

CALS Faculty Council 2019-2020

April 2020 Meeting Summary

Meeting Date: 23 April 2020

Location: Via Zoom

1. Report from Faculty Senate

There is a lot of useful discussion on the Faculty Discourse Tool:

<https://uacovid19workgroups.trydiscourse.com/login>

We encourage Faculty to make use of this forum.

Decisions being made rapidly by the COVID-19 Financial Stability Emergency Response Task Force, very often without feedback from Faculty Senate, Dean, HODs. Many decisions are happening that Faculty have to implement and have enormous impact but we have no part in the decision making. This is also a Faculty Governance issue.

Key things Faculty need to know:

- (1) Rationale for decisions being made (numbers/transparency)
- (2) How is funding from CARES being spent? (UA received \$30million)
- (3) While there is an 8% decrease in student numbers at the moment, this is early in the process – what will happen if student numbers are better than expected?

2. Discussion of Furlough Plans

It appears that the Furlough plans were rushed out with focus on broad intent rather than attention to detail. Some clarifications:

- Furlough is determined on an annualized salary - will adjust the number of days for 9 month employees.
- It is important that administrators recognize and formally acknowledge that furloughs will result in a loss of productivity (e.g., in teaching, research).
- It is important that there is a formal recognition of loss of productivity due to furloughs so that Faculty are protected from negative annual evaluations, career progression etc.

FC representatives should reach out personally to our junior & untenured Faculty to support them. Talk about extending tenure clock and suggest Jean McLain for resources.

3. What is the best way for the CALS FC to advocate for our Faculty?

Work with Faculty Senators – need to better collect & collate faculty concerns from individual Units and pass this information on to our CALS Faculty Senators.

4. Re-opening campus/Fall Semester Plans

No clear plan developed yet. President Robbins is expecting/hoping to open campus for Fall. All Faculty are strongly advised to make sure Fall courses are able to be delivered online in case of delays/further disruptions.

- options for hybrid face-to-face and online learning

OSHA has regulations and if anyone feels unsafe in the workplace employees can submit an (anonymous) issue.

The "bimester" is not well thought-out and enormous time and effort will have to be immediately invested by Faculty and Advisors to narrowly address an issue just for the Fall 2020 semester. It would be far better to strongly encourage all faculty to move to a semester-long online format; this less-drastic change (for faculty and students) will also set up Main Campus to continue to be distinct from UA Online, and therefore be beneficial for future planning. It also takes into account the possibility of a second-wave of COVID-19, and the need for limiting presence on campus for longer time periods.

5. FC Meetings over the summer

Given the current circumstances it may be important to meet monthly over the summer and pass on information to our Faculty. We will plan to meet over the Summer and co-ordinate future FC meetings so that we can pass information to our Faculty Senate representatives.

The next FC meeting will be via Zoom, time and date to be advised.