

FSEC Meeting 9/23/19

Call To Order 3:01pm

Acceptance of Agenda Approved

Approval of Minutes Approved

I. Senate Vice-President's Report—Ed Smaglik

- Arizona Faculties Council Sept 19: Discussed free expression committee, Academic Affairs, update on student attainment and retention; current key issues on all three campuses, the ABOR report on general education policy, and student well being. Culminated in the AFC report which was made to the board that afternoon.
- Regents-Faculty Breakfast, Sept 20: theme was the role that faculty play in motivation and retention of students. Regent Penley asked about impediments to student success. Many successes to share including online learning, first-gen outreach, field work, study abroad, teaching innovations; impediments included class sizes, NTT retention, delays hiring staff and having faculty do more or other jobs to meet unit needs
- Faculty senate administrative assistant position: nine applicants, five made minimums, interview two of those.

II. Provost's Report—Diane Stearns

- ABOR general education policy—working on the metrics that will be used to articulate the new policy; not an overhaul or change of priorities, but addition of civil discourse, diversity of thought.
- Streamlined procedure to gather information for new academic programs. Units propose program ideas four times annually; provost office will prioritize and send back to the units for more information. Market analysis, student need, learning outcomes, projected enrollments, external partnerships, needed for full submission. ABOR will ask if we were accurate in estimation of student demand, accreditation. Who is asking for it, market, student, external partnerships, etc. If it's on line, how does it compare to other programs across the country. Are the faculty in place to support that program? What is needed to launch this--space, money, etc.?
- **Discussion from senators:** Should we focus on getting what we have in order before adding new programs? Let's invest in the staff. Perhaps we can set up an internal temp pool familiar with college systems. Propose working with Academic Chairs Council who seem best situated to judge curricular impacts. curriculum. FSEC needs to work with ACC on maintenance of curriculum and leadership. What programs might go away? **Response from Provost:** The new process will help prevent curriculum committees doing a lot of prep work where there may be no funding or ability to support a new program. Regents are going to be much more attuned. Urges scrutiny of true need with limited available resources. We need to develop criteria for what's worth keeping, tweaking, or losing.

- Strategic plan. Setting the goals of each unit/college. There should be an idea of where the college is trying to go. Institutionally, goals, activities, and metrics.
- Dean searches. Waiting for all final paperwork so that everything can be posted on HR. Committees are formed and will be meeting soon. **Discussion:** are procedures transparent? Concern over no matrix requirement. Will short list be unbiased? Search committees can use a matrix if they wish. Confident they will make good choices.
- Guidelines for hiring administrators, criteria for checking applications, a matrix is allowed but not required. Has to describe the committees' perception of minimum and preferred qualifications. Committees can decide how they want to weigh those preferred qualifications. The chair of the search committee will follow the administrative hiring policy. Will meet with each committee to launch it, the committee will reach a consensus to how they want to conduct their review of applicants. Search committees will work with the constituents to come up with a list of first-round interview questions. Each of the colleges, in their own way, has said we need someone who understand the complexity of the college.

III. Committee/Council Reports

- Elections, no update.
- Right and Responsibilities meets on Wednesday
- Bylaws met and many committees will need to make adjustments to reflect split of colleges, have received other. Contacted by UGC rep, need to get a senator to volunteer to take it on for this semester/year. Ishmael has volunteered
- NTT Council, met three or four times this semester, working on proposal for Teaching Track change, will bring forward to FSEC and Roger and Diane soon for discussion

IV. P&T Committee Challenges—Kate Ellis

Low numbers of tenured faculty in certain units results in difficulty staffing P&T committees. For example, in Theatre next fall there will be no faculty qualified to serve on the P&T. We need to have more tenure faculty to serve on committees. Should we look at the requirement that all faculty who sit on P & T must be tenure track?

Discussion: there are groups across campus that are dealing with this. Explore what the proper representation really needs to be. Please play with it and dive into it.

V. OGEI Q&A—Christine Lemley (COE), Wendy Swartz, Cindy Chilcoat

College of Educational Specialties report anxiety in their units, especially from those who are part-time. Concern about increasing specialization and losing staff-faculty-student contact. Object to moving these jobs out of the building. Is there any way to slow the train down, ready to put forward a resolution about this. As representative to the faculty senate, asked to bring this forward. Concerned that staff will be moved out, reassigned, and skilled people will not be around anymore. People are worried that this will be a repeat of past centralization.

Response: Departments have multiple types of work. We're looking at travel and finance, at complex and nuanced situations. We will prioritize resources; work that is falling on faculty shoulders could go back to staff. Service-level agreements will identify time on tasks.

Question: What about the burden on the people who are not part of a service team? What do you do with what's left behind and the people who are there? How about accountability?

Response: Budget models are being discussed, more to follow on that shortly. Starting in January there will be a service request mechanism.

VI. Budget discussion-Bjorn Flugstad

There are percentage differences from last year to this year.

Have seen a shift from 40% of revenue, state is now down to about 18%, 2008 to now. State appropriation is earmarked for certain items as detailed in slide 5. One time fund FY20 are up this year.

VII. Announcements/Old/New Business/Adjournment