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](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](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 disproportionally 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

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

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