

[REDACTED]

---

**From:** Goyal, Ravi - [REDACTED]  
**Sent:** Monday, January 24, 2022 5:06 PM  
**To:** [REDACTED]  
**Subject:** Re: [nom] College Representation on Grievance Committees

Hi Katie,

I think we all can schedule an extra meeting and go through all these.

I just wrote some things in my previous email, which we followed during last couple of years while selecting the candidates. I agree writing those points will make new members easy to come onboard and make process more efficient. As far as voting is concerned only the elected members vote (I think the committee only consist of elected members) and then we contact the shortlisted candidates for statements which are forwarded to Jane.

I am happy to meet on any Friday.

Best,

Ravi

On Jan 24, 2022, at 3:19 PM, Zeiders, Katharine Hunsdon - [REDACTED] wrote:

Thank you, Jane and Ravi.

Jane - the process outlined by Ravi is not the process we have followed. The process in two meetings I have been part of has been this: During the meeting, a screen is shared with names of faculty interested in the positions (many times it's hard to see the information, so we are asking you to scroll over or move the file up or down). For the CAFT nominations, certain names were highlighted in red. I asked questions about those in red and I was told they were ineligible. When I asked why they were ineligible, you specified that they were either ineligible because of a position or because you considered them "impartial faculty" with "hidden agendas." You qualified this last idea by saying that these faculty have been problems for the university, especially around grievances and CAFT cases and that they were not easy to work with. After our initial CAFT meeting, I then followed up with an email stating my discomfort with removing names that were based on your opinions and information not given to all nominating committee members. I argued that this was not at all equitable or inclusive. I proposed that we revisit all names and include those faculty who were eligible. The elected members of the nominating committee agreed (via email) and we proceeded with asking for statements for all candidates who were eligible.

Last meeting, we found ourselves in the same situation: we were not given the information in advance. And again, Jane brought up "problem faculty". I'd like to again challenge this idea of "impartial faculty who don't have hidden agendas." What does this mean? As I stated before, there are faculty within our university who have filed grievances around tenure and academic freedom, and their willingness and desire to be part of the process later on should be a vital part of shared faculty governance. To disqualify them using a vague idea of "impartial" and "hidden agendas" does not seem right.

Ravi - thank you for these guidelines. I do think a google doc outlining them would be helpful (and I'm happy to help with this). And I do agree this process should be followed. But a few questions/comments emerged reading through them. First, in order to follow the process, we need more time to review the information. Can we come up with a standard time frame (maybe 2 weeks) that we receive the names before the meeting? This time would be helpful for us all to a) think about candidates' college representation, gender and racial/ethnic background, and their commitments to other committees. When we meet, we can then be prepared to discuss our selections.

Second, it is clear that we want to advance twice the number of candidates for the position. But there seems to be a difference between asking for a candidate's statement and then advancing them? If we ask for a statement, does this mean we are automatically advancing their name? Or is there some flexibility in this - we ask for their statement and then, we as a committee, decide on whose name to advance? We should decide on this together, as I do think this is a source of confusion. My preference would be to solicit statements and then decide as a group, based on the statements, who we are going to advance. The statements provide us information about each candidate—many of which we do not know.

Finally, if we do have to vote, are all members of the Nominating Committee allowed to vote? Or is it only elected members? Clarification on this is important.

I'm happy to start a google document that outlines this process more clearly. But until we have clear guidelines and process, I am still not comfortable moving forward on the Conciliatory or the Ethics committee follow-ups.

Katie

---

**From:** [REDACTED] on behalf of Cherry, Jane W -  
[REDACTED]  
**Sent:** Monday, January 24, 2022 12:00 PM  
**To:** [REDACTED]  
**Subject:** RE: [nom] College Representation on Grievance Committees

Dear Nom Members:

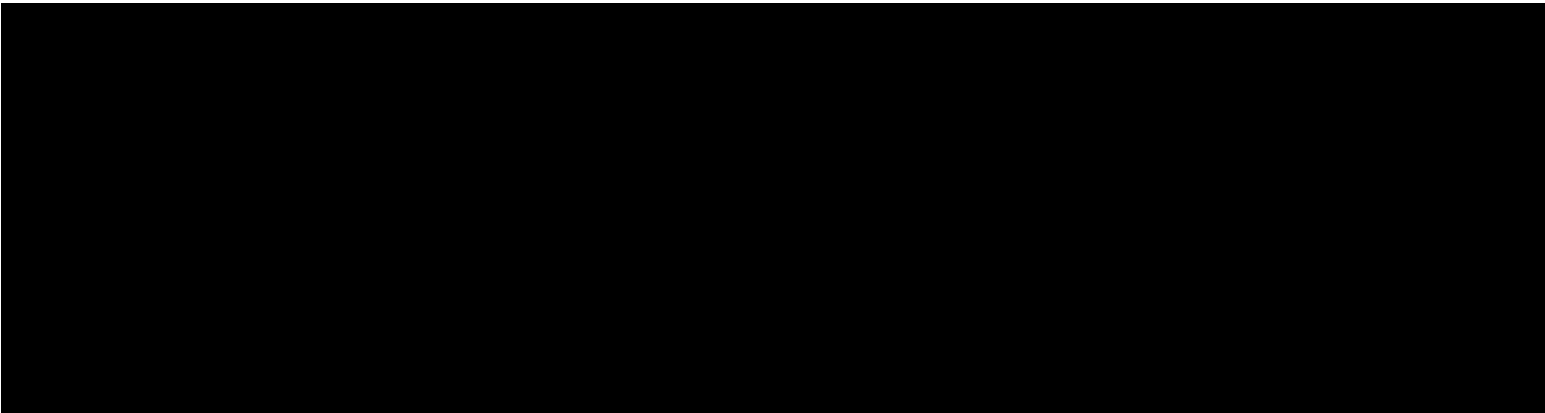
Thank you, Ravi. You reiterate what I've been saying all along. The spreadsheet that we have been using is an efficient way to keep track of who is asked for statements, who is assigned to get them, who is eligible, and if the faculty member submits or declines. It's very concise and I don't see the need to create another document since the spreadsheet contains all of this information. It's a waste of time and unnecessary in my opinion. This also creates more work for our office.

Faculty Center staff have always guided the NomCom with the selection process based on confidential information that the office has been privy to, and this ensures best candidates to fill seats. Faculty Center staff know who is serving on other committees, who is running in the elections, and other pertinent information that helps you choose candidates who are not overly committed or who may not be the best candidate for certain committee seats. For over 13 years that I've been working in the Faculty Center and with the NomCom, this entire selection process has worked efficiently and fairly to secure the best candidates.

The candidates for the Faculty Senate election go to the Senate Executive Committee prior to the election. They make the final decision whether all candidates go on the ballot, or if they have other suggestions.

I will provide the documents as needed in advance of the meeting. Please note this is not the only committee I support, and I try my best to provide the best support possible. Also, as committee members, it is also within your purview to find faculty members who are not on the survey to fill underrepresented demographics and contact them on your own to try to recruit them to put their names forward.

Meanwhile, of the Ethics people that we have chosen, can those committee members work on getting the statements now so we can start this process? We lost a lot of time at the last meeting. The assignments are below. Please send the candidate statements only to me directly and not the listserv so I may start preparing the candidate statement document for Faculty Senate elections:



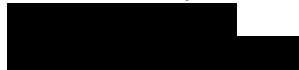
*Respectfully,*

<image001.png>

**Jane W Cherry**

Program Coordinator, Senior  
The Faculty Center  
THE UNIVERSITY OF ARIZONA

1216 E Mabel St, LOBBY  
PO Box 210456 | Tucson, AZ 85721



[www.arizona.edu](http://www.arizona.edu)  
[facebook](#) | [twitter](#) | [instagram](#) | [linkedin](#)  
<image002.png>

---

**From:** [Redacted] **On Behalf Of** Goyal, Ravi -  
[Redacted]  
**Sent:** Monday, January 24, 2022 10:13 AM  
**To:** [Redacted]  
**Subject:** Re: [nom] College Representation on Grievance Committees

Dear Committee Members,

I think we can make a document with guidelines used to select candidates.

Following are some guidelines we used in the past two years:

1. To make sure all colleges are represented.
2. Number of names to be forwarded - These are generally 1 and half to two times than required (for example if 8 candidates are required we forward about 12 to 16 names.
3. Keep male / female ratio, and other diversity aspects, if possible.
4. If someone knows that some candidate will not be a good fit based on prior knowledge about the candidate than he may vote against forwarding the name or provide information to other candidate that why he/she will not be a good fit.
5. Some committees have eligibility requirement such as the person should be tenure, continuing, tenure track, or member of general faculty. Again, we can make a complete document about these requirement.
6. Make sure one candidate is not serving on too many committees, so other faculty have a chance.

We can initiate a google doc or something to make a more comprehensive document regarding nom-com working process. In needed,, we can make a formal voting process for each candidate name (Zoom Poll feature or something).

Please let me know your thoughts.

Best,

Ravi

On Jan 24, 2022, at 9:25 AM, Cherry, Jane W - [REDACTED] wrote:

Katherine:

These selections have nothing to do with General Faculty voting. Our election is underway for the General Faculty at present. The CAFT nominees that you put forward will be on this ballot. The current candidates you are looking at will be for the Faculty Senate vote in May. Only Faculty Senators will be voting on this secret ballot. The bylaws state what committee members will be voted on by the Faculty Senate. Ethics, Conciliation, UHB, GCC Faculty Senate Rep, one Shared Governance, and one FS Rep for SEC are all on the Faculty Senate election ballot. You are confused because there are two different elections.

For grievance committees, the requirement is that they be tenured or continuing. People who didn't make the ballot for CAFT can be asked for a statement for these other committees, and the people who don't elected after the current election can also be asked for a statement for these other grievance committees. We typically choose impartial faculty who don't have a hidden agenda when it comes to grievance committees. NomCom's work is confidential because you are privy to information about faculty that only the Faculty Center

has. It is shared with you in order to provide good candidates for these committees, and not all faculty are deemed appropriate. Whether you agree with this aspect of choosing candidates is irrelevant, but based on facts about certain candidates past dealings with committees, the Office of General Counsel, and Faculty Senate.

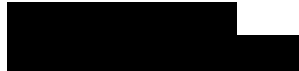
**Respectfully,**

<image005.png>

**Jane W Cherry**

Program Coordinator, Senior  
The Faculty Center  
THE UNIVERSITY OF ARIZONA

1216 E Mabel St, LOBBY  
PO Box 210456 | Tucson, AZ 85721



[www.arizona.edu](http://www.arizona.edu)

[facebook](#) | [twitter](#) | [instagram](#) | [linkedin](#)

<image006.png>

---

**From:** [REDACTED] **On Behalf**  
**Of** Zeiders, Katharine Hunsdon - [REDACTED]  
**Sent:** Monday, January 24, 2022 8:29 AM  
**To:** [REDACTED]  
**Subject:** Re: [nom] College Representation on Grievance Committees

Thank you, Jane.

As stated in our meeting, I'm not comfortable moving forward with the selection of candidates without a) providing committee members enough time to review candidates and b) clear guidelines about the process and clearly stated eligibility requirements for each committee. Why this is so important to me is because I was elected by fellow faculty to do this work on the nominating committee and the placement of faculty on CAFT, Conciliatory, and the Ethics is critically important, as these committees decide the fate of many of our colleagues around issues of academic freedom, tenure, and other serious grievances.

A few clarifying questions:

1. Please confirm that the members we advance for the Conciliatory committee and the Ethics committee must be voted on by the general faculty (and will thus, be included on the upcoming ballot).
2. Please clarify what this statement means "*We will also revisit the faculty who weren't chosen for the CAFT ballot, and those who didn't secure a seat once the election is over.*" Does this mean that if there was a person who we advanced but was not chosen for the CAFT ballot, we won't be considering them for any other position at this time? If so, is that written somewhere in the bylaws? If #1 is correct, then to consider them "*when*

*the election is over*" is too late, given that Conciliatory and Ethics committee members must be voted on by the general faculty.

3. Please let us know the eligibility requirements of the Conciliatory and Ethics committee. Please include if there are restrictions related to either former or current CAFT or grievance processes included in the eligibility requirements. This was unclear from our meeting on Friday. Stating that certain people are problems for administration does not seem like clear eligibility guidelines. And it's bothersome, as the job of the nominating committee is to uphold shared faculty governance, not administration preferences.

Appreciate your help with this and for the clarification,  
Katie

---

**From:** [REDACTED] on behalf of  
Cherry, Jane W - [REDACTED]  
**Sent:** Friday, January 21, 2022 4:03 PM  
**To:** [REDACTED]  
**Subject:** [nom] College Representation on Grievance Committees

Dear NomCom:

I've uploaded the spreadsheet into Box. I'm terribly sorry I forgot to do this prior to our meeting. Below are the college representation we have on the committees you are looking at. We do not want people from the same college on the ballot in order to alleviate two from the same college being elected, or people who are from the colleges already on these committees. Ethnicity and gender will not be provided. We had committee members look up each person on their college website in previous years. We will also revisit the faculty who weren't chosen for the CAFT ballot, and those who didn't secure a seat once the election is over. The Bylaws for CAFT are written to alleviate a Runoff possibility – only twice the number of seats for the candidate pool. The UHB doesn't have guidelines as far as tenure status and is supported through Student Affairs:

Ethics:  
COM  
Library  
SBS  
COS

Conciliation:  
COH  
COS  
COM

***Respectfully,***

<image007.png>

**Jane W Cherry**

Program Coordinator, Senior  
The Faculty Center  
THE UNIVERSITY OF ARIZONA

1216 E Mabel St, LOBBY  
PO Box 210456 | Tucson, AZ 85721



[www.arizona.edu](http://www.arizona.edu)

[facebook](#) | [twitter](#) | [instagram](#) | [linkedin](#)

<image008.png>