

## CALS Faculty Council 2017-2018: Meeting Notes

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**Meeting Date:** January 9, 2018

**Location:** Forbes 307

In attendance: Bob Steidl, Dave Baltrus, Patricia Stock (via phone), Jennifer Teske, Steve Smith, Gayatri Vedantam, Amber Rice, Marc Orbach, Cara Gibson, Ed Martin (via phone), Richard Wood, Roger Dahlgran.

1. Dial-the-Dean January Town Hall questions- salary equity
2. Confidential document about how merit increases were done unit by unit. We are evaluating whether there is consistency in Unit Head methods for defining merit.
3. Betsy Arnold from CATE will visit next month for 30 minutes to talk about teaching equity issues, courses, etc. Goggy Davidowitz of DRAC, is developing a Research Equity document so that we will have equity documents for both research and teaching.
  - a. Cara Gibson- how is this done elsewhere?
  - b. GV- issues and contractual obligation. We are using an old formula here that says 5% teaching = 1 SCH
4. Report on CALS budget meeting:
  - a. Concern that another budget cut is coming in 2018-2019. Possibly \$1.3 million. The amount will be clarified at the next Regents meeting.
    - i. Will the cut be evenly distributed through the University?
    - ii. The plans for unit cuts in CALS has not been done yet.
5. Update on climate survey developed by Heather Roberts-Wren, that didn't work out last time. Action plans are required in 3 weeks. Variable response to whether CALS units have discussed the results. SNRE has and ACBS plans to.
  - a. Feedback, focus groups met with Heather and a "deep-dive" document was prepared and is available on CALS website and in FC Box.
  - b. Not all questions were analyzed. If <18% responded to a question, it was not analyzed. Why?
  - c. HRW wants to release a second survey this spring. The HODs have until 2/9 to develop an action plan for this.
  - d. GV- the data wasn't analyzed in a useful way. There is a problem with trust and feeling valued, and this is not in the Deep Dive document.
  - e. Results of survey: Communication is a problem. Proposed Plan: everyone with a supervisory role in CALS must undergo communication training by HRW office.
    - i. FC: give us good data before anything is mandated.
    - ii. Dave Baltrus: re. communication, one size fits all training is not useful.
    - iii. GV- buy in is hard to get for this sort of training.
  - f. Cohorts are not divided, so not clear whether results apply within a group or more broadly.

- g. Also the survey needs full anonymity for getting useful responses. CALS may need to invest in survey software. Currently, data are trackable. Even without that, unit tracking means anonymity may be hard, esp. in small units.
  - h. Roger Dahlgran-Psychometrics behind the survey, that was designed and analyzed by HRW. Reliability coefficient needed- in designing the survey, it is worth defining how to measure things that make a difference.
  - i. There needs to be a qualified group of people as a committee to develop the survey. This needs funding to make it anonymous. There needs to be a pitch to SB to support the costs.
  - j. Current approach has been backwards, HRW should have reached out to FC and other entities for input/assistance instead of us reaching out after the first unsuccessful effort.
  - k. CG- maybe Jeannie McLain, new Asst. Dean for Advancement, can shepherd improving the survey.
  - l. **ACTION:** FC will respond to the Deep Dive assessment. It is in the FC Box folder.
6. Cultural Competency Training – a 4 hour training session that was suggested by the Office of Diversity. There is a push for us to do this, but GV pushed back on making it mandatory since it is not a UA or HR mandate. It is an HR issue, not a CALS issue.
- a. DB- No problem with training if there is a clear rationale.
7. Mid-spring for the next CALS Executive Committee Town Hall. Date TBD. It will be on a Monday when the CALS EC meets, shoot for March.
- a. We will reach out for input on questions. To several groups. POPs, Asst. Assoc. and Full professors for their own issues. In addition, we will reach out to anonymous groups. Work with CALS data solutions team for setting up groups to ask for questions.
8. There is a proposal to develop a CALS intranet- to make employee resources more accessible to CALS employees.

Next Meeting Feb 6<sup>th</sup>.

State of the College Feb. 5<sup>th</sup>.