

CALS/CES Faculty Council 2022-2023
December 1, 2022 Meeting

Attendance: J. Fehmi, Q. Molina, G. Lopez, K. Kennedy, Z. Xiong, T. Schlenke, T. Crimmins, K. Van Doorslaer, D. Curley, T. Ottusch, D. Ferguson, A. Tamimi, A. Linares-Gaffer, A. Snider, S. Burgess, T. Florian, R. Goyal, K. Zeiders, B. Mosher, R. Toomey, Z. Xiong, T. Schlenke

Senate updates:

CALS Business retreat – report. This can be viewed by faculty [here](#). Latest budget has cuts for CALS.

Old business:

- Faculty Council role – Jeff and Ashlee [are we anonymizing or leaving names in?]
Ashlee and Jeff have discussed the need for more clarification on what each committee and council do in CALS, structures and systems of communications and exchange of work between groups, report out structure. Will continue to work on some solutions to improve communication between the groups. We will report again next meeting.
- Professional development of professors of practice – Kathleen
Kathleen finalized the professional development survey with suggestions from Faculty Council members. Will send out to career-track faculty within a week and will report back next meeting.
- Pay equity/Merit pay – Russ and Tim update
Russ and Tim have started drafting a memo to request more clarification from Unit Heads; Katie provided historical context that 2-3 years ago, Faculty Council sent a memo to Unit Heads which was not well responded to. Another note was sent out last year by Shane to unit heads telling them that merit-pay decisions need to be consistently applied and transparent.
Shane will send a note to Jeannie to initiate a more formal effort to get merit pay.
Core issue is: What criterion are used to decide who gets a merit raise from those who are eligible; these need to be transparent for all to see.
Russ and Tim will still start drafting a memo requesting more information on pay equity.
- Computer/IT centralization – Koenraad and Katie, memo sent by DRAC – Becky
Koenraad and Katie are drafting a memo. Shane shares that Deans are not making progress in influencing planning on this initiative; suggests that Faculty Council draft a memo that go to Faculty Senate to amplify this issue on behalf of CALS Faculty. We will continue discussion next meeting.
- Safety/ Security – Jeff
No updates at this point.
- Students being too poor – Jeff
 - CALS is making the largest contributions to the food bank through foundation work than any other unit at the University.

- Graduate students receive mandated pay levels; could go higher. college position is to be highest of peers and there is a proscribed minimum. We need to check if all units are meeting the minimum pay required.
 - Contracts are moving to 12-month for graduate students, and salaries are increasing. It is up to the units to choose how much to pay but there is a college wide mandate to bring everyone up. In Nutritional Sciences, the current salary is ~\$36,000 for 12-month contract graduate students. In ACBS, summer wages were close to \$24/hr for graduate students. CAS sets the minimum salary at \$28,400 for 9 months. Undergraduate TA and funding is not consistent across the college. Katie Zeiders- Will write an email with various questions about TA funding to Kirsten Limesand requesting clarification on policy and practice in CALS for TA support; From there, could poll units for more info if needed.
- TA funding – needs an advocate to gather information. Tabled to next meeting
 - Dora – needs vote - Jeff

New business:

- Grad student acceptance process – Russ – Different information is coming out from different people; A memo was drafted and sent to Shane which has been sent forward to the Provost; Faculty Council members and senators can use their own discretion to initiate further discussions in faculty senate on the topic. We will continue to track this issue.
- Research professor/POP conversion to tenure track process was not fair or transparent. Tabled to next meeting.
- Looking for ideas/practices to deal with the mental fragility of students right now. (I remain unsure that Faculty Council is the place for this but it was submitted as an issue.) Maybe refer to CATE? Tabled to next meeting
- Faculty are having issues with contracting and financial services-People are having troubles with purchasing, pcard processing, travel, sponsored project contract delays, and other issues. **Theresa and Debbie are going to work on this.**

MOU on Unit Head Search Committees states that faculty council members submit a list of nominees to the Dean for consideration; topic was raised as an FYI with a council member and discussion followed regarding a faculty members' dissatisfaction about a council members' nominees for the search committee to be given more weight in the process than nominations from other faculty, and specifically, there was dissatisfaction that faculty council members are not expected to get input on who they nominate from the faculty. ½ of the faculty should be selected from the Faculty Council members' list. The standard practice in CALS is for faculty council members to create a list in consultation with each other and pass forward to Jeannie. No further action required.

Other admin business: When is it okay to forward an email? It is okay to forward emails from the dean. If an email can be misinterpreted, we should be professional about clarifying before forwarding.