

CALS/CES Faculty Council 2022-2023
May 4, 2023 Meeting

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

Senate updates

The Provost is no longer in their role; A process is ongoing to identify a new Learning Management System; CALS name change was approved to CALES - College of Agriculture, Life and Environmental Science. UITS work continues.

New business:

- Pay issues.
Concerns raised about faculty on a 9-month appointment being charged ~13% of supplemental compensation for benefits, despite the full 12 months of benefits being covered by ERE rate on base salary.
- POPs supervise graduate students, chairing or serving on grad committees, counting as teaching load.
Concerns raised about faculty providing instruction, mentoring, and advising for students in for-credit experiences such as research, honors thesis, graduate committees, capstones, etc. Faculty from several units expressed the feeling that they are expected (directly and indirectly) to engage in these activities above and beyond their teaching load. Additionally, there is also concern that this work is not counted towards a full teaching load. Dean Burgess expressed the importance of making sure assigned work is reflected in contract or the faculty member volunteers at their own accord, or they decline to do the additional work (if not in contract or volunteer). Also expressed that individuals should share personnel concerns with appropriate administrators and business officers.
- Election of faculty council members

Old business:

- Professional development of professors of practice – (Survey results attached last time.)
Recommend a task force. High response rate with in-depth qualitative feedback; plan is to analyze the results and prepare a summary over summer with support from faculty volunteers. Plan is to prepare a final joint report with the Cardon Fellows including their study on the culture of teaching in CALS.
- DEI – ongoing. Make CALS/CES a better place to work. Cardon Fellows will plan a new faculty welcome event and FC will help promote it in the fall. Several other suggestions to improve diversity, equity, and inclusion for faculty in CALS were discussed (notes shared with FC in April). FC plans to work on increasing collaboration with the DEI council in the upcoming year.
- Merit increase memo. Mostly complete. Survey of how we all think it is going.

Many representatives described improved communication and transparency around merit process and decision-making in their units this semester; some noted no changes or dissatisfaction with changes.

Not addressed:

- APR process.
- Pay equity – UA is performing an equity review of some kind, maybe only career track.
- Post-award communications among departmental business offices, SPS, and PI's
- Campus safety – lots of recent email traffic.