

Classified Staff Council

Tuesday, December 6, 2016
General Council Meeting & Hot Topics 3:30 pm
Ventana Room, Student Union
AGENDA

- I. **Welcome and A Call to Order – Christina Rocha, CSC Chair**
- II. **Roll Call - Attendance Sheet**
See sign in sheet attached.
- III. **Approval of Minutes (November) – Christina**
There was a motion to approve and a second motion by another representative. The minutes were approved from the general council meeting on November 1, 2016.
- IV. **Announcements – Christina**
 1. **Grab a cookie and beverage. Happy Holiday's from the Classified Staff Council!**
- V. **Treasurer's Report – Sylvia**
View Treasurer's breakdown, attached.
Promo items for resource expo: \$748.87
Months end total: \$13,239.67
- VI. **Feedback on the web casting – Call to the audience**
 1. **Questions**
 - a. Will you please have the presenter/person asking questions to repeat questions?
 1. Yes, and we will also pass around a microphone for better audio overall.
 2. **Concerns**
 - a. Can people ask questions via the webcast?
 1. Yes, and Jeff (CSC member) will ask them on your behalf.
- VII. **Updates from HR – Josie Kelly, HR Rep**
Josie could not be here today due to the obvious sudden changes with FLSA. Christina Rocha, CSC Chair, spoke on her behalf.
 1. If you have any questions about the latest FLSA news - contact Josie Kelly, josiec@email.arizona.edu
- VIII. **Updates from APAC – Andrea Holm, APAC Rep**
Andrea introduced herself as the new liaison to APAC.
- IX. **Diversity & Inclusive Excellence – Jesús Treviño**
- X. **Closing Comments, Ideas & Questions**
- XI. **Wrap-Up – Chair, Christina Rocha**
- XII. **Adjournment**

NEXT GENERAL MEETING & HOT TOPIC

- *FML & Compassionate Transfers of Leave – February 7, 2017 – Ventana Room, SU*

COMMITTEE UPDATES:

Classified Staff Council Committees:

Communications & Marketing – Jeff/Diane
Crossroads Conference – Janet
Emily Krauz Staff Award – Janet
Membership – Angie/Jeff
Programming – Angie/Katie

Staff Appreciation –Gloria

Stuff the Cat Tran –Christina

University Committees:

Appointed Professional Advisory Council – liaison comes to us

Campus Emergency Response Team (CERT) – Richard/Diane

Campus Recreation – Katie/Jenny

Commission on the Status of Women (CSW) – Amy/Gloria

Emergency Employee Fund – Christina

Employee Recognition/ On Our Own Time – Christina/Grace

Faculty Senate – Amy/Kim

Naming Committee – Christina

Parking and Transportation Advisory Board – Richard/Grace

President’s Cabinet – Christina

Strategic Planning Budget Advisory Committee (SPBAC) – Christina/Diane

Tri-University Planning Committee – Executive Board

UA Retiree Association – Angie

University Hearing Board – Richard/Gloria

Special Committees:

Human Resources – liaison comes to us

Legislative AdvoCats – Diane

Childcare RFI – Katie/Kim

12.16.16

General Meeting + Hot Topic - SIGN IN

Katie Franks

Christina Rocha

Janet Gorton

Connie Loreoz

Jana Phillips

Mitchell Lewis

Michelle Staebell

Amaris Castellanos

Carmen Zaldivar

Elise Marsh

Ellen Lawrence Barnes

Andrea Hernandez Holm

Karla Morales

Angie Toledo

Residence Life

~~RICHARD SALAZAR~~

Kimberly Rogan

MARIA MIRANDA

Cristina Martinez-Ortiz

Donel A. Costa

Amy Williams

NOVEMBER 2016 SENATE AGENDA

Monday, November 7, 2016

THE UNIVERSITY OF ARIZONA
FACULTY SENATE AGENDA
OLD MAIN SILVER AND SAGE ROOM
3:00-5:00 P.M.

1. Call to order.
2. Approval of the **minutes of October 3, 2016**. 2 minutes; bylaws all passed; approved with no exceptions or deletions; 4 extensions
3. **Report** from the Faculty Officers. 5 minutes. Lynn Nadel & Michael attended PAC-12 initiatives; Stanford didn't attend; exchanging best practices with our peers academically; interactions between athletics and academics; very good group with a lot of useful information; sent out a survey to all instructors for recommendations and how do people feel about the Diversity Task Force; 2/3 are in favor of these things but not able to change policy until all the information is compiled.

First meeting of search committee for President; can't talk about the non-public information; we are open to suggestions and input;

4. Question and answer for ASUA, GPSC and **APAC** reports. 5 minutes. Non
5. Report from the Provost. 5 minutes. Elliott Cheu is the interim dean of the Honors College; Provost and SVP have partnered to establish a dept (1 person) to promote the faculty for awards; established to help put faculty recognition out there for awards both nationally and locally; biggest thing is the deadlines and who should be up for these awards; honorary degree to Edward Villeda in the School of Dance/College of Fine Arts; Goals: RCM oversight advisory committee is imminent and will include individuals from original steering committee, with reps updated and amended to reflect the range of appropriate roles; ABOR presentation when they arrive for the UA meetings 11/11/16;
6. Report from the President. 10 minutes. Not available – at a PAC-12 meeting
7. Question and answer for Chair, Provost and President. 15 minutes. None at this time
8. Action Item: Consent agenda: **Executive Summary of the Bachelor of Arts Degree in World Literature** - Undergraduate Council Chair, Dennis Ray. 10 minutes. Would give them more background; agreed unanimously.
9. Action Item: Consent agenda: **Master's and Ph.D Degrees in Persian and Iranian Studies** - Co-Chair of the Graduate Council, James Field. 10 minutes. 2 degrees and the 5 year projected annual enrollment for the MA is currently 5; they have had up to 18 in the past but didn't want to be too overzealous at this time; they are trying to hire another faculty person; they also usually

have the money to support the incoming students. MA approved with 1 extension; PhD approved.

10. Information Item: **Faculty Governance and the College of Medicine Nontenure-eligible faculty funded by Banner Hospital** - Dean, College of Medicine Tucson, Charles Cairns, and Senior Associate Dean, College of Medicine Tucson, Anne Wright. 10 minutes. Moved up to #8; Tenure for COM-Tucson; he is recommending that faculty that were transferred to Banner should be still within the tenured terms and standards as if UA employees. 626 UA; 190 BUMG; 76 Other Affiliates; 498 Community; They want Senate Faculty to include BUMG physicians to participate in UA faculty governance on the same basis as other NIT faculty; request changes to the constitution; COM-Phx has additional groups of affiliation besides the ones listed above; many similarities with Phx and Tucson; technically when the bylaws were written, these people would have been eligible had they not had to be changed to BUMG; devil's advocate: is this for faculty that were here already (53 to be grandfathered) and then would pertain to new faculty as well; Banner Health and UA have entered into a 30 year agreement so we won't have to worry about that for 28 years; Ms Russell begs to differ that if Banner and UA ever diverge or part ways or disagree; then we fall back on the academic basis; more of a proactive agreement is his response; no physicians or professionals can be tenured or certified without the approval of the committees set forth for these certifications (Faculty Senate); Banner does not have influence on certain areas; what happens when we have cut-backs, furloughs, etc – in good times it is all fine, but what happens when the times aren't good? We don't want to punish the people who were hired 2 years ago for not having a choice to be part of Banner now; Banner requires that the personnel they have are faculty and without that title, they would lose their job; they will work through a group and get back to COM in the future.

11. Open Session: Statements at the podium on any topic, limited to two minutes. Maximum number of speakers is four. No discussion is permitted, and no votes will be taken. 8 minutes or less. None at this time.

12. Senate discussion: Opportunities for Faculty to Improve Student Persistence and Success - Vice President for Business Affairs and Human Resources, Allison Vaillancourt, Vice President for Enrollment Management, Kasey Urquidez, and Assistant Provost for Institutional Research, Angela Baldasare. 40 minutes. Michael turned over to Cheryl Cuillier to tell us why the used textbooks orders are important to submit orders early and some teachers don't even order them at all; crucial to go through the bookstore for the benefit of the students

800,000 less students out there than in the past; students are changing their own ideas about how to achieve their degrees; affordability is a top concern; demographic changes; loan aversion; out of state students has declined; students are taking out less loans for education and the parents are often acquiring the debts instead; Resident \$11,800 Non Resident \$35,000; UA is just below national average of books/supplies. Recently revised retention for full time freshman objective is 82%; we need to have everyone be a part of the retention push, not just the offices associated to retention; D2L is a good predictor of engagement and retention; back in the day retention was not on the list of job responsibilities, however now it is up to faculty to help with retention. Table discussion for average faculty to understand how they can be a helpful benefit to the retention of their students. Selecting a major early tends to help to retain students as they are more focused and have found their fit. Undergraduate and particularly for freshman is who this is pertaining to. Grad students are different in a few aspects.

Nothing is mentioned about peer mentoring and that is in the science college where they assign the older students (juniors and seniors) to mentor the freshman. Honor college shows that it is beneficial to build a personal relationship with the students. Never blow off a student.... The faculty is more important on a personal level. They build on a trust factor. Professor Ray meets with every student individually even the 200 count. Even if it is only for 5-7 minutes. Break the ice with the students and that helps the student to build up trust and it allows them to discuss their concerns or their decisions. We need to change our mind set because sometimes the ones who get the largest classes are the ones that have no time to research. The most tenured and advanced professors should be teaching the freshman classes and the ones that are actually in the research areas should be teaching the upper levels to work with the students versus telling them the instructions. UA Learning Initiatives is a great tool. You can't do what you did in high school now. In order to have that happen, they need to reward for that behavior in the UA Learning Initiatives. Every week of the class give a quiz and that ensures that the students have to keep up and eliminates the huge midterms. Also gives faculty an idea of how the students are understanding or not understanding the lecture. May have to change the way the class is taught. Faculty needs to encourage questions versus chastising the students for asking "stupid" questions. Just because you cover all the information, is the student population actually getting all the information? Fewer things are both taught well and learned well. Maybe give students points for coming to office hours at least once per semester. You as faculty need to reach out to the students and do it with a warm tone. Maybe have a Faculty Portal for faculty to use as tools to engage the students. Do what is needed to break down the barriers between students and faculty. Need to identify who is actually trying and focus on those students versus those that don't really care. Maybe better tools in K-12 schools to help students know how to study along with providing types of effective ways to study.

13. Other business: 2 minutes.

14. Adjournment.