

CALS Faculty Council 2020-2021

October 2020 Meeting

Meeting Date: 3-4pm, Thursday 15 October

Location: via Zoom

Meeting Summary

1. Faculty Senate update
 - *Senate passed a lot of amendments to allow more voting rights unit/college committees for career track faculty (professors of practice) that were previously restricted.*
 - *No spring break in Spring 2021 semester.*
 - *Furlough will end early (before April 1st but has not been clarified by President Robbins).*
 - *Overview of Committee on Diversity, Equity and Inclusion:*
<https://facultygovernance.arizona.edu/events/423-faculty-senate-meeting>
 - *No updates on Ashford University during the meeting.*
2. Approval of September minutes – *Seconded and minutes approved.*
3. Previous Business
 - Update on Furlough/Flex Time link that is correct:
<https://compass.arizona.edu/report/administration/alvsce-furlough-lookup>
 - Memo – Dave Baltrus' extended service as the FC Chair
 - Memo – Anti-discrimination for COVID-19 positive reporters
 - FC Charter review
4. New Business (with Guest: Jeannie McLain)
 - *Results of Faculty Survey – roughly 130 responses APR for 2020 was biggest concern at 31%, greatest concerns about teaching – 35% increased instructional burden. Similar feedback provided by Nutritional Sciences Faculty.*
 - *EC/Deans meeting- stressed need for discussions between faculty and heads regarding furlough and workload.*
 - *Is furlough really a problem? (Faculty frequently work outside of 9-5 hours). Considerations are:*
 - Faculty who work outside of regular hours do so voluntarily, not because they feel obligated to
 - Not all Faculty have the same capacity to do so (family commitments, mental bandwidth, etc.)

- Peer pressure anxiety caused by some other faculty saying they will continue to work
- Furlough is disproportionately affecting some Faculty
- Working outside of recorded hours poses safety/insurance problems
- If there is no consequence for the University, how can they value Faculty time?
- *Provost Folks in a meeting stated that the furlough won't be shortened much.*
- *Large impact on teaching faculty due to large course loads when having to cut 10-15% of time. Career track faculty might not be able to say no.*
- *We need to push for directors/heads to understand that they need to expect less.*
- *Issue of equity.*
- *We need to, as faculty council, lead this; it should not be on individual faculty. What can we do as Faculty Council do to get this message out?*
- For Faculty who want to have individual conversations with their HOD, Jeannie is available to sit in as outside observer.
 - *Jeannie McLain wants to speak at the Faculty Senate to represent faculty concerns.*
 - *Make an amendment to APR that needs to be discussed and approved by the faculty – and make it an official part of the APR. It is a great idea to update APR and P&T documents.*
- Jeannie McLain: discussion of Faculty concerns
 - APR and P&T equity discussion
 - Can the FC develop guidelines on APR procedures for the College?
 - *each unit adds addendum to their APR, voted on by APR on how they are dealing with this year*
- Collegiality statement (<https://compass.arizona.edu/dbs/policies/collegiality>)
 - *Why do we need to do it (covered in HR)? The statement helps cover a grey area supported by AP Council.*
 - *When drafted, it was not recommended to be in the position descriptions.*

5. Any Other Business

Concern expressed regarding lack of clear policies/plans regarding COVID-19.

Next scheduled meeting: 3-4pm, Thursday 19 November