o Faculty senators discussed various issues but did not make any formal decisions. Including by CALES Senator Duarte Diaz on misguided Spending Authority limits for Cooperative Extension. ***Please see the message Duarte shared below.***

5. Chair of the Faculty Report – Leila Hudson

o Emphasized the faculty’s role in supporting administrative transitions amid financial crises.

o Advocated for continued shared governance as the university navigates financial constraints and aims to improve internal communication.

6. Provost Ron Marx’s Report

o Provost Search: Marx confirmed that President Garimella plans to begin the search for a permanent provost soon, likely with an announcement next month. Marx emphasized Garimella's commitment to following through on this priority.

o Budget Updates: Marx shared positive news about the university’s budget status. After pulling $110 million from last year’s deficit, the first quarter budget review indicates that all colleges are currently operating within their budgets despite slower hiring since the freeze lifted. He noted a remaining deficit of about $50 million, down from $67 million, with plans for further fiscal tightening this year, hoping to stabilize fully by next year.

o Preparedness for Election Outcomes: In anticipation of potential responses to upcoming election results, Marx mentioned that deans and vice provosts will remain available for two weeks post-election to manage any arising issues. A response team is set to meet daily if needed.

o Dean Searches: The search process is underway for a new dean in Fine Arts, and Marx is working closely with the College of Law faculty as they prepare to begin a dean search following Mark Miller’s planned departure.

o Provost Investment Fund: The fund was reinstated this year with a $1 million allocation, though requests totaled $13.5 million (87 applications). Marx will evaluate and fund high-priority projects with this amount, potentially adding more funds if feasible. Decisions to be made by December

o Transparency in Financial Challenges: Responding to questions about budget transparency, Marx committed to discussing with John Arnold about sharing clearer financial updates, particularly following Ernst & Young’s insights into college revenue distribution.

o Deficit Reduction Strategy: With a still-present budget shortfall, Marx suggested that deans may need to prepare for potential cuts up to 3%, although he noted efforts to pull funds centrally to avoid college-level cuts where possible. Adjustments are ongoing, reflecting a goal to avoid across-the-board reductions.

o Academic vs. Financial Decision-Making: Marx highlighted instances where budget reallocations were made to ensure sufficient course availability for students, reinforcing a priority on academic needs over purely financial concerns.

7. Old Business

o Draft Resolution on Speech Rights and Responsibilities: Faculty Chair Leila Hudson discussed the need for a balanced policy on speech that protects faculty rights while respecting campus inclusivity.

o Department Head Queries on IT/HR Centralization: Senator Shufang Su raised concerns about the adverse impacts of centralizing IT and HR, highlighting staffing reductions and communication issues affecting faculty operations.

8. New Business

o Department of Dermatology Proposal: Dr. Clara Curiel presented a plan to establish a standalone Dermatology department, arguing it would better serve the community and align with similar programs. A formal proposal is forthcoming.

o Multi-Year Appointments for Faculty: Secretary Katie Zeiders advocated for multi-year contracts to support faculty job security, particularly for career-track faculty who seek stability within the Tucson community.

o General Education Priorities: Senator Susan Miller-Cochran outlined goals for refining general education, focusing on measurable learning outcomes and streamlined coordination across departments.

o Ad Hoc Gen Ed Committee: Senator Mark Stegeman’s report highlighted challenges in general education, including advisor difficulties with course availability and mixed feedback on core courses. The committee plans to use a structured template to assess proposals, ensuring clarity and alignment with university needs.

o Campus Climate: Committee Chair Matthew Abraham presented preliminary findings on campus climate, discussing how systemic issues might be resolved by improving institutional support and communication structures.

9. Additional Reports

· Written reports were received from faculty and administrative committees without extensive discussion.

11. Adjournment

· The meeting adjourned promptly at 5:00 p.m.

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey [**https://uarizona.co1.qualtrics.com/jfe/form/SV\_9RbcDDtNB6mha1E**](https://uarizona.co1.qualtrics.com/jfe/form/SV_9RbcDDtNB6mha1E)**)**

**Message to the Senate Regarding Cooperative Extension (CALES Senator Duarte Diaz);**

*Today, I wanted to discuss an important issue for me and my colleagues in Cooperative Extension:*

*Central Administration has imposed a spending authority on Cooperative Extension funds, including capping expenditures on state-line funded programs.*

*This is particularly alarming since it demonstrates the administration’s has some lack of understanding of the land grant mission in delivering critical programs across Arizona and their lack of understanding in Cooperative Extension funding and allocation of state and federal monies.*

*Although extensions upper administration still believes that we will get the funds back (optimism that many of my colleagues and I don’t share), the reality is that statewide programs are already being impacted in real ways across our state.*

*This includes tribal extension programming being canceled or reduced, uncertainty in delivering 4H youth programming in the future, hiring freezes of extension staff and faculty, and canceling Agriculture and Natural Resources producer workshops*

*As your Cooperative Extension Faculty Senator, I feel it’s my duty to alert you all to this situation.*

*Our legislative mandate is to service our statewide community as part of our land grant mission.*

*Yet, CFO Arnold doesn’t seem to understand that withholding state dollars specifically allocated by legislators to our programs is not something he should do.*

*This continued withholding of funds from Cooperative Extension is already having profound consequences on our statewide programming.*

*And given that cooperative extension funds generate a return on investment of $5 for every $1 state investment, the continued withholding of allocated state funding to our programs will also have profound economic consequences.*

*I urge CFO Arnold to reconsider this decision immediately and eliminate all expenditure controls for state-allocated Cooperative Extension funds.*

**Faculty Senate 10.7.24**

**SUMMARY OF FAC SENATE MEETING - 10.7.24**

Approval of modified agenda (removing item six from the agenda - President Garimella could not join us).

Approval of the minutes from 9.9.24.

Senator Wittey complimented Secretary Zeiders on the exhaustive minutes and requested that they be sent directly to the faculty instead of posted on the web page.

Minutes approved

1. **Open Session.** Senator Keiron Bailey, Laura Meredith, Senator Jamey Rogers, Senator Lucy Ziurys. (8 minutes)

Topics spoken on:

* (Sen. Bailey) – Workplace Compliance and Safety (Pilar 0) –Out Collective vigilance – awareness, notification, recourse.
* (Sen. Meredith) Reimbursement for family travel
* (Sen. Rogers) Career track faculty concerns related to workload demand.
* (Sen. Ziurys). Concerns about centralization (business offices). We need a goals and benefits summary.

2. **Statement from the Chair** (10 minutes)

On the anniversary of the Israel attacks on Palestine, Chair Hudson challenged the current administration to support research faculty efforts, not to handicap our recruitment efforts by exaggerated restrictions (food and beverage), to understand better the blind logic of centralization efforts, demand transparency and data accuracy, and lastly exercise responsibility to protect freedom of expression. “Let’s get our house in order” and recenter our academic mission.

3. **Report from the Provost** – Interim Provost Ron Marx (10 minutes)

Report from Provost Marx – Stated a positive transition of President Garamella. Acknowledged a slight reduction in faculty numbers, with a decrease of 81 faculty members, noting, “We need to turn this around.” Addressed concerns about delays in processing grant applications, noting that the average processing time has actually decreased slightly.

4. Faculty Workload (Secretary Katie Zers):

* Expressed concern about increasing workloads for career track faculty, with reduced service opportunities and growing teaching demands.
* Suggested the need for policies to prevent faculty from being overworked.
* Discussed the importance of multi-year contracts for career track faculty and the need for fair pay, particularly compared to other Arizona universities.

5. General Education (Jeremy Vetter):

* Gen Ed Concerns: Spoke about tensions and disagreements regarding the general education program and proposed changes.
* Civic Learning: Emphasized the importance of civic learning in the curriculum and how it is being implemented.

6. Political Activities Policy (Senator Downey):

* Criticized the university's interim policy on political activities for being vague and potentially limiting faculty's constitutional rights.
* Urged clearer guidelines and protections for free speech on campus.

The meeting adjourned at 5:00 p.m.

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey [**https://uarizona.co1.qualtrics.com/jfe/form/SV\_9RbcDDtNB6mha1E**](https://uarizona.co1.qualtrics.com/jfe/form/SV_9RbcDDtNB6mha1E)**)**

**SUMMARY OF FAC SENATE MEETING - 9.9.24**

1. Open Session. Senator Lucy Ziurys, UASC President, Melanie Madden, Senator Joellen Russell, Peter Strittmatter. Time limit is 2 minutes. Maximum number of speakers is four. No comments or votes will be taken. (8 minutes)

Topics spoken on:

* achievements of professional staff at UA - Madden
* concerns re: centralization - Ziurys
* the UA supercomputer - Russell
* concerns re: administrative bloat and non-academics making decisions - Strittmatter

1. **Statement from the Chair** (10 minutes)

Chair Hudson described her priorities for the year, and the plans to work with administration - e.g., undergrad research, gen ed committee, etc. - to address big issues. She raised questions about centralization of IT and Business and the role of the COO, and reiterated that Fac Sen leadership would be closely following changes. One specific issue Chair Hudson wants to work on this year is our campus climate. She intends to set up opportunities for more voices to be heard and stated that we reject all forms of hate and specifically reject anti-Semitism and Islamophobia.

1. **Report from the Provost** – Interim Provost Ron Marx (10 minutes)

Provost Marx announced the timeline for the new Provost is when President Garimella arrives on Oct 1, and to have the new Provost announced and in place this academic year. The Provost has committed to attending all Fac Senate meetings. He also asked the HeadsUp Leadership and Deans groups to please present complaints about centralization (and Fac Senate) in a systematic, organized way. There is an Interim Vice Provost for Student Affairs (Amanda Krause) to rethink this position and search for a permanent person. Chrissy Lieberman has stepped into the role of Interim Dean of Students. According to Provost Marx, we anticipate a "fractious fall". Free expression will be honored here at UA. Provost Marx concluded by answering questions from the audience, including about UAGC (which is still marching toward integration) although he stated that most of the issues people are wondering about will need to wait until President Garimella is here.

1. **Information Item:** Preview of possible future agenda (to be voted on at a future meeting) – Interim Chair of the Undergraduate Council TBA (5 minutes)   
   [*Review of the Undergraduate Minor in Insights Into Healthy Aging*](https://facultygovernance.arizona.edu/sites/default/files/2024-08/Proposal_UG%20Minor%20Insights%20Healthy%20Aging_rev08-20.pdf)

Deferred.

1. **New Business**

A. Student Affairs Policy Committee (SAPC) Update – SAPC Co-chairs Kristin Little and Tim Ottusch. (10 minutes)

Tim Ottusch co-presented on behalf of SAPC. Tim et al are working on consolidating info on resources for students, so that it is easy to find / understand / share, including about how to address Basic Needs. Slide deck and links will be shared with all faculty who are highly encouraged to share with their students. Kristin Little co-presented and discussed the Student Stress Cycle and Bear Down Run Down, as well as additional resources that many people likely haven't heard about and would be very useful to share with students.

B. Information about [Faculty and Staff Workload Group](https://facultygovernance.arizona.edu/sites/default/files/2024-09/Zeiders_slides_240909.pdf) – Secretary of the Faculty, Katie Zeiders (10 minutes)

Secretary Zeiders reported on the UA Faculty / Staff Workload Study Committee established by the COO / CFO John Arnold - 8 of 9 committee members are finance officers, and 1 database developer. The committee spent the summer collecting data on how each College / unit tracks workload and manages workload. Secretary Zeiders shared some data points - since last FY, faculty have decreased 3.2%, students have increased by 3.4%; we have a high faculty to student ratio relative to our ABOR-designated peers.

Secretary Zeiders also briefly reported on a survey of the faculty - a majority of respondents were career-track faculty. The data were QUAL in nature. Respondents were prompted to report on concerns related to changes taking place at UA.

C. [Credit for University Service](https://facultygovernance.arizona.edu/sites/default/files/2024-09/FacultyWorkload_SenateReport9.9.24_final.pdf) – Vice Provost for Faculty Affairs, Andrea Romero, Vice Chair of the Faculty, Mona Hymel (10 minutes)

Andrea Romero presented on faculty workload from the viewpoint of the Vice Provost's Office and distinguished between types of service. She reported on a Faculty Workload Study conducted in 2021. We should examine FTE and not headcount to answer our questions. In 2021, multi-year career track faculty were teaching the highest numbers of student credit hours. The VP for Faculty Affairs has created trainings to help ensure equity in workloads. In 2022, Vice Provost Romero's office released a tool to help people track workload equity. There are different workload distributions by faculty tracks and colleges. The office of the Provost is working with Associate Deans to develop guidelines for workload equity - there is no way to create this at the level of the university since there is so much variation and so it's more appropriate to do this at the College or unit level. Please review slides to see how much variation there is. Vice Provost Romero answered questions, including clarifying that she has not been involved in the workload study / committee commissioned by COO/CFO John Arnold.

D. [Faculty Rights and Resources](https://facultygovernance.arizona.edu/sites/default/files/2024-08/GuideFRR.pdf) – Chair of APPC, Keith Maggert (5 minutes)

Chair Maggert shared a guide to faculty rights and resources for new and established faculty. This guide is available at the Faculty Shared Governance Website.

E. [General Education Committee Update](https://facultygovernance.arizona.edu/sites/default/files/2024-09/Remarks-to-Senate-9.9.24.pdf) – Committee Chair, Mark Stegeman (10 minutes)

UWGEC Chair Stegeman reported no further progress toward a report to the faculty and staff about the state of general ed. The committee has not voted to make any recommendations. Stay tuned for more information.

1. **Report from the Senior Vice President/Chief Operating Officer** – John Arnold (15-minute presentation, 15 minutes for questions)

Garth Perry, Chief Budget Officer, oriented Senate Members to the University Budget resources (including the All Funds process) and encouraged campus to look at the Budget Book that was just released to campus last Wednesday via email. <https://budget.arizona.edu/budget-reports>.

John Arnold, COO/CFO, briefly reported on a marketing & branding study that was conducted over the summer to explore potential reputational damage because of the financial issues we've been facing.

1. **Written reports** from the [President](https://facultygovernance.arizona.edu/sites/default/files/2024-09/President-Faculty-Senate-Report-9-9.pdf), [Provost](https://facultygovernance.arizona.edu/sites/default/files/2024-09/Provost-s-Report-09.09.24.pdf), Faculty Officers, [APPC](https://facultygovernance.arizona.edu/sites/default/files/2024-08/GuideFRR.pdf), RPC, SAPC, DEI, Constitution and Bylaws Committee, SGRC, Graduate Council, Undergraduate Council, SPBAC, ASUA, GPSC, UArizona Staff Council, Gen Ed Office with UWGEC, C11 (2 minutes)

Please consult the Faculty Senate website for these reports.

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey<https://uarizona.co1.qualtrics.com/jfe/form/SV_9RbcDDtNB6mha1E>)

Best,

Melanie, Bobby, & Duarte

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**Announcement: Faculty Senate Meeting – September 9, 2024**

Dear Colleagues,

On behalf of the CALES Senators (Melanie Hingle, Durate Diaz, and Bobby Torres), we invite you to attend the next Faculty Senate Meeting via Zoom (see link below), which will be held on Monday, September 9, 2024, from 3:00 to **5:00 p.m.** in the **Old Main Silver and Sage Room**. This meeting offers an opportunity for faculty members to engage in meaningful discussions on important university matters and receive updates from key university leaders.

**Agenda Highlights:**

* **Call to Order** and **Approval of the Agenda** with Vice Chair of the Faculty, Mona Hymel.
* **Approval of Minutes** from the April 1, 2024, and May 6, 2024, meetings.
* **Open Session** with brief remarks by Senator Lucy Ziurys, UASC President Melanie Madden, and Senator Joellen Russell.
* **Statements and Reports** from the Chair, Interim Provost Ron Marx, and the Senior Vice President/COO John Arnold.
* **New Business**, including:
  + SAPC Update by Co-Chairs Kristin Little and Tim Ottusch.
  + Faculty and Staff Workload Group report from Secretary of the Faculty Katie Zeiders.
  + Discussion on **Credit for University Service** with Vice Provost Andrea Romero.
  + **General Education Committee Update** by Chair Mark Stegeman.
* **Written Reports** from various university committees, including the APPC, DEI, and Constitution and Bylaws Committee.

The session will conclude with an informative presentation by John Arnold, our Senior Vice President and COO, followed by a Q&A session.

**Meeting adjourns at 5:00 p.m.**

**ATTENDEE LINK:**<https://arizona.zoom.us/webinar/register/WN_FJmfTwQiTwy50_zaqlDH6w>

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey <https://uarizona.co1.qualtrics.com/jfe/form/SV_9RbcDDtNB6mha1E>)

Best,

Bobby, Duarte, & Melanie

Dear CALES Faculty,

Thanks to all who attended the Meeting of the General Faculty and voted in the all-faculty vote (results attached). More than 1,300 faculty voted. This was the first time in university history that all faculty could vote (not just general faculty)—this included adjunct faculty and those who may not be on multi-year contracts (or at the university longer than 3 years). This was important as we know that the financial crisis is disproportionately impacting those with less job security and those excluded from general faculty status. The results suggested that faculty across all ranks are overwhelmingly unified in calling for more budgetary oversight and transparency and reaffirming the importance of our statutory obligation of faculty shared governance in our university. Results also suggest that there remains a lack of confidence in how senior administration continues to manage the financial crisis.

We’d like to inform you about three events, two of which offer opportunities for you to be involved in or have a voice in the UA Presidential Search.

The Faculty Senate's final meeting is Monday, May 6th, from 3 to 5 pm. The agenda is [here](https://facultygovernance.arizona.edu/events/faculty-senate-meeting-7), and the registration link to attend is at the bottom of the page.

ABOR is hosting a virtual town hall on **Wednesday, May 8th, from 6-8:30 pm**. This is a really important time to voice your perspectives related to the hiring of our next President. Registration link [here](https://asu.zoom.us/meeting/register/tZYsf-yorD8uHtMNrfbnfDHuksFqOSUGtN_6?utm_source=trellis&utm_medium=email&utm_campaign=Attend%20a%20May%208%20virtual%20town%20hall%20and%20complete%20survey%20to%20share%20your%20input.#/registration).

Related, Faculty Senators (only) are invited to a listening session on **Thursday, May 9th, with the Presidential Search Committee**. As your representatives, we would like to speak on behalf of our constituents' concerns or ideas that are related to the Presidential Search (especially if you cannot attend a virtual town hall or don’t feel comfortable speaking publicly). Please reach out to us individually via email or leave any comments/ideas in our anonymous Qualtrics survey:<https://uarizona.co1.qualtrics.com/jfe/form/SV_a4vcRICRZwxfebc>

Finally, we have been monitoring layoffs and non-renewals in our college. Our senior leadership has continued to assure us they are prioritizing people and minimizing the impact on our workforce. **If you or your colleague in CALES has experienced a non-renewal or layoff, we would like to know about this and ask you to either individually email us or provide information in our anonymous Qualtrics survey**:<https://uarizona.co1.qualtrics.com/jfe/form/SV_a4vcRICRZwxfebc>

Thank you for your continued engagement during this difficult time

Katie, Bobby, and Tim

Hi CALES colleagues,

In case you missed it, UA faculty will hold a **Meeting of the General Faculty** this coming **Thursday, April 25, from 3-5 pm on Zoom**. It’s really important that everyone attend if at all possible—we’ll be discussing the ongoing financial crisis and the future of faculty governance, which has the potential to shape our entire university for years to come. Info below:

**Meeting of the General Faculty Agenda**: <https://facultygovernance.arizona.edu/events/meeting-general-faculty>

**Registration Link**: <https://arizona.zoom.us/webinar/register/WN_ADTNVOEDS--JDrpV79dmQQ>

ALL are welcome (faculty/instructors of all stripes, staff, students, and the public), so please share widely.

The last time we held a Meeting of the General Faculty was in the spring of 2020, at the height of Covid. Over 1700 people attended, and it was instrumental in steering the UA’s responses to the pandemic and the ensuing financial crisis for the better. We hope this week’s coming meeting will have a similar (or greater!) impact on the current crisis.

If you missed it, a few UA colleagues who are organizing the General Assembly published an [op-ed](https://tucson.com/opinion/column/local-opinion-faculty-and-staff-not-high-paid-administrators-should-run-the-university-of-arizona/article_e8bfb4a4-fdba-11ee-a9a1-eba239db23ea.html) in the Daily Star that lays out a case for increased faculty and staff governance as a way out of our current mess (PDF attached).

Our shared governance work in CALES has been exceptionally strong–staff, faculty, and administrators have worked very hard together to minimize the impact of financial mismanagement. There remains more work to be done, and we want to continue this and share with others across the university how shared governance strengthens colleges and our academic mission.

Thank you for your continued engagement.

Katie, Bobby, and Tim

Dear CALES faculty,

We are pleased to provide you with summary notes of the **April 1, 2023** UA Faculty Senate meeting.

In her opening remarks, Chair Leila Hudson expressed significant concerns about the current leadership and administrative practices at the University of Arizona, which was informed by a faculty survey. The survey highlighted a divided atmosphere at the university, showcasing a committed faculty but also pointing to serious managerial issues that have led to calls for a change in leadership. These issues include job insecurity, layoffs, and an increasingly toxic work environment, which have collectively resulted in a "brain drain" and negatively impacted student learning through larger class sizes and fewer resources such as teaching assistants and advisors.

Hudson criticized the administration for a lack of strategic vision, particularly in handling administrative inefficiencies and financial mismanagement, including the excessive funding of athletics and poor use of university assets. Despite these challenges, she remains hopeful about initiating constructive dialogues with university leaders to address these issues. She emphasized the faculty's willingness to collaborate in reviving the university's mission and reputation, with a strong focus on diversity and equity in governance.

I**nterim Vice Provost Ron Marx shared an update on two items:**

1. Tenure/Promotion review cycle: This year, there are 157 cases: 102 tenure and/or promotion and 55 career track packets. He expressed appreciation and thanked the faculty who serve on these committees.

2. Budgets: He provided an update on current budget discussions, staffing implications, and administrative changes at the university. In his comments, Marx outlined the ongoing budget allocation process (All Funds meetings) which has involved discussions with 33 different groups to address financial needs and identify potential savings. This process is part of an iterative approach set to conclude in April, requiring university units and divisions to prepare for budget cut scenarios of 5%, 10%, and 15%. The Provost Office is expecting to take an 8% cut for FY25. According to Marx, these adjustments will result in financial losses for some units while others might gain. Marx further stated that for FY25, allocation will be based on FY24 expenditures (minus costs and payments associated with cuts). While it is an uncertain process, he speculates that FY26 allocations will evolve into a blend of incremental budgeting and a layer of activity to allocate resources to divisions that are growing.

3. When asked about the low graduate student pay (compared to proxies in Tempe and Flagstaff), Marx highlighted concerns about the budget cuts’ effects on the university’s operational aspects, particularly hiring graduate students and funding essential programs. He predicted a reduction in the number of graduate students, which could detrimentally affect the institution's research and teaching capabilities.

**Approval of the 2028-2029 academic calendar. [Motion Passed]**

**Ad Hoc IT Committee Report:** Tyson Seaton, Chair of the ad hoc IT faculty senate committee. His committee was tasked with assessing IT infrastructure needs and security in light of a state audit and centralization mandates. The focus was on making IT infrastructure more centralized, secure, and supportive of the university's research and teaching needs.

Recommendations: Tyson's committee recommends a hybrid approach to IT centralization at the university, which would allow departments some autonomy while adhering to central IT policies. This approach aims to enhance security without sacrificing the specific needs of individual departments. He emphasized using existing models from other universities as templates for improving IT governance.

***Ad Hoc* Financial Recalibration Committee update** – GFFRC Chair Gary Rhoades discussed the committee’s ongoing role in shared governance at the university. He emphasized the need to uphold shared governance, particularly when facing indifference from higher authorities. Rhoades pointed out that policy development is an iterative process that requires input from various stakeholders. He plans to meet with key university leaders to address concerns raised by faculty and committee members. These discussions are intended to ensure clarity in processes, promote transparency in communications, and strategically implement cuts that are least detrimental to the university’s academic mission. Furthermore, Rhoades advocated for transparent and equitable communication about administrative processes. This approach aims to curb speculation and prevent hasty decision-making within university departments, thereby safeguarding the interests of these departments and preserving the integrity of the academic mission during times of organizational change.

In addition to the information below, our next Senate meeting is Monday, May 6, 3-5 pm.

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey: <https://uarizona.co1.qualtrics.com/jfe/form/SV_a4vcRICRZwxfebc>).

Bobby, Katie, & Tim

We are a bit behind in getting you an update on the last Faculty Senate meeting. Below are a few important things to know about the March 11th meeting.

1. Gary Rhoades of the General Faculty Finance Recalibration Committee (GFFRC) gave an update on issues and recommendations. We recommend reviewing the [presentation slides](https://facultygovernance.arizona.edu/sites/default/files/2024-03/March%20GFFRC%20Deck%20-%20FINAL.pdf), and if time, [the report](https://facultygovernance.arizona.edu/sites/default/files/2024-03/GFFRC_Interim%20Report_03.02.2024.pdf). One of their points, which has been made prior, that a uniform cut for all units on campus is not needed and justified given the varying financial statuses of the units. They recommended a continued review of the UAGC merger, where redundancies in personnel and programs can be identified.
2. Steve Patterson, Interim VP and Chief Safety Officer, gave an update. He noted trainings are ongoing, and commended the significant percentage (85% of faculty and staff) who have participated in the trainings. He noted they are working on placing more bleed kids and AEDs throughout campus and are going to work to update the active shooter drill. He also noted he is doing evening “safety strolls” with students this year to identify areas of campus where they feel safe and don’t feel safe (parking garages) at night. The goal is to do one with staff and faculty next year. He did note in closing to be supportive as the Dr. Meixner nursery trial is to begin later this spring.
3. Dr. Tyson Swetnam of the ad hoc Committee on Information Technology gave a [presentation](https://docs.google.com/presentation/d/1F9bHXK9hy2FT76sylrr7GY0Ne8lHCv09IMC3s0_dI1c/edit#slide=id.p) and [shared a report](https://facultygovernance.arizona.edu/sites/default/files/2024-03/IT%20Report%20Combined.pdf) on updates on IT integration and other topics. The committee pointed out that in 2018 UA was found deficient in 23 IT areas. So far, only five have been implemented, 12 partially, and six have not been implemented. They raised concerns about the communication around these deficiencies to the larger university. With the centralization of IT this has raised concerns around the “domain-specific” knowledge IT has been able to support their specific units. They also noted UA has fewer IT staff and spends less on IT than ABOR and AAU peers. Thank you to the additional CALES staff and faculty on the committee for contributing to the report.
4. Interim Provost Marx shared that the All Funds budget meetings have been insightful, and it will be a challenge to meet the budget demands. He noted that the Deans, President Robbins, and he are meeting weekly about reclassification around IT.
5. Chair Hudson, during her opening statements, made another call that all job cuts should be done in a transparent manner to ensure any cuts are clearly justified.

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey: <https://uarizona.co1.qualtrics.com/jfe/form/SV_a4vcRICRZwxfebc>).

Tim, Bobby, and Katie

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Dear CALES faculty,

As we head into Spring Break, we wanted to take the time to catch you up to speed on various University events. We apologize in advance for the long email, but we believe the details and events described below are important to faculty shared governance and our University. Below, you’ll find a list of events that have happened in the last two weeks that are relevant to the Faculty Senate and shared governance.

In addition to the information below, our next Senate meeting is Monday March 11, 3-5 pm. The [agenda](https://facultygovernance.arizona.edu/events/faculty-senate-meeting-6) includes reports and time with President Robbins, Interim Provost Marx, and Interim VP, and Chief of Safety Officer Steve Patterson.

Thank you for your continued engagement in shared governance. If you have thoughts/ideas/comments on any of this, we welcome them (via email or our Qualtrics survey: <https://uarizona.co1.qualtrics.com/jfe/form/SV_a4vcRICRZwxfebc>).

Have a wonderful break,

Katie, Bobby & Tim

**Recent Developments and Timeline:**

**Feb 19th:** Special Faculty Senate meeting. Dr. Gary Rhoades gave a GFFRC presentation about the financial crisis and alternate avenues to pursue. Presentation slides [here](https://facultygovernance.arizona.edu/sites/default/files/2024-02/February%20GFFRC%20Deck%20-%2002.28.%20V3%5B99%5D.pdf). Chair Hudson raised questions about a possible conflict of interest for Fred Duval.

**Feb 20.** Fred Duval issued a cease and desist letter to shared governance leaders: Chair Hudson, Vice Chair Mona Hymel, Secretary Tessa Dysart, and Chair of C11, Wolfgang Fink.

**Feb 22:** [ABOR holds their meeting in Tempe](https://www.youtube.com/watch?v=n5zFANt0AeQ). Fred Duval publicly responded to Chair Hudson (video timestamp 7:50) and threatened legal action, publicly naming his lawyer and outlining a litigation plan. Regent Manson then gave remarks (timestamp 10:38) that ended with this statement: “*I encourage President Robbins to establish new faculty leadership and to seek out faculty who are interested in contributing to real solutions rather than posturing and undermining potential progress*.”

**Feb 26:** Governor Hobbs’ issued [this statement](https://azgovernor.gov/office-arizona-governor/news/2024/02/governor-katie-hobbs-demands-meeting-abor-and-ua-leadership) regarding Duval and Manson’s remarks, stating: “*I cannot be more clear: because of Chair Duval and the Board’s actions, university employees are going to lose their jobs. Attacking faculty is not, and never will be, the answer. Instead of taking any accountability and guiding with a steady hand, ABOR is circling the wagons and announcing they are litigating personal grudges during Board meetings. In the February 22nd meeting, an ABOR member openly called for President Robbins to overthrow the faculty's governing body. This behavior is appalling and unacceptable. Chair DuVal and members of the Board of Regents appear more concerned with saving face than fixing the problems they created. It’s time for them to come down from their ivory tower and realize this is hurting Arizonans and the university.”*

**Feb 27**: President Robbins sent a [university-wide email](https://view.comms.arizona.edu/?qs=c00f45c03fae7442b00b50400c48c71bc13ee4af77b0de0a8435f31670d51235f1ed21918a5c5b6ef8b1ff14a0eff7fec2e3d8074242f5fdf79a42d4264d9aec37eb812a51dbf7022747783fb443997a) stating that because he is a “*proponent and strong supporter of shared governance and community feedback,*” he is now forming a new University Advisory Council and will work with deans to select council members. Shared governance leaders [weighed in on this in this article](https://tucson.com/news/local/education/college/university-arizona-president-robert-robbins-advisory-council-faculty-senate-shared-governance/article_60326748-d65b-11ee-be8d-5fe8e81b07f2.html).

**Feb 29:** Fred Duval stepped down as Chair of the Board of Regents but retained his position on the Board. Information [here](https://tucson.com/news/local/education/college/arizona-board-regents-chair-fred-duval-executive-director-john-arnold-govkatiehobbs-university-arizona-deficit/article_0f95ca90-d760-11ee-9f6e-830fd46f7c0a.html#:~:text=Fred%20DuVal%20is%20stepping%20down,of%20University%20of%20Arizona%20finances.).

**March 1st**: UA Regents and Distinguished Professors issued a letter stating that “*Regents and Distinguished Professors are deeply disturbed by the current situation at our university. We all want to use our energy to do what we do best – generate and disseminate knowledge. The deep faculty rancor at the present moment reflects the fact that the current crisis is very much not of the faculty’s making. Yet, adequately addressing it will require collaboration between leadership and the faculty*.” The letter is attached.

**March 1st:** Chair Hudson announced she has obtained enough signatures to call a Meeting of the General Faculty (see email attached). The petition of signatures was initiated by Dr. Carol Brochin and Professor Emeritus Marv Waterstone. A date and time has not been selected for the General Assembly; we will be in touch about any additional information.

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Dear CALES faculty,

We wanted to alert you to a special Faculty Senate meeting **today, Monday Feb. 19th from 3-5pm.** It is online and you can register and listen in here: https://arizona.zoom.us/webinar/register/WN\_BqrPLbXZSk-wYKbOSmlSxw

We apologize for the late information. As of now, we know it is related to a legislative bill HB2735 (see below for an email from Faculty Senate and associated news articles circulated to Faculty Senators) and there will be a discussion about the financial crisis plan.

As always, please feel free to reach out to us via email or our anonymous qualtrics survey (<https://uarizona.co1.qualtrics.com/jfe/form/SV_a4vcRICRZwxfebc>)

Katie, Bobby & Tim

New Articles shared with Senators

[“Proposed Arizona bill would stifle faculty governance at UA, ASU and NAU”](https://azluminaria.org/2024/02/14/proposed-arizona-bill-would-stifle-faculty-governance-at-ua-asu-and-nau/) (*Arizona Luminaria*)

: [“Proposed law would limit shared governance at Arizona's universities”](https://tucson.com/news/local/education/college/university-arizona-legislature-shared-governance-faculty-senate/article_46f3f0c0-ca9a-11ee-a654-1b08fbe70e3c.html)*Arizona Daily Star* (PDF attached)

**From:** senators-request@list.arizona.edu <senators-request@list.arizona.edu> **On Behalf Of** Cherry, Jane W - (jcherry)  
**Sent:** Friday, February 16, 2024 9:22 AM  
**To:** senators@list.arizona.edu  
**Subject:** [senators] AZ HB2735 | 2024 | Fifty-sixth Legislature 2nd Regular | Introduced | LegiScan

Dear Faculty Senators:

Chair Hymel asks that you please review HB2375 through the link provided below prior to Monday’s Special Faculty Senate meeting.

<https://legiscan.com/AZ/text/HB2735/id/2909660>Mona L Hymel

Vice Chair of the Faculty

mhymel@arizona.edu

Dear CALES Faculty.

Wanted to send a few updates along from Faculty Senate, but first we want to remind you to vote on the upcoming UA shared governance elections. These shared governance bodies —C11, Faculty Senate, and SPBAC—have been critical on providing oversight and transparency to the ongoing financial situation. Vote here, and voting ends on Friday, Feb. 9th at 5pm

Now for updates:

1. We’ve had opportunities to ask questions to President Robbins and CFO Arnold about the financial plan. Although layoffs were not mentioned in the financial plan presentation given early in the day, Arnold confirmed in faculty senate that there would be layoffs and that units were being asked to prepare budgets with 5%, 10%, and 15% cuts. Our CALEs leadership has followed up on this soliciting feedback from aXxxx
2. On the Feb

Dear CALES faculty,

Welcome back to the 2023-2024 academic year. We are happy to continue serving as your elected CALES Faculty Senators. Our job is to represent, support and advocate (for) faculty within our college. A few announcements we’d like to pass along:

First, there is an open slot for a CALES Faculty Senator this academic year. Dr. Ravi Goyal has moved to the College of Medicine-Tucson and will no longer serve as our faculty representative. Please see information below about the Special Election to elect a new CALES Senator. Given that we both are from the Norton School, we do encourage those from other departments to consider running.

Please join us in thanking Ravi for his years of service in CALES and the many ways he’s supported and represented faculty in our college. Ravi will continue to serve in important shared governance roles as a member of C11 and the Election Committee.

Second, as we did last year, we will continue the following practices as your CALES senators:

* Before each Faculty Senate meeting, we will send a link to the agenda and solicit any feedback/comments from members.
* After each Faculty Senate meeting, we will send notes and supporting documents on discussions that we deem of interest to CALES faculty.
* We will also solicit faculty input using a Qualtics survey. The survey can be used by faculty to provide any information or issues you’d like us to consider. And your feedback/response can be anonymous. Here is a link to the survey:

https://uarizona.co1.qualtrics.com/jfe/form/SV\_a4vcRICRZwxfebc

We know there are many concerns around the AIB budget, and we are following this closely. We will be communicating our thoughts and more information in the coming weeks.

Thank you for your continued engagement in CALES and our university! Please feel free to reach out to us directly at any time.

Have a great semester,

Katie Zeiders & Tim Ottousch

**NOTICE OF FALL 2023 GENERAL FACULTY**

**SPECIAL ELECTION**

**A Special Election will be held to fill one vacant College of Agriculture, Life, and Environmental Sciences Faculty Senate College Representative seat for a one-year term (2023-2024). Please note the Special Election timeline below:**

1 September 2023 Declaration Submission Opens

8 September 2023 Declaration Submission Closes at 5:00 p.m.

11-13 September 2023 Committee on Elections Verifies Declaration Submissions

18 September 2023 Special Election Opens for Voting

22 September 2023 Special Election Voting Closes at 5:00 p.m.

25-27 September 2023 Committee on Election Verifies Votes

28 September 2023 Election Results Announced

Submission of Declarations and voting will take place online and will be available to all General Faculty in the College of Agriculture, Life, and Environmental Sciences.