

Faculty Council Meeting

3-2-23

In attendance: Jeff Fehmi, Todd Schlenke, Akrum Tamimi, Ashley Snider, Rebecca Mosher, Debbie Curley, Kathleen Kennedy, Koenraad van Doorslaer, Quintin Molina, Zhongguo Xiong, Theresa Crimmins, Ravi Goyal, Russ Toomey, Tom Ottusch, Dan Ferguson, Traci Armstrong Florian, Shane Burgess

- Updates from Faculty Senate

- Faculty Senate will be sharing updates soon. One main topic will be reviews of administrators.
- Next meeting will be Monday after spring break, will be sending out an agenda soon. Most recent meeting was mainly housekeeping and internal business.

- New business:

- Roles of POPs in administration – POPs are not allowed, per the Provost.
 - This is above the college level so not something within CALS' ability to control.
 - Puts POPs at a disadvantage/different status to TT faculty.
 - POPs are unaware of this restriction.
 - We are hiring fewer TT faculty; will eventually impact our pool of who can take on administrative roles.
 - Faculty council will follow up and forward the document from the provost to our faculty senators with a description of the issue. It seems a Faculty Senate issue.
- CALS name change was briefly discussed and determined not to be a Faculty council issue as it has already been brought to the whole faculty.
- Faculty diversity was tabled to allow fact finding and better place to start.

- Old business

- Merit increase memo
 - The memo has gone to central business office to determine whether anything in the memo could not be executed for policy, etc. reasons – once it passes that, should move quickly. It should be back soon. Memos went through from both Faculty and Staff Councils.
- APR merit vs equity: at APR level, peers select does not meet or meets/exceeds; Unit heads can make distinction between meets & exceeds
 - Policy: <https://policy.arizona.edu/employment-human-resources/annual-performance-reviews-faculty>
 - FC will bring this up w/Faculty Senate, seems like a shared governance issue.
 - There is no restriction on using quantitative scores with associated feedback that faculty see, then shift this to binary decision for formal documentation.
 - The intent of the reviews are to give faculty feedback to help them grow; want to ensure that the spirit of this is actually acted upon.
 - The binary option has its merits as well.
- Safety concerns
 - Concerns raised about ability for older buildings to be secured in an emergency; no response yet. Issue has been elevated. A report was due weeks ago on building security.

- The Dean/VP is completely supportive of whatever units want to do on this front. Departments can do things w/o CALS involvement (?). Bulletproof glass can be installed; this is happening for staff that have requested it. Campus Ag Center fabricates the frames for it.
- Security report from Feb 6 Faculty Senate:
<https://facultygovernance.arizona.edu/events/779-faculty-senate-meeting>
- No weapons on campus is a standing Regents policy.
- Faculty report lack of responsiveness from UAPD about campus incidents. Dean/VP will follow up.
- Graduate student pay
 - Academic program has to commit to 5y funding for PhDs once they are admitted – grad students that are contributing to our research mission (so this applies to a few master’s students)
 - Some students being forced to change labs in 4th or 5th years ... this is disruptive.
 - TAs, what are expectations? It should be spelled out clearly what they are being asked to do.
 - Confusion re: TAs – if a student is a TA in a different department, should they still be supported by their home department for their research? Grad student stipend is to support student’s research and work getting done for the lab PI. If students TA in another department, this is a separate job, it’s additional income for them so long as they are still carrying out the research for the PI.
 - This seems at odds with how it works in most units...
 - FC will request clarification.
- Summer pay has not been constrained but seems different across units.