



## Minutes for Senate Meeting #5

Monday, January 30, 2023, 3:00pm-5:00 pm

| Tempe Rm | DPC Rm    | West Rm  | Poly Rm   |
|----------|-----------|----------|-----------|
| EDC 117  | UCENT 282 | FAB S101 | SANTN 122 |

**Senators Present:** (**Downtown**) Auh, Chamberlain, Grando, Grant, Hawthorne James, Hrcir, Jackson, Kingsbury, McMullen, Mospan, Paulesc, Sauber, Savaglio, Sharp, Smith, Sullivan-Detheridge, Swan, Todd, Welch, Wilkey, Wise,

(**Polytechnic**) Brumberger, Burel, DaCosta, Garg, Kang, Kennedy, Westover

(**Tempe**), Abbaszadegan, Aganaba, Alfandre, Allen, Bang, Barnaby, Barnett, Boerner, Bolmarcich, Bolton, Button, Castillo, Cerveny, Connor, Craig, Dal Martello, Datta, DesRoches, DeVecchio, Dybvig-Pawelko, Easson, Farrand, Fehler, Foy, Fricks, Garcia, Hale, Hansen, Harp, Harper, Hertzell, Janssen, Kammerlocher, Klucsarits, Langergraber, Lopez, Ludlow, Maring, McIntosh, Mitchell, Mujica, Nannenga, Nian, Pan, Peterson, Printezis, Qing, Quan, Quinlivan, Rocchi, Sadleir, Williams (substitute for Samuelson), Sanchez, Schuster, Carrese(substitute for Seagrave), Sha, Sharp, Smith, Stoff, Sulla, Swanson, Tait, Tsakails, Tsethlikia, Usman, Voutsas, Walton-Ramirez, Welfert, Wells, Yang

(**West**) Dallmus, Frost, Gomez, Lee, Montero-Quesada, Shanley, Villegas-Silva, Vogus

**Officers:** (**Downtown**) McCoy, Kawam, Uriri-Glover; (**Polytechnic**), Craig, Kyselka; (**Tempe**) Haglund, Davies, Stone, Bodman, Van Vleet, Vandermeer; (**West**) King, Moon, Burlison,

**Absences:** (**Downtown**) Ng, Reed, Young (**Polytechnic**) Kinach, Manfredo, Weiss (**Tempe**) Burgstaller, Fabricius, Grewal, Jackson, Nichols, (**West**) Gomez

**Ex Officio:** (**Tempe**) Nancy Gonzales, Deborah Clarke; (**West**) Patricia Friedrich

**Guests:** Lance Harrop, Assoc VP EOSS, Dean of Students Tempe, Alicia Wackerly-Painter, Director-Access and Student Support

### 1. Campus Sound Checks

### 2. Call to Order

- a. Welcome from Senate President, Penny Ann Doline, presiding at the Tempe campus.
- b. Quorum met with 120 members: Downtown 24, Polytechnic 9, Tempe 76, West 11

### 3. Action on Minutes of November 21, 2022 [Senate Meeting #4 Minutes](#)

*Minutes were approved*

**4. UAC Chair’s Report** –Senate President and Chair of the University Academic Council, Penny Ann Dolin. Welcoming Senators to a new semester, President Dolin noted the flurry of articles about the artificial intelligence writing program ChatGPT and the concerns that it is and can be used for plagiarism and to create false and harmful materials. The provost has appointed a committee to examine this and recommend appropriate responses. President Dolin also noted that the goals of DEI (diversity, equity, and inclusion) are under attack across the country, citing actions in Florida and Arizona, and she announced that she would ask the UAC to produce a resolution of support for DEI goals. She concluded with two announcements: the [Senator Spotlight](#) for January is Shauna Grant, from the college of Health Solutions; and the Academic Assembly will meet on February 7.

**5. Report from the University President –**  
*No report*

**6. Report from the Provost of the University –** Nancy Gonzales, Executive Vice President and University Provost. Provost Gonzales began her report by noting that ASU is competing for a number of very large grants relating to microelectronic, sustainability, and other areas, and that it has a \$40 million contract to work on issues related to water in Arizona. She also noted that in partnership with the YouTube Channel, ASU’s Learning Enterprise has launched a program called “Study Hall,” that enables people to take course for college credit. She also noted a proposal to further develop the West and Polytechnic campuses, involving the creation of six new colleges, a proposal that ABOR has approved and that will be coming to the Senate for its consideration.

She thanked the faculty, and especially faculty leadership, for pushing for improvements in conditions for career-track faculty. The university has responded to this concern by creating new titles for teaching faculty and increasing multiyear contracts. This also led to decisions to provide an across-the-board salary increase to a “living wage” for instructional faculty, TAs and Ras, and hourly staff. However, this action worsened compression (and even inversion) in faculty salaries, which is a perpetual problem in universities because market forces rise faster than salary funding, or because of efforts to improve the salaries of those who are lower paid.

The provost then noted that both ABOR and ASU salary policy (ACD 511-01) require salary raises to be awarded on merit and do not allow across-the-board raises. These merit raises are based on annual reviews, although external market factors can also shape raises to retain faculty. Beyond annual merit evaluations, the university considered compression and inversion and asked deans to address these problems. In doing so, some colleges contributed their own funds to what the university provided. The provost noted that compression cannot be resolved in a single year, and that the raise in salaries for

TAs and RAs are part of a three-year plan. Even then, she noted, market forces will continue to create further problems. Because all units will operate somewhat differently, there can be no single, university-wide salary plan. Units differ substantially in composition, for example in the number and percentage of contract faculty, and their salaries differ because of market forces.

The provost noted that there are multiple levels of oversight for salaries – from the director, to the dean, to the provost. Moreover, comparative analysis is always a key component, as it is in evaluating raises for retaining faculty. Overall, she felt that the process worked well and provided appropriate rewards. For over 1,000 faculty, instructors had an average raise of 1.9%, Assistant Teaching Professors had 4.2%, Associate Teaching Professors had 6.3%, and Teaching Professors had 6.6%.

Since the provost had a competing engagement, she left the meeting at 3:30, after her presentation, so there were few questions or comments. One comment was to encourage the creation of faculty advisory committees and to have greater transparency in the process. President Dolin noted that she was planning to create a task force to deal with all salary-related issues.

## **7. Other Reports**

Lance Harrop, Assoc VP EOSS, Dean of Students Tempe, and Alicia Wackerly-Painter, Director-Access and Student Support, made a [presentation](#) on Student Accessibility and Inclusive Learning Services (SAILS). They explained that unlike K-12 grades, where schools must identify students with needs, university students must self-report and come through the SAILS office to make their claim. In establishing eligibility, the office holds hour-long appointments with students, and their focus is more on how a disability affects a student and how to design accommodations to help the student learn. Dean Harrop noted that eligibility reviews may show that some students qualify for the status but not for accommodation, however all students receive some support. Director Wackerly-Painter emphasized that this is a collaborative and interactive process, working with students and that in trying to design accommodations that are appropriate, faculty responses are crucial. The goal is providing accessibility; a faculty member's curriculum cannot be altered.

In response to questions, Dean Harrop and Director Wackerly-Painter noted that the office will work with faculty, that they can bring equipment or aides for students, and that can have sessions for faculty. Asked about the “failure” of accommodations for students, they emphasized the interactive and collaborative nature of the process, and that students and faculty must check the Faculty Agreement in which students explain what sorts of accommodations they need. As to limits on accommodations, they noted that some courses may have requirements by external boards such that accommodations may not be possible.

**8. Unfinished Business and General Orders**

**9. New Business**

**a. First Reads**

**i. CAPC Motions for First Reads**

[Motion 2023-27](#) | Request from the Walter Cronkite School of Journalism and Mass Communication – for the establishment of graduate degree – MA in Strategic Communication

[Motion 2023-28](#) | Request from The College of Liberal Arts and Sciences – School of Human Evolution and Social Change – for the establishment of undergraduate degree – BS in Global Health

[Motion 2023-29](#) | Request from the Herberger Institute for Design and the Arts – School of Music, Dance and Theatre – for the establishment of undergraduate certificate – Vocal Pedagogy

[Motion 2023-30](#) | Request from the Watts College of Public Service and Community Solutions – School of Public Affairs – for the establishment of undergraduate degree – BS in Emergency Management and Homeland Security

[Motion 2023-31](#) | Request from the Mary Lou Fulton Teachers College – Division of Teacher Preparation – for the disestablishment of undergraduate degree – BAE in Special Education and Elementary Education

[Motion 2023-32](#) | Request from the Mary Lou Fulton Teachers College – Division of Teacher Preparation – for the disestablishment of undergraduate degree – BAE in Early Childhood and Early Childhood Special Education

[Motion 2023-33](#) | Request from the Watts College of Public Service and Community Solutions – School of Public Affairs – for the disestablishment of undergraduate degree – BA in Community Development

**b. Second Reads**

**i. New Course Proposals.** *(These proposals were distributed via email on -10-12-2022 and were voted on in gross.)* [Motion 2023-26](#)

**Final Votes Recorded**

**Yes = 96 No = 0 Abstain = 1**

**Senate Motion 2023-26 was approved**

ii. CAPC Motions.

[Motion 2023-16](#) | Request from the College of Integrative Sciences and Arts – for the establishment of an undergraduate certificate – Organizational Leadership

**Final Votes Recorded**

**Yes = 102 No = 0 Abstain = 2**

**Senate Motions 2023-16 was approved**

[Motion 2023-25](#) | Request from the College of Global Futures – School of Complex Adaptive Systems – for the establishment of graduate degree – PhD in Complex Adaptive Systems Science

**Final Votes Recorded**

**Yes = 102 No = 0 Abstain = 2**

**Senate Motions 2023-25 was approved**

**10. Senate Committee Reports**

- a. Committee on Committees. Chairman Jeffrey Kingsbury appealed to senators to identify possible nominees for campus president and the grievance committees.
- b. University Services and Facilities Committee. Chairman Chad Kennedy explained that senators would receive an email about improving the system for reporting facilities problems, namely using a suggestions box, and asked for responses from senators.

**11. Open Forum**

One senator asked that the email request from the Committee on Committees be resent. Another senator complained about inappropriate speakers sponsored by the T.W. Lewis Center in the Honors College. A senator complained that the salary merit raises fell below the increase in the cost of living.

**12. Adjournment**

*The Senate adjourned at 4:57 pm.*



## **Appendix A**

### **INFORMATION ITEMS UNIVERSITY SENATE SPRING 2023**

Information items that will be reviewed and voted on by CAPC at the February 23, 2023 meeting. See the full CAPC agenda [here](#).

#### **Herberger Institute for Design and the Arts**

*School of Art*

Name change of an undergraduate concentration

[From: BFA in Art \(Intermedia\)](#)

[To: BFA in Art \(Expanded Arts\)](#)