



Faculty Assembly Final Meeting Minutes
January 21, 2022
12:00-1:00 pm

Zoom: <https://arizona.zoom.us/j/8615529026>

MEZCOPH Primary Faculty and Lecturers attended a special Faculty Forum to discuss the results of the Comprehensive College Climate Survey. Faculty input was compiled anonymously for further progress.



MEZCOPH Comprehensive College Climate Survey (CCCS) Faculty Forum

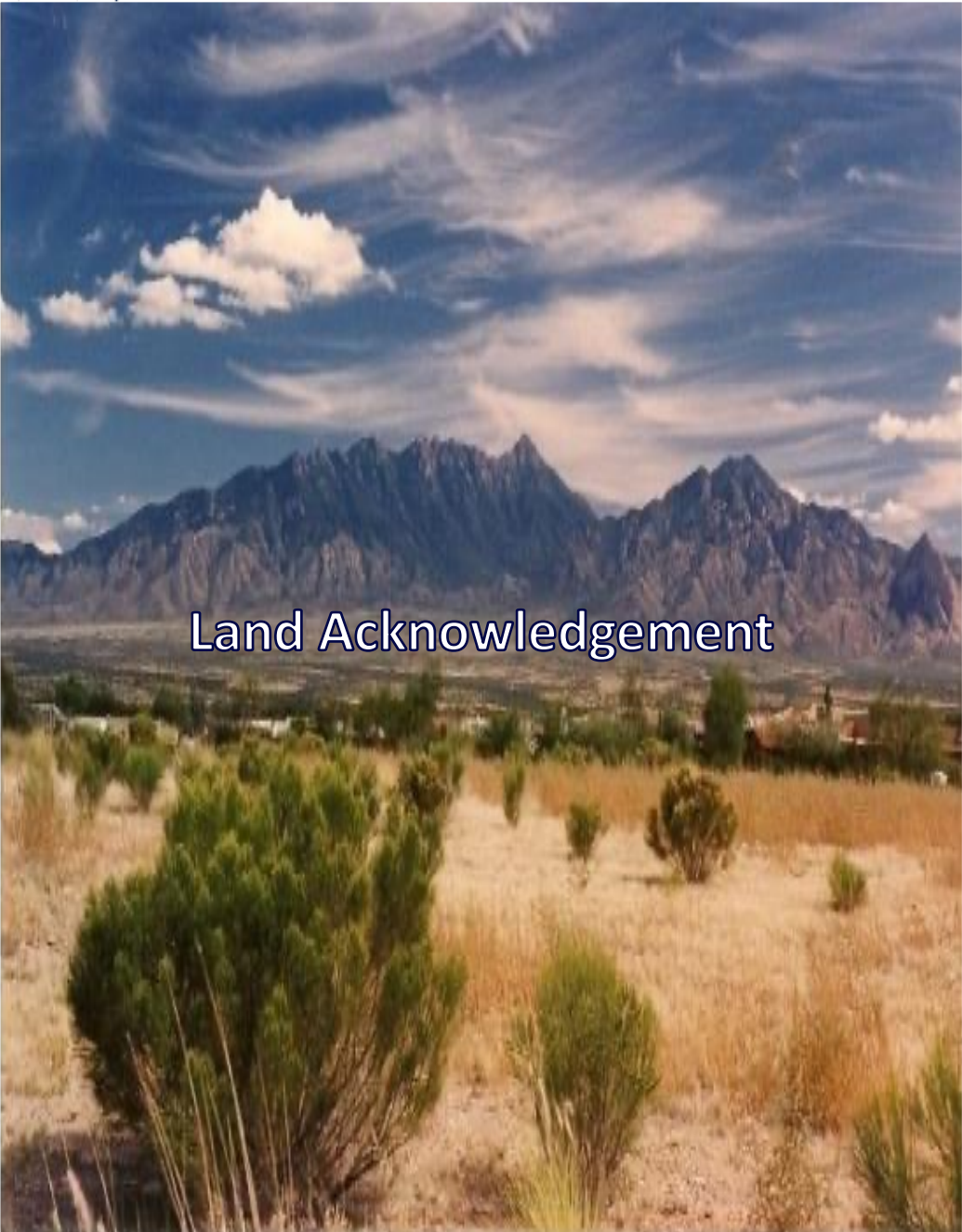
Judy Marquez Kiyama, PhD

Associate Vice Provost, Faculty Development
Professor, Center for the Study of Higher
Education

Adrián Arroyo, PhD

Associate Director, Faculty Affairs
Faculty Affiliate, Center for Latin American
Studies





Land Acknowledgement

We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally-recognized tribes, with Tucson being home to the O'odham and the Yaqui.

Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.



Agenda

- Welcome and Introductions
- Large Group Discussion
- Break into groups: CT (Adrian) and TT (Judy)
- Large Group recap “Start” discussion
 - Short term and long-term action items
- Faculty Affairs Resources
- Final remarks
- Closing



An Invitation to a Brave Space

Together we will create brave space
Because there is no such thing as a “safe space”
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world.
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow. We have the
responsibility to examine what we think we know. We will not be perfect.
It will not always be what we wish it to be
But
It will be our brave space together,
And
We will work on it side by side.

by Micky Scottbey Jones



Community Commitments

- Be prepared to listen and participate.
- Allow others to engage and share.
- Challenge the idea, not the person.
- Follow through on tough discussions; reach for understanding.
- Listen for perspectives that may be held by a smaller proportion of the group.
- Create a brave space, including supporting and encouraging the taking of risks.



How do you wish to
be in and build
community within
this space?





Community Commitments continued from faculty “chat”

- Listen (x2)
- Listen and Learn
- Openness on issues
- Understanding where everyone has been these past two years that we have not been in person
- Shared values and Shared Mission
- In person corridor conversations (*note, this comment was less clear*)
- Listen and acknowledge the experiences of others (x2)
- Honesty and Vulnerability
- Transparency
- Building trust and vision
- Support each other
- Willingness to acknowledge weaknesses and be open to change
- Be present and listen openly
- Learning from everyone
- Look for people’s strengths



Resources & New Practices for Equity

- Transparency in Faculty Reports and Data
 - <https://facultyaffairs.arizona.edu/faculty-reports-and-data>
 - Annual Report, Equity gap, career-track, our best work environment, SPFI report, COVID-19, etc.
- New Recruitment and Hiring Practices
 - <https://facultyaffairs.arizona.edu/about-recruitment>
 - Mandatory training for all, consistent resources, matrices, template
- Trainings for Promotion Review Committees considering unconscious bias and inclusive scholarship
 - <https://facultyaffairs.arizona.edu/promotion-workshops>
- Wide range of trainings for Promotion for Candidates for focus on tracks and ranks
 - <https://facultyaffairs.arizona.edu/promotion-workshop>





Resources & New Practices for Equity

- Added inclusive excellence to all university level award considerations.
- Additional Funding for SPFI from President
 - \$175,000 for 2020-2021 and \$500,00 for 2021-2022
- More professional development resources with equity focus
 - <https://facultyaffairs.arizona.edu/about-faculty-resources>
 - <https://facultyaffairs.arizona.edu/resources>
- Career-Track Faculty Resources
 - <https://facultyaffairs.arizona.edu/career-track-faculty-resources>
 - Reports
 - Policies
 - Multi-Year Appointments for Career-Track Faculty
 - Promotion for Career-Track faculty
 - Career-Track Faculty Criteria by College
 - Research-Based Resources
- Accountability for administrators – 360 survey input and metrics and 5 year review handbook
 - <https://facultyaffairs.arizona.edu/administrator-reviews>



Retention Efforts

<https://facultyaffairs.arizona.edu/about-faculty-resources>

- Salary Equity Study 2020 & 2022
- Talking Race Series & HSI Centering Servingness Series 2020-21
- HSI Initiatives – Seed Grants, Culturally Responsive Curriculum Institute
- National Center for Faculty Development & Diversity:
<https://facultyaffairs.arizona.edu/content/national-center-faculty-development-diversity>
- MENTOR Institute – beginning Fall 2021
 - <https://facultyaffairs.arizona.edu/mentoring>
 - Faculty Development Communities for Promotion, Seed Grants, Mentoring Awards, Online Core Curriculum Available, assessment
- Faculty Spotlights
- Strategic New Faculty Onboarding
- Increased number of faculty awards
 - Early Career Scholar
 - Teaching awards for all tracks
 - Innovation & Entrepreneurship award
 - Spring 2022: Mentoring Awards





Dr. Andrea Romero

Dr. Adrian Arroyo-Perez



The Faculty Affairs Team

Dr. Celeste Atkins



Ms. Asya Roberts

Dr. Judy Marquez Kiyama





THE UNIVERSITY OF ARIZONA
Office of the Provost

Thank You

#BearDownFaculty #WildcatFaculty

 **@uazfaculty**



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