

**MINUTES
FACULTY SENATE
May 3, 2010**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Robert P. Mitchell at 3:07 p.m. in the College of Law, Room 168.

Present: Senators Antin, Carnie, Christenson, Connally, Conway, Cuello, Dahlgran, A. Davis, O. Davis, Delic, Duran, Effken, Fritze, Goldberg, Guertin, Harwood, Hay, Higgins, Hildebrand, Howell, Johnson, Jones, Jull, Kovach, McKean, Mitchell, Mitchneck, Mutchler, Nolan, Ogden, Ozkan, Pintonzzi, Reynolds, Sarid, Secomb, Shelton, Silverman, S.M. Smith, St. John, Strittmatter, Ulreich, Vaillancourt, Willerton, Wilson-Sanders, Zedeno and Witte. Dr. Robert Sankey served as Parliamentarian.

Absent: Senators Aleamoni, Cusanovich, Foley, Fregosi, Gehrels, Holmes, Krunz, Marmorstein, Plante, Renger, Rhee, Songer, Spece, Sterling, Sundareshan, Tabor, and Zicarelli. Note: Senator Cusanovich passed away unexpectedly on April 12, 2010.

Presiding Officer Mitchell called for a deviation from the agenda and requested a Moment of Silence in honor of the Faculty Senate's departed colleague, Dr. Michael Cusanovich. He announced that Mike's personal and University families invite everyone to remember him on Saturday, May 8, 2010 from 10:30 a.m. to 1:00 p.m. in the North Ballroom of the Student Union with the formal program beginning at 11:00 a.m. Presiding Officer Mitchell invited Dr. John Hildebrand to offer these remarks:

"Please join me in remembering our colleague and friend, Mike Cusanovich. Regents Professor Michael Anthony Cusanovich devoted his whole career, starting in 1969, to the University of Arizona. A champion of shared governance who worked hard to make it meaningful and effective, he served long and well as a Faculty Senator, recently was a member of the Senate Executive Committee and Chair of the Senate's Research Policy Committee, and chaired the Committee of Eleven for the last several years, artfully striving to make it a collegial and positive force in the UofA.

Mike was a distinguished faculty member whose record in teaching, research, and service was second to no other. He sustained his love of research throughout his career, and he carried a full measure of classroom teaching and student advising to the end, even after he had transitioned to Emeritus status. Just three days before his death, he spoke proudly about teaching his large undergraduate class again this year, and also about the big biofuels grant he and a group of collaborators recently won.

Throughout the last 23 years, Mike served with distinction in a series of important administrative positions. Most notably, as Vice President for Research from 1988 until 1998, he set a high standard for that important position, working effectively and openly with faculty throughout the University. He played key roles in elevating the prominence of the UofA among public research institutions and in developing the Mount Graham International Observatory. Those achievements brought him great pleasure. Mike led and advocated for the Arizona Research Laboratories with particular commitment. Aided by a splendid team that he cared about deeply, he guided the ARL masterfully and made it one of the most successful units and best places to work in the UofA.

While he was Vice President, Mike never forgot for a moment that – first and foremost – he was a faculty member. While in office in the Administration Building, he continued to preside over his admirably successful lab. Over the years, his research program generated more than 300 publications and was supported by federal grants totaling millions of dollars. As he proudly said many times, usually with an impish grin, he didn't *need* to be Vice President – he was ready to go back to full-time faculty service whenever he felt that he could no longer accomplish his goals in the Administration.

It has been reported that Mike didn't sleep very much, and that helps explain his amazing capacity for work. But his life was about much more than the UofA. He was a devoted husband and father and a loyal, generous and caring friend. Golf was a passion, and so was collecting things: arrowheads, guns, kachinas, postage stamps. His favorite place for gift shopping was the Arizona State Museum. Nicotine, Scotch, books-on-tape, and his beloved car were his relief valves.

Mike Cusanovich was a man of integrity, keen intelligence, broad interests, generosity, and passion. I can't think of anyone who, in my experience at the UofA, cared and gave more to this University than Mike did. The University, the ARL, the Department of Chemistry and Biochemistry, and shared governance have lost a most dedicated, enthusiastic, and productive champion. I have lost a best friend. The Faculty Senate has lost its Lion."

Presiding Officer Mitchell then offered the following resolution as a seconded motion [**Motion 2009/10-41**] from the Senate Executive Committee, honoring Dr. Michael A. Cusanovich: *“Be it resolved that The Faculty Senate of the University of Arizona notes with great regret the recent passing of our colleague, Mike Cusanovich. We honor his uniquely distinguished record as a member of the faculty, as a senior University administrator, and as a leader in University shared governance. We offer condolences to his family. We join them in celebrating his memory.”* Motion passed unanimously.

2. OPEN SESSION

Dr. Susanna Richards, the incoming Chair of the Commission on the Status of Women, spoke to request faculty to join this twenty-year old committee that is advisory to the President about the status and conditions of female workers on campus, and to implement and support changes to help women be successful. She discussed several issues of interest such as safety, childcare on campus, parental accommodation for graduate students, and a young women’s empowerment academy, and distributed a newsletter, *Commission News*. Commissioners are appointed by the President for a three-year term.

Dr. Robert Sankey, speaking on behalf of Dr. Cornelius Steelink of the University of Arizona Retirees’ Association, reported that the Arizona State Retirement System is in a very strong financial position compared to the rest of the state and the nation, as reported in the handout.

Senator Silverman asked the Senate to note his memo at Senator’s desks concerning a motion that he will advance under today’s new business. This motion will ask the Senate to endorse asking the Arizona State Legislature to repeal Senate Bill 1070, which calls for local law enforcement to enforce existing immigration laws. Senator Silverman would prefer, however, that the UA take a stronger position by refusing to implement SB 1070. He also announced two events concerning SB 1070: a student protest rally is scheduled to take place on the mall at noon on Wednesday, May 5, plus the College of Law will host a forum to look at the legal perspectives of SB 1070 at 6:00 p.m. this Thursday, May 6, 2010.

3. REPORTS

3A. ASUA President Emily Fritze

Newly-installed ASUA President Emily Fritze introduced herself and announced that the ASUA has secured an early polling site on campus in the ASUA office in the Student Union which will be open from now until May 14th, from 9 a.m. to 5:00 p.m. each weekday. She encouraged Senators to utilize and inform students and colleagues about this convenience in light of the referendum on Proposition 100 for education funding. President Fritze said that the ASUA Senate will be holding a public forum in the SU Ventana Room at 3:30 p.m. this Wednesday. She looks forward to working with the Faculty Senate this coming year.

3B. GPSC President Emily Connally

GPSC President Emily Connally announced that she and the GPSC’s new Council were sworn in on April 21, 2010 and have begun working. A revision to the policy calling for Late Drop Fees beginning the second week of classes, which exempts graduate students because most graduate classes only meet once a week, passed the Graduate Council and will hopefully be implemented soon. President Connally is also hoping that Dean Comrie will approve a 33% remission of fees for graduate assistants. President Connally informed the Senate that \$125K in graduate student travel grants have already been awarded this year, and another \$15K will be awarded in June. Applications have more than tripled.

3C. Faculty Officers’ Report

Presiding Officer Mitchell called attention to the Faculty Senate schedule of meetings and roster for 2010-2011 on Senators’ desks and noted that the Senate will be undersubscribed by six for next year: four College Representatives, one each from CALS, SCIENCE, ELLER and SBS (two-year terms), and two At-Large representatives (one-year terms). He asked Senators to suggest any colleagues that might be interested in filling these positions. He also called attention to the Standing Committees’ reports that were in the packets or on Senators’ desks today. On behalf of all the faculty officers, Presiding Officer Mitchell thanked outgoing Faculty Senators Carnie, Harwood, McKean, Mitchneck, Plante, Sarid and Sterling, and outgoing ASUA and GPSC representatives Nagata, Delic, Holmes, Zicarelli, Lopez-Negrete, and Sundarshan. He welcomed Emily Fritze and Emily Connally, the newly-elected ASUA and GPSC presidents, and Dr. Marwan Krunz, a newly-appointed Senator from the College of Engineering. He announced that the remainder of the newly-elected Faculty Senators will join the Senate at its first meeting of the Fall semester, and noted that next year; the Faculty Senate will be meeting in LAW 160, which is located across the courtyard to the west. Presiding Officer Mitchell called Senators’ attention to the colored one-page ballots are their desks for today’s elections for the Committee on Conciliation, the University Committee on Ethics and Commitment, and the University Hearing Board, plus the Senate’s Representatives to the 1) Senate Executive Committee, 2) Shared Governance Review Committee, 3) Grievance Clearinghouse Committee, and 4) Senate Committee on Budget and Strategic Planning. And finally, he asked Senators to please plan to stay for two SB 1070 resolutions coming forward for action during New Business today.

3D. Provost Meredith Hay

Provost Hay thanked all Senators for their hard work during the past year, and noted that the challenges have made everyone stronger and have helped foster understanding across all the campus constituencies. She also praised Chair of the Faculty Howell for being an extraordinary colleague, mentor and faculty leader, and Strategic Planning and Budget Advisory Committee Chair Mutchler for his leadership and hard work in researching and crafting reports on strategic financial options to support the academic mission of the UA. She also thanked the deans and the Deans Council, who have been effective in successfully managing the transitions within their colleges. Provost Hay reminded faculty of the upcoming Commencement ceremony. The Arizona Board of Regents met in executive session over the weekend and dissolved the partnership between the UA College of Medicine in Phoenix and Arizona State University. Provost Hay expressed pride in the UA's faculty, and noted that SB 1070 will have a potential impact on recruiting international and Hispanic scholars as well as faculty, and may also affect the number of conferences that the UA hosts. She reiterated the President's memo of last week, which stressed that the UA is committed to inclusiveness, encompassing all nationalities, genders and denominations.

3E. President Robert Shelton

President Shelton added his appreciation for the Senate and the faculty leaders for their counsel and advice. He congratulated the new student leaders and thanked them for taking on the responsibility. He said the Regents' approval of the dissolution of the College of Medicine in Phoenix partnership will simplify the governance and increase the efficiency and development of this aspect of the UA. The Board of Regents also approved the UA's plan to deal with the 2.75% reduction in the general funds salary budget. Half of that total will be dealt with by attrition and the other half by furloughs. A new position, "President of the Board of Regents" has been authorized to replace the ABOR Executive Director position. This person will coordinate with the Arizona university presidents, and help ABOR to be more effective in speaking out for higher education in Arizona. After an extensive nationwide search, ABOR has offered the position to Tom Anderes, a UA alumnus with degrees in Political Science and Public Administration, plus a PhD in Higher Education Administration from the University of Connecticut. Dr. Anderes has served as Senior Vice President for Administration and Fiscal Affairs at the University of Wisconsin System since 2008. Dr. Anderes will begin his service on July 1, 2010 and may begin by reformulating the ABOR office because the three presidents share the concern that the ABOR Office's budget has continued to grow, while all the other budgets are shrinking. President Shelton concluded his remarks by highlighting some of the remarkable accomplishments of the faculty, appointed professionals, staff and students just in the past week. Fundraising totals are 15-20% higher than last year. Undergraduate students enrolled for more student credit hours than ever before in the history of the UA, owing to their eagerness to graduate and the efforts of the Graduate Teaching Assistants, instructors and faculty who expanded class sizes, worked longer hours, and added sections. The UA is once again ranked first among all universities in competitive grants in the Physical Sciences (thank-you, Astronomy). UA faculty and staff have also been awarded over \$100M in new, competitive stimulus fund grants. President Shelton turned from talking about the sciences to a group called the "1885 Society" which is a UA donor group whose members commit to providing annual, unrestricted cash gifts of \$10,000 or more dedicated to elevating The University of Arizona to excellence by providing an annual, consistent source of unrestricted funding to UA. Members include alumni, community leaders, business leaders and parents. This program has funded a temporary endowed chair and graduate fellowships in the humanities and fine arts, which include two creative writing students, a sculptress and a videographer. On Sunday after the Regents' meeting, President Shelton gave a keynote speech to colleges and university financial aid directors from all over the U.S. who are dedicated to making higher education accessible. That same day, he went on to meet with Maricopa County UA Alumni groups that sponsor alumni scholarships for incoming freshmen.

4. QUESTION AND ANSWER PERIOD FOR AGENDA ITEM 3

Senator Willerton asked President Shelton to comment on whether he anticipates any fallout regarding donations to the UA in the wake of SB 1070. President Shelton responded that to date, communications from donors past and present have been minimal. Some alumni have communicated with embarrassment, and are removing their diplomas from their walls. President Shelton is most concerned, however, with the negative perception of UA and Arizona in emails from parents of National Hispanic Scholars and out-of-state students who had accepted admission to UA and are now retracting.

Senator Dahlgran asked President Shelton about the status of the concealed carry law regarding firearms on campus. The current ruling allows firearms in the parking structures, but prevents faculty or others from carrying weapons onto the campus.

Senator Antin asked about where the funds from ABOR's 2.75% salary reduction ruling will go. President Shelton noted that this curious ruling does not require those monies to be returned, but may not be used for salaries or benefits. This money will stay in the units and the units will make the decisions about how to use the money, perhaps for travel for graduate students, to buy office equipment or to be saved in anticipation of budget cuts for FY12.

Senator Howell inquired about any ongoing dean searches. Provost Hay responded that she is in the process of identifying search committees for a new dean of the Eller College and of the College of Optical Sciences. Both of those searches will be national searches and will start this summer and in the fall.

5. **APPROVAL OF THE MINUTES OF APRIL 5, 2010**

The minutes of April 5, 2010 were approved.

6. **INFORMATION ITEM: SPBAC 2012 REPORT (attachment)**

Strategic Planning and Budget Advisory 2012 Subcommittee Chair J.C. Mutchler offered a PowerPoint presentation on the recommendations of the SPBAC 2012 subcommittee, which the President and Provost charged with offering options and recommendations on how the University might survive a 2012 budget deficit of between \$60-120M when the federal stimulus funds are gone. This group began with the premise of maintaining the UA's quality, international research prominence and affordable educational access for students. The group also wanted to minimize negative impacts on students, employees and the community wherever feasible, while continuing to politically pressure the legislature and leaders to fund Arizona's higher education. There are only three options to deal with budget cuts: 1) cut budgets/people/services; 2) raise revenues through tuition, grants and certificates, and international and out-of-state students; or 3) find creative incremental ideas for increasing efficiencies such as lowering the cost of student credit hours or decreasing bureaucratic oversight. The group focused most of its efforts on increasing efficiencies. Members agreed that the Budget Redesign must keep the gains and incentives at the unit level, because that is where the changes in behavior will take place. Reducing the cost of student credit hours per unit is one option. An incremental change of between 6-12% in the cost of student credit hours (SCH) amounts to tens of millions of dollars. Allowing the deans and department heads to determine the way to incentivize the behaviors, whether by increasing section sizes, reducing the number of sections, simplifying the curriculum (reducing the number of choices), off-hour delivery, alternative delivery, differential workloads or teaching allocations for individual faculty depending on faculty members' career progress or strengths, increases efficiencies, decreases costs, and still maintains quality.

In 2008, UA's cost of instruction was \$560.00 per SCH. UA generated 880,000 SCEs that year for \$141M. A 10% change could generate as much as \$14M for the entire University, which seems like a better option than eliminating departments or colleges. A savings of \$60M could be achieved by closing forty departments the size of history, or three colleges the size of Humanities. Another idea this group considered is whether there are ways to use carefully-monitored, less-expensive teaching faculty, whether advanced graduate students or non-tenure-track faculty. The committee also looked at the cost of early remediation versus the cost of allowing a student to flunk out before beginning remediation efforts. Another idea is to offer differential tuition for students attending a "live" venue versus a podcast, or for classes taken at varying times of day. Overbooking classrooms like the airlines do flights might also be a possibility, since there are always a number of no-shows on any given day. The committee agrees that deans and department heads will need help in incentivizing faculty to develop their own resources, not only for grants but endowment-type endeavors. This isn't something that faculty learn in graduate school. Another question the group considered is whether there are areas of the UA where curriculum could be streamlined while maintaining quality, i.e. general education. Should a task force of faculty, staff and students be created to undertake in-depth discussions about ways to streamline parts of the curriculum? And finally, since salaries represent the greatest percentage of costs, are there ways to incentivize retirements, sabbaticals, and leaves in order to reduce tenure and tenure-eligible payroll?

Tuition will be increasing, but those dollars are not new money, but rather are replacing state dollars that have been lost. For every \$1K in tuition increase, the UA nets \$22M. At the same time, financial aid may be lowered, which will reduce access and affordability for the state's poorest students. Reducing time to graduation might be achieved by offering online content courses that are not tied to semesters. Increasing summer and intersession offerings and online offerings could reduce time to graduation by as much as a semester. The UA currently distributes \$110M in financial aid, which is all entirely self-financed; UA will need to examine both merit and need-based financial aid, and work with the state and with ABOR to meet financial aid mandates, such as the unfunded AIMS (Regents' High Honors) Scholarships, which provides all Arizona students who pass the AIMS test with a full four-year tuition award. This fall, the UA will admit 1100 of these students. Associate Vice President for Enrollment Management Paul Kohn believes that adjusting the way the UA manages internal need-based and merit-based, as well as AIMS scholarships' funding, may be able to save the UA \$2M/year, which could total as much as \$10M/year with a four-year cohort.

The state has already cut the University's funding and will no doubt continue to do so. Could the UA benefit by strategically reducing its dependence on state government? Asking the state and ABOR for more freedom in policy to be able to respond to opportunities, reducing reporting and bureaucratic administrative overhead, redefining ABOR-mandated student contact hours, and reducing the time for programs are potential options. What expenses could the UA be relieved of, if the state lightened up its internal oversight and bureaucratic procedures? Of the UA's \$1.4B budget, roughly \$700M comes from research and the other half from tuition and the state's general funds. Spending five cents on the dollar dealing with state bureaucracy amounts to \$35M. How many human work hours are spent accounting for remitted tuition, or on budgets and reports that are not really moving the University's mission forward? The science side of the committee suggested that perhaps there are internal areas where slightly increasing risk exposure might save hundreds of work hours fulfilling paperwork. Fifteen minutes/week on paperwork multiplied by 10K employees over a year amounts to 125,000 hours, the equivalent of 60 fulltime jobs. The 2004 Tolbert Committee Report discussed ways to streamline the business operations of the University, by reducing duplications and gaining efficiencies. One of the continuing concerns is the number of administrative tasks that are being fulfilled by faculty because of cuts to staff time.

Outsourcing is another option that the UA needs to consider, if there are significant savings, although it means jobs moving off campus.

University employees are in the same state health insurance pool as law enforcement officers and prison guards, but faculty don't share the same kinds of health risks. Could the University obtain better rates on the open market, perhaps adding graduate students to the pool to further reduce rates? Reducing wages is never a popular option, but comparatively speaking, UA employees enjoy incredibly reasonable healthcare rates. The UA could save about \$15M if employees paid another \$60/pay period for health insurance, scaled according to pay grades, of course. Wouldn't that be better than laying off \$15M worth of employees? The Committee also feels strongly that there needs to be a coordinated comprehensive communication strategy about how the budget cuts have affected this University. The UA seems to bear down and accept the cuts and manage its money extremely well, while some of the sister institutions cry wolf continuously. Should the UA be crying out more loudly and publicly about how these cuts are impacting everyone? Sweeping faculty lines has become almost an accepted practice, but those lines represent a permanent loss of jobs for most departments. Dr. Mutchler cited numerous examples around campus of staffers volunteering to work part-time or to cut back their hours to save a colleague's position. Students are shouldering more financial challenges as well. Contrary to a recent legislator's opinion, even if a \$20M research grant "only produces obscure articles that no one reads," the economic value of the University's research mission to this state is still \$20M coming into Arizona's economy, regardless of what is being studied. And finally, should the UA consider strategic and widely disseminated demonstrations of Pain, rather than internally managing future budget cuts. What's next for this committee is to gather more specific budgetary details, to communicate some of these ideas to the campus, and to solicit more ideas.

Senators' questions and comments included: 1) Regarding communication, since UA's press releases continue to spotlight new hires, the public's perception of the University's finances does not reflect the reality. 2) The Committee of Eleven has suggested that the Intercollegiate Athletics Department (ICA) advise donors that they can't get their name on a facility unless they also donate to the academic side of the house. 3) Thank-you for this presentation and especially the emphasis on incentives for the units and addressing the problem of the ever-growing bureaucracy and ever-more paperwork with ever-fewer people to accomplish it. You should send the essence of this presentation to the faculty because they will surely suggest many ideas on how to save money. 4) What does President Shelton think about the suggestion for athletics donors to also give to academics? President Shelton responded that a logical extension would be to not accept research grants in the Sciences unless donors are willing to give some of the money to the Humanities. He asked how one can tell a donor that s/he has to give money in an area that he or she doesn't want to. Senator Hildebrand responded that research and teaching is the mission of the University, not entertaining the public. President Shelton acknowledged that athletics is not a core mission of the University, but it is, however, an important part of the University in terms of visibility, excellence, and public support of the institution. He noted that ICA is largely self-supporting, particularly when compared with other Universities around the country, although student-athletes do receive tuition waivers and ICA pays auxiliary fees to offset utilities and other costs. 5) The University should provide a centralized group effort to emphasize training and assistance to professors to help them to develop ways to increase their efficiency in generating grant proposals and to eliminate the bureaucratic aspects of grant-writing. Some professors spend 50% of their time writing proposals, for only a 5% return. 6) Are the UA's Faculty Senate counterparts at ASU and NAU generating similar cost-saving ideas? Dr. Mutchler replied that at ASU, President Crow controls the funding separately from the academic or faculty governance side of the house; NAU's Faculty Senate has had some conversations, but nothing comparable to the UA's efforts. 7) University Athletics is getting out of hand; how can we justify paying basketball or football coaches millions of dollars? It is just ridiculous. It might behoove the Committee of Eleven or the Faculty Senate to talk with the new ICA Director who begins today. Perhaps this new Athletics Director (AD) should look at reducing ICA's expenditures so it doesn't need to raise so much money. Also, perhaps the AD should be advising donors that the ICA is a part of the University, and when they give to Athletics, he could emphasize that he would like them to also give to the academic side of the house. This is a topic that Senate should discuss, because it isn't clear whether these extraordinary coaching salaries and other huge expenditures are detracting from academics. 8) The ICA should be free to do whatever it needs, in order to have a completely self-sufficient program. 9) Regarding efficiencies, the Senate ought to look at "right-sizing" the different areas of the University, prioritizing the prospects for graduates and research and faculty loads relative to where the UA wants to be, and how to move in that direction. 10) How many of these recommendations are realistically of value and do the President and Provost have an action plan to implement any of them? Also, too many of the budget redesign discussions are being held at the college level; this is a mistake. The units have to be responsible for carefully considering their finances and curricula, so they need to be included in budget redesign conversations. They need to be incentivized for what they do, and dis-incentivized for what they don't do. Dr. Mutchler replied that as the University moves through the budget redesign process, the cost of producing a student credit hour (SCH) in each unit will become clear. If the UA teaches a million student credit hours each year, a 10% reduction in the cost of SCH could result in a \$10M savings. Provost Hay invited Senators to go to the budget redesign webpage to read and truly understand the process and responded that the reason that budget redesign is focused on the colleges is that, across the UA as well as across the nation, most colleges have widely diverse departments, some of which can generate funds and some that, by design, cannot. The deans need the discretion to balance and subsidize units for which SCH will never pay for the costs of that unit. This will be true across the sciences as well; the tree-ring lab is a star program, but will never generate enough SCH to support itself. The department heads need to be intimately engaged with their deans, with absolute transparency about where the SCH monies are generated, how they flow, and how to incentivize the units. Dr. Mutchler added that budget reduction is more about changing small behaviors to amount to 6 or 10% to increase efficiency and savings. 11) It seems that the way to save money and increase

SCH is by reducing the number/amount of faculty/faculty salaries and/or increasing revenue or efficiency by increasing the number of students in a class.

7. **ELECTION OF UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT, COMMITTEE ON CONCILIATION, UNIVERSITY HEARING BOARD, AND FOR FACULTY SENATE REPRESENTATIVES TO THE SHARED GOVERNANCE REVIEW COMMITTEE, GRIEVANCE CLEARINGHOUSE COMMITTEE, SENATE EXECUTIVE COMMITTEE, AND SENATE COMMITTEE ON BUDGET AND STRATEGIC PLANNING (attachment)**

The Senate conducted its annual elections for the Committee on Conciliation, University Committee on Ethics and Commitment, University Hearing Board, and for Faculty Senate Elected Representatives to the Grievance Clearinghouse Committee, Senate Executive Committee, Shared Governance Review Committee, and the Senate Committee on Budget and Strategic Planning. Presiding Officer Mitchell noted that one seat on the Senate Committee on Budget and Strategic Planning is unsubscribed, and he invited Senators to nominate, self-nominate, or write in a Senator's name. Votes were cast using written ballots. Parliamentarian Sankey and Secretary Mutchler served as tellers. In accordance with the General Faculty Bylaws, those elected are:

COMMITTEE ON CONCILIATION

Edward Glenn
David Ortiz Jr
Homer Pettey

**SENATE COMMITTEE ON BUDGET
AND STRATEGIC PLANNING**

Owen K Davis
D. Phillip Guertin

UNIVERSITY HEARING BOARD

Ara Arabyan
Damián Baca
Deanna Fitzgerald
Donna Krawczyk

FACULTY SENATE EXECUTIVE COMMITTEE

Douglas E Jones

GRIEVANCE CLEARINGHOUSE COMMITTEE

William E Conway

**UNIVERSITY COMMITTEE ON ETHICS
AND COMMITMENT**

Leslie Ritter
Laura Tabili

SHARED GOVERNANCE REVIEW COMMITTEE

John C Ulrich

8. **ACTION: APPROVAL OF THE UNDERGRADUATE AND GRADUATE COUNCILS' CONSENT AGENDA ITEMS (attachment)**

Presiding Officer Mitchell announced that item 9 on the Consent Agenda has been withdrawn and will return in the Fall. The Consent Agenda items 1-8, 10 and 11, forwarded by the Graduate and Undergraduate Councils and detailed at the end of these minutes [**Motions 2009/10-42 through 49 and 2009/10-51 and 2009/10-52**] were approved unanimously.

9. **DISCUSSION AND ACTION: APPROVAL OF THE UNDERGRADUATE AND GRADUATE COUNCILS' NON-CONSENT AGENDA ITEMS (attachment)**

Presiding Officer Mitchell reminded Senators that the Senate's standard practice is to not pass policy changes via Consent Agendas. Undergraduate Council Chair and Senator Jake Harwood explained that Item 1 on the non-consent agenda comes as a seconded motion [**Motion 2009/10-53**] from the Undergraduate and Graduate Councils to approve a recommendation to change the Final Exam and College Commencement Ceremony Schedules to eliminate exams overlapping with college commencement ceremonies on the last Friday of final exam week. Senators' comments and questions included: 1) How is this changed being achieved? The revised schedule reduces the passing period from one hour to thirty minutes between exams. 2) Will this affect the limit on the number of exams a student may have in one day? No; the policy limiting the number of exams a student can have per day remains unchanged and very few students may be impacted. 3) What do the students think about this change? ASUA President E. Fritze reported that the students are extremely supportive of the change. 4) At least one college has its commencement ceremony on Thursday, which stresses a number of students. The University should adopt a policy that no college may hold a commencement ceremony in conflict with final exams. President Shelton agreed completely and said his office is considering whether to eliminate having a University-wide undergraduate Commencement ceremony because there are clearly more activities that can fit into reasonable time blocks. P. King from the Office of Academic Affairs added that another piece of this recommendation is for the professional schools to adjust their final exams and college commencements to take place earlier in the week, because of the shortage of appropriate venues. Motion passed unanimously.

Senator Jake Harwood explained that Item 2 comes as a seconded motion [**Motion 2009/10-54**] from the Undergraduate Council to approve an update to the Policy on Credit for U.S. Military Service and Training, and clarifies the policy for incoming veterans so they know what credit they are going to receive. Senators' comments and questions included: 1) Does the UA award Peace credit as well? There are a number of activities like AmeriCorps, Vista, and Peace Corps. P. King suggested bringing forth a

proposal for consideration of credit for these activities. 2) Are the military credits similar to transfer student credits? Senator Harwood explained that the military credits allow for 4 lower-division and 12 upper-division credits. Senator Harwood explained that the 24 credits are for specific training and educational programs that are sometimes accomplished in the military. ABOR asked for the UA's policy to be consistent with ASU and NAU. It is also consistent with similar policies at all of the UA's peer institutions, and updates a policy that has been in place since the early 1970's. Motion passed with two abstentions.

Senator Jake Harwood explained that Item 3 comes as a seconded motion [**Motion 2009/10-55**] from the Undergraduate Council to approve establishing a General Education Tier One/Tier Two Honors Option to provide honors students with more flexibility in Gen Ed course selection, such as substituting a more challenging Tier Two for a Tier One course. This option has been successfully piloted for two years. Motion passed unanimously.

Senator Jake Harwood introduced Item 4, which comes as a seconded motion [**Motion 2009/10-56**] from the Undergraduate Council to approve a Proposed Amendment to the Second Language Requirement. The change will allow international students whose native language is not English, to meet their second language requirement with a satisfactory score on either the Test of English as a Foreign Language (TOEFL) or the newer International English Language Testing System (IELTS). Senators' questions and comments included: 1) Does this also apply to domestic students coming from homes that are not English-speaking? Celeste Pardee of the Office of Academic Affairs explained that foreign students are required to pass one of these tests as a condition of their admission to the UA. Domestic students with a proficiency in another language have always had the option to satisfy their foreign language requirement by taking an exam such as an Advanced Placement (AP), International Baccalaureate (IB), or a College Level Entrance Program (CLEP), or a test by the department. Motion passed unanimously.

Graduate Council Chair and Senator Andrew Carnie apologized for the late distribution of the revised Late Drop Fee for Undergraduate Students which comes as a seconded motion [**Motion 2009/10-57**] from the Graduate Council, which voted on this item only two days ago. Last year the Senate approved adding a late drop/add fee to help with over-enrollment of classes at the beginning of the term. The policy as written applied to all students because the computer system was unable to distinguish between graduate and undergraduate students' fees. The new UAccess system can now make that distinction, however, and since graduate courses are rarely overenrolled, and because most graduate courses only meet once a week or don't even meet for the first time until after the deadline for the drop/add period, this fee has been overly burdensome for graduate students. Therefore, the GPSC requested and Graduate Council voted unanimously to revoke the late drop/add fee for graduate and professional students. Motion passed unanimously.

10. INFORMATION ITEM: BUDGET REDESIGN UPDATE (attachment)

Eller College Vice Dean Leslie Eldenburg, who is chairing the Budget Redesign Committee, was unable to attend today's Senate meeting, explained Associate Vice President for Academic Resources/Planning/Management Ed Frisch, and Associate Vice Provost from the Office of Institutional Research and Planning Rick Kroc, who presented an update on the budget redesign effort which is an outgrowth of the Tuition Funds Flow Task Force of two years ago. The Tuition Funds Flow Task Force considered how to link the budget to course loads and numbers of student credit hours taught. Last year a second redesign committee, chaired by Juan Garcia, recommended ways to create greater budget transparency both in terms of the revenues generated by the numbers of student credit hours (SCH) taught and full costing amounts for University-provided services outside of the departments. Dr. Eldenburg's committee has been working to transition the UA's current budget model, in which centrally-held funds, made up of tuition dollars and state allocated money, are primarily distributed to academic units based on prior years' budgets and are also used to fund the campus' service costs. AY2009-10 is considered the base year for the budget redesign. The redesign team will identify undergraduate tuition revenues for each college based on enrollment and the number of SCH generated. At the same time, the team is working to identify other revenue streams as well as the full costs of the services and activities outside of the colleges, such as the Library, and to determine what each college's fair share is. Partial implementation should begin in 2012. By 2013, the budget redesign will marry revenues and costs to provide predictable college and departmental budgets. Mr. Kroc explained that his office has been creating a lot of the modeling for this effort and distributed a handout on Tuition Funds Flow Assumptions and Next Steps. He said that a great deal of budget redesign information is available on the Provost's website. Mr. Kroc explained that the budget redesign will be quite transparent so every faculty member, department, college and dean will be able to view the details. He noted that a small-sized committee is needed to write the policies and nimbly tweak the processes as the plan is implemented. He also explained that for the Graduate Interdisciplinary Programs, tuition dollars will flow to the units teaching the courses.

Senators' questions and comments included: 1) Has a single rate been calculated for SCH? Mr. Kroc responded that for undergraduate hours, the rate is about \$180 per SCH; If enough courses are modified to increase their credit loads, this number may have to be recalibrated. Program fees and outreach dollars are not being considered in this initial model. 2) How is financial aid protected in this model? Financial aid is always subtracted off the top of tuition revenues. In responsibility-centered management, colleges will be credited for their numbers of SCH, numbers of majors, and numbers of degrees granted. 3) How will the funds be distributed to the colleges? The colleges will receive their funding annually, but there will be a year's lag, with this year being the base year, followed by adjusting the budgets in coming years based on the distributions of SHC, majors and degrees. 4) Will the colleges follow the same model in the distribution to the departments? Deans do not necessarily distribute

funds equitably. Mr. Kroc responded that at UA, the distribution to departments will be at each dean's discretion, although some universities do flow tuition money right to the departments. It will, however, be transparent and dependent on local conditions. 5) Chair Howell interjected that the money simply cannot all be distributed at the deans' discretion. Dr. Howell was adamant that there must be some combined approach that incentivizes the units and their faculty, with clear documentation of the extra effort put forth by these entities. Mr. Kroc explained that the transparency of the process will make clear how much of the tuition is generated by each department. Mr. Frisch explained that the numbers at the departmental levels can be so small as to be almost meaningless. He said the committee believes that the deans ought to be able to work with their faculties and department heads to come up with reasonable expenditure and cost plans for their programs over the long term with parallelism, simplicity and transparency. 6) Will there be a plan for allocating costs of square footage; Theatre Arts, for example, requires a lot of space for a few students. Mr. Frisch acknowledged that the committee will take up this issue next year.

11. **INFORMATION ITEM: HUMANITIES INSTITUTE (attachment)**

Dr. Steve Johnstone of History, Dr. Linda Waugh of French and Italian, and Senator Javier Duran of Spanish and Portuguese, presented the report of the Provost's Strategic Advisory Council for the Arts, Humanities and Social Sciences entitled, "Proposal for Confluence, A Center for Creative Inquiry." Dr. Johnstone reported that, over the past year, the committee has awarded eight collaborative and interdisciplinary grants. One of the grants went to three faculty members who are conducting a study of the citizen children of immigrant parents and how the status difference between them might affect the children's access to public benefits. Another grant went to linguistics faculty to transcribe and annotate fourteen hours of digitally re-mastered interviews with a generation of Yaqui speakers who are no longer alive. Another example of these collaborations combines dance, theatre arts, music and electrical and computer engineering and computer-controlled machines. Dr. Johnstone explained that the committee's proposal seeks to create and nurture creative activity. The grants captured collaborations that were already in existence, but the Confluence Institute will lay groundwork for new collaborations of scholarship and creative activity by building new creative networks for sharing novel intellectual environments to share ideas and concerns. Confluence can also create greater synergy, i.e. more coordinated action on a larger scale. A workshop in March sought to determine some sort of a humanist focus. Endowing the project grants with a kind of durability is another goal, since most of the grants were from one-time money only, although one was a pilot grant for a larger study. Since there is no sustained commitment from the University, the Confluence Institute could foster endowing and sustaining the most successful grants and projecting them beyond the local campus to the national or international levels. The proposal is generic and broad by design because the committee felt that the initial director should have the freedom to articulate and implement the Institute's distinctiveness, themes, activities and measures of success. The committee will continue to accept input from the campus community via email at ahsswrk@email.arizona.edu.

Senator Howell expressed disappointment that the Provost had to leave the Senate meeting prior to this discussion because whether the Institute comes about is totally within her discretion and she needs to tell the Senate to what extent this proposal may actually happen. Dr. Johnstone said the committee's work is almost completed and he hopes that if the Institute does go forward, a governing board will be assembled by this fall, and a director named by January, 2011. Senator Howell questioned what programs/areas might suffer if funding is redirected to the Institute. Dr. Johnstone countered that a more correct question to ask is, "Where would the money go, if it doesn't go to this?" Senators' comments and questions included: 1) Funding from "stable, durable sources that do not require reallocation of resources from departments" and space requirements including a kitchen are not on the same level as the efforts to sustain the University, given today's earlier presentation on the budget. Dr. Johnstone explained that the committee's charge from the Provost was not to think within a budget constraint, but rather to think broadly and ambitiously. Dr. Waugh added that one of the hopes is that a donor may come forth with the funding. Dr. Duran noted that some institutions have humanities institutes based on the Humanities, or social science institutes based on the Social Sciences. UA's unique challenge and opportunity is to combine the fine arts, humanities and social sciences without incorporating those terms, allowing for expansion of collaborations with persons from Law, Science or Medicine.

12. **NEW BUSINESS**

Senator Howell introduced Senators Duran's and Silverman's written statements, and two motions which were placed on Senators' desks. Both statements speak to Arizona Senate Bill 1070's adverse impacts on UA's students and international students, faculty, staff and visitors. Presiding Officer Mitchell advised the Senate that the two motions are not contradictory. Senator Silverman moved [**Motion 2009/10-58**] the following motion: "*The Faculty Senate of the University of Arizona calls on the Arizona State Legislature to repeal the 'Support Our Law Enforcement and Safe Neighborhoods Act' (SB 1070). If not repealed, the Senate asks the Arizona Board of Regents and the University Administration to establish as restrictive and narrow policies as possible in implementing SB 1070. The University must be a place where students, faculty, staff and visitors feel safe and not worry that they may be asked for their identification for purposes of determining their immigration status and be arrested either if they don't have such identification or that they are suspected of being in the United States unlawfully.*" Motion was seconded. Senators' comments and questions included: 1) This motion seems the very minimum that we can do and the University should do only the minimum in enforcing this outrageous law. 2) Since the two motions are not contradictory, perhaps we should vote on the milder, initial motion first. 3) Senator Duran's statement is much stronger but does not include a motion. Motion 2009/10-58 carried with one opposed and one abstention.

Presiding Officer Mitchell turned to a resolution that expresses grave concerns about SB 1070 that comes as a motion from the faculty officers [**Motion 2009/10-59**]: *“The University of Arizona RESOLUTION May 3, 2010 The University of Arizona Faculty Senate expresses grave concern about **SENATE BILL 1070**, especially its detrimental effects on our ability to attract and retain international students, faculty and staff, who are a vibrant and critical part of the UA community. Further, the UA Faculty Senate is concerned about the bill’s potential for racial profiling, again a detriment to our sense of community, creating a hostile and disruptive workplace for faculty and staff and an unwelcoming educational community for our students.”* Motion was seconded. Senators’ comments and questions included 1) What about our domestic students and faculty? 2) This bill may affect faculty’s ability to work with particular groups or in certain communities. Senator Vaillancourt moved [**Motion 2009/10-60**] to remove the word “international” from the proposed resolution. Motion was seconded and passed Senator Effken moved [**Motion 2009/10-61**] to add the words “and their families” to the last sentence of the resolution. Motion was seconded and passed Senator Duran moved [**Motion 2009/10-62**] to add the words “and to our diverse history as a border state” following the phrase “...again a detriment to our sense of community,..” Motion was seconded and passed with two opposed.

Motion 2009/10-59 then passed as amended and reads: *“The University of Arizona RESOLUTION May 3, 2010 The University of Arizona Faculty Senate expresses grave concern about **SENATE BILL 1070**, especially its detrimental effects on our ability to attract and retain ~~international~~ students, faculty and staff, who are a vibrant and critical part of the UA community. Further, the UA Faculty Senate is concerned about the bill’s potential for racial profiling, again a detriment to our sense of community, **and to our diverse history as a border state**, creating a hostile and disruptive workplace for faculty and staff and an unwelcoming educational community for our students **and their families**.”*

Senator Willerton asked and the Senate recognized with standing applause, the efforts of retiring Faculty Senate Recording Secretary and Faculty Center Program Coordinator Sr., Pamela S. Bridgmon.

ADJOURNMENT

There being no further business, the meeting was adjourned at 5:25 p.m.

J.C. Mutchler, Secretary of the Faculty
Pamela S. Bridgmon, Recording Secretary

Appendix*

1. Remarks by John Hildebrand at the Faculty Senate meeting of 5-3-2010
2. “The University of Arizona Faculty Senate Resolution May 3, 2010 re: the passing of Mike Cusanovich”
3. Commission on the Status of Women March 2010 “Commission News”
4. University of Arizona Retirees Association Report to the Faculty Senate May 3, 2010
5. Memorandum re: SB 1070 to the Faculty Senate from Senator Silverman dated May 3, 2010
6. “Javier Duran on SB 1070 – UA Faculty Senate 5/3/10” written remarks
7. Faculty Senate meeting schedule for 2010-2011
8. Faculty Senate Roster for 2010-2011
9. “SPBAC 2012 Final Report and Recommendations presented to the UA Faculty Senate May 3, 2010”
10. Academic Personnel Policy Committee Annual Report 2009-10
11. Research Policy Committee Annual Report 2009-10
12. Committee of Eleven Annual Report 2009-10
13. Committee on Academic Freedom and Tenure Annual Report 2009-10
14. Committee on Conciliation Annual Report 2009-10
15. University Committee for Monitoring Labor and Human Rights Issues Annual Report 2009-10
16. University Committee on Ethics and Commitment Annual Report 2009-10
17. Grievance Clearinghouse Committee Annual Report 2009-10
18. Shared Governance Review Committee Annual Report 2009-10
19. Graduate and Undergraduate Councils’ Consent Agenda Items
20. Graduate and Undergraduate Councils’ Non-Consent Agenda Items
21. Revised Late Drop Fee policy for Undergraduate Students dated 4/30/10
22. Faculty Senate Election Candidates’ Biostatements, dated May 3, 2010
23. Faculty Senate Election Draft ballot, dated May 3, 2010
24. Draft Budget Redesign “Tuition Funds Flow Assumptions” dated April 30, 2010
25. “A Proposal for Confluence, A Center for Creative Inquiry” draft of 4/21/2010
26. “The University of Arizona Faculty Senate Resolution May 3, 2010” re: SB 1070

**Copies of material listed in the Appendix are attached to the original minutes and are on file in the Faculty Center.*

Motions of the Meeting of May 3, 2010

Motion 2009/10-41 Seconded motion from the Senate Executive Committee, honoring Dr. Cusanovich: *“Be it resolved that The Faculty Senate of the University of Arizona notes with great regret the recent passing of our colleague, Mike Cusanovich. We honor his uniquely distinguished record as a member of the faculty, as a senior University administrator, and as a leader in University shared governance. We offer condolences to his family. We join them in celebrating his memory.”* Motion carried.

Motion 2009/10-42 Seconded motion from the Undergraduate Council to approve request from the School of Anthropology and the College of Social and Behavioral Sciences to implement a Bachelor of Science degree with a major in Anthropology. Motion carried.

Motion 2009/10-43 Seconded motion from the Undergraduate Council to approve Request from the Department of Agricultural Education, College of Agriculture & Life Sciences for authorization to implement a Military Science and Leadership Undergraduate Minor. Motion carried.

Motion 2009/10-44 Seconded motion from the Undergraduate Council to approve Request from the School of Family and Consumer Sciences and the College of Agriculture and Life Sciences to implement an undergraduate minor in Family and Consumer Sciences. Motion carried.

Motion 2009/10-45 Seconded motion from the Undergraduate Council to approve Request from the Department of Planetary Sciences and the College of Science to implement a graduate and undergraduate minor in Astrobiology. Motion carried.

Motion 2009/10-46 Seconded motion from the Undergraduate Council to approve Request from the Department of Philosophy, School of Government and Public Policy, Department of Economics, Center for the Philosophy of Freedom, and the College of Social and Behavioral Sciences for authorization to implement a Bachelor of Arts degree with a major in Philosophy, Politics, Economics and Law. Motion carried.

Motion 2009/10-47 Seconded motion from the Graduate Council to approve Request from the Graduate College – Graduate Interdisciplinary Programs – to transfer the Professional Science Master’s degree with a major in Applied Biosciences from the Department of Molecular and Cellular Biology, College of Science, to the Graduate College. Motion carried.

Motion 2009/10-48 Seconded motion from the Graduate Council to approve Request from the School of Geography & Development (SGD), School of Natural Resources and the Environment (SNRE), College of Social & Behavioral Sciences, and the College of Agriculture and Life Sciences for authorization to implement a Master of Science degree with a major in Geographic Information Systems Technology. Motion carried.

Motion 2009/10-49 Seconded motion from the Graduate Council to approve Request from the Department of Systems and Industrial Engineering and the College of Engineering to implement a graduate certificate in Engineering Management. Motion carried.

Motion 2009/10-50 Seconded motion from the Undergraduate Council to approve Request from the International Studies Faculty Committee and the Colleges of Letters, Arts and Science to implement a Bachelor of Arts degree with a major in International Studies. Motion was withdrawn by the Undergraduate Council just prior to the Senate meeting.

Motion 2009/10-51 Seconded motion from the Undergraduate Council to approve Request from the School of Mind, Brain and Behavior and the College of Science to implement a Bachelor of Science degree with a major in Neuroscience and Cognitive Science. Motion carried.

Motion 2009/10-52 Seconded motion from the Undergraduate Council to approve Request from the Department of Teaching, Learning and Sociocultural Studies and the College of Education to implement an undergraduate minor in Adolescents, Community and Education. Motion carried.

Motion 2009/10-53 Seconded motion from the Undergraduate and Graduate Councils to approve a Recommendation to Change Final Exam and College Commencement Ceremony Schedules. Motion carried.

Motion 2009/10-54 Seconded motion from the Undergraduate Council to approve an update to the Policy on Credit for U.S. Military Service and Training. Motion carried.

Motion 2009/10-55 Seconded motion from the Undergraduate Council to approve establishing a General Education Tier One/Tier Two Honors Option. Motion carried.

Motion 2009/10-56 Seconded motion from the Undergraduate Council to approve a Proposed Amendment to the Second Language Requirement. Motion carried.

Motion 2009/10-57 Seconded motion to approve the revised Late Drop Fee for Undergraduate Students policy to revoke the fee for graduate and professional students. Motion carried.

Motion 2009/10-58 Seconded motion to approve the following language: *“The Faculty Senate of the University of Arizona calls on the Arizona State Legislature to repeal the ‘Support Our Law Enforcement and Safe Neighborhoods Act’ (SB 1070). If not repealed, the Senate asks the Arizona Board of regents and the University Administration to establish as restrictive and narrow policies as possible in implementing SB 1070. The University must be a place where students, faculty, staff and visitors feel safe and not worry that they may be asked for their identification for purposes of determining their immigration status and be arrested either if they don’t have such identification or that they are suspected of being in the United States unlawfully.”* Motion carried.

Motion 2009/10-59 Seconded motion to approve the following resolution: *“The University of Arizona RESOLUTION May 3, 2010 The University of Arizona Faculty Senate expresses grave concern about **SENATE BILL 1070**, especially its detrimental effects on our ability to attract and retain international students, faculty and staff, who are a vibrant and critical part of the UA community. Further, the UA Faculty Senate is concerned about the bill’s potential for racial profiling, again a detriment to our sense of community creating a hostile and disruptive workplace for faculty and staff and an unwelcoming educational community for our students.”*

Motion 2009/10-59 carried as amended in motions 2009/10-60, 61 and 62 to read: *“The University of Arizona RESOLUTION May 3, 2010 The University of Arizona Faculty Senate expresses grave concern about **SENATE BILL 1070**, especially its detrimental effects on our ability to attract and retain ~~international~~ students, faculty and staff, who are a vibrant and critical part of the UA community. Further, the UA Faculty Senate is concerned about the bill’s potential for racial profiling, again a detriment to our sense of community, **and to our diverse history as a border state**, creating a hostile and disruptive workplace for faculty and staff and an unwelcoming educational community for our students **and their families.**”*

Motion 2009/10-60 Seconded motion to remove the word “international” from the proposed resolution stated in Motion 2009/10-59. Motion carried.

Motion 2009/10-61 Seconded motion to add the words “and their families” to the last sentence of the resolution stated in Motion 2009/10-59. Motion carried.

Motion 2009/10-62 Seconded motion to add the words “and to our diverse history as a border state” following the phrase “... again a detriment to our sense of community,” of the resolution stated in Motion 2009/10-59. Motion carried.

Semin/2009-10/Semin 5-3-2010

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