

# **ALVSCE Faculty Council**

## **March 7, 2025 Meeting Agenda**

### **Meeting Agenda**

1. Faculty Senate update
2. Reminder: Unit Faculty Council elections for 2025-2026 needed before end of Spring 2025.
3. Motion: To increase the number of CES faculty representatives on the ALVSCE Faculty Council from two to three.
  - Rationale: 56/289 (19%) of division voting faculty are CE. For comparison: SNRE 39, NSW 34, HECL 34, SPLS 29, ACBS 27.
4. Strategy Working Group Faculty Representatives
  - Nominated by Faculty Council or Open Call/Self-Nomination?
  - Selection criteria, if any
5. Faculty Council & Summer 2025 Governance
  - Refer to DRAFT memo, based on Summer 2024 provisions
6. Dean's update and Q&A
7. New business

DRAFT MEMO FOR FACULTY COUNCIL REVIEW AND DISCUSSION

Note: This is based on the provisions made for Summer 2024. There was no need to convene the Faculty Council in Summer 2024.

March 7, 2025

To: Shane Burgess- Vice President of ALVSCE and Dean of CALES

Re: ALVSCE Faculty Council Summer Shared Governance Plan 2025

Dear Vice President and Dean Burgess,

The purpose of this memo is to clarify the ALVSCE Faculty Council's plan for engagement in shared governance during the summer, May 16, 2025 through August 23, 2025.

1. During the summer, the ALVSCE Faculty Council will engage with issues that are of significant interest or concern of the faculty or in response to requests for advice or recommendations by the Dean, when those issues are extraordinary and require advice, response, and/or action during the summer.
2. The ALVSCE Faculty Council Chair and Vice-Chair will remain the first point of contact for inquiries and requests from CALES Administrators, including the Dean. The Chair and Vice-Chair will determine whether the inquiry or request is for business that the Faculty Council must address during the summer, and if a meeting of the Faculty Council is required.
3. The ALVSCE Faculty Council Chair and Vice-Chair will notify council members of any matters that require consultation from the council.
4. If council members are asked to engage in extraordinary summer business at the Dean's request, Faculty Council Members will be eligible to request supplemental compensation for work performed, following the standard procedures for requesting approval of supplemental compensation.
5. The Faculty Council Charter will guide the council's work during the summer and the 2023-2025 Faculty Council Members will serve until August 23, 2025.

Thank you for your commitment to shared governance,

Kathleen J. Kennedy, DBA  
Associate Professor of Practice  
Norton School of Human Ecology  
Chair- ALVSCE Faculty Council, 2024-2024

Katerina Dontsova, PHD  
Associate Professor  
Environmental Science  
Vice-Chair-ALVSCE Faculty  
Council

## Meeting Minutes

### 1. Faculty Senate update: Bobby Torres

Faculty Senate met on Monday of same week, President agreed to meet with Senate on several issues: IT, finance, and HR. Elliott Chu discussed why need to centralize IT – security and safety. Bobby is collecting questions from faculty for CFO Arnold about finance.

VPR Tomás Díaz de la Rubia said that a number of projects were terminated but was not ready to give information about any bridge funding to support graduate students and some labs that lost funding from the university. Judge held NIH's 15% Cap on Facilities and Administrative (F&A) Costs Reimbursement that would cost UA \$40M annually. Katharine Zeiders met with Tomás Díaz de la Rubia and said plans for bridge finding will be announced on Friday. Updates can be found on RII website. Implications of the Executive order about DEI were discussed. University will maintain values.

The Career Track Faculty Working Group surveyed the level of satisfaction of career track faculty and received 1200 responses. Workload was one of the concerns expressed. Salaries is another. Minimum salary for career track faculty at UA is \$46K compared to \$60K at NAU and ASU.

No furloughs are planned at UA, while it is said that ASU is considering them. Planned budget has cuts and raises at the same time.

### 2. Spring Faculty Council Elections for 2025-2026: Kathleen Kennedy

Reminder: Unit Faculty Council elections for 2025-2026 needed before end of Spring 2025.

One open seat in Plant Sciences is not filled and many Faculty Council members are ending their term. Most current members can run for 2<sup>nd</sup> term. It would be good if some members considered this; it will help to preserve institutional memory.

### 3. Motion: To increase the number of CES faculty representatives on the ALVSCE Faculty Council from two to three. Kathleen Kennedy

- a. Rationale: 56/289 (19%) of division voting faculty are CE. For comparison: SNRE 39, NSW 34, HECL 34, SPLS 29, ACBS 27.

Bobby Torres said that to change the number of representatives, we need to change bylaws, which is a months-long process. We cannot initiate now and complete next academic year.

### 4. Strategy Working Group Faculty Representatives: Kathleen Kennedy

- a. Nominated by Faculty Council or Open Call/Self-Nomination?
- b. Selection criteria, if any

Should the Faculty Council nominate the candidates or issue open call? Can do both. Once candidates are selected by the Faculty Council, Dean will need to approve them. Candidates will need to indicate why they are interested in the position. The consensus is to issue an open call.

One of the questions the Strategy Working Group should address is making sure that new initiatives and programs are not approved without funding available for their implementation.

Action item: Kathleen Kennedy to prepare an open call for self-nomination with a Qualtrics survey response form. It will be shared with Faculty Council members for review/comment before being issued.

#### 5. Faculty Council & Summer 2025 Governance: Kathleen Kennedy

The new budget will be approved in April, so the Faculty Council may need to work over the summer to address any issues that may come up. Council members' term ends in May, need to extend term to August. Provisions for this were made last summer, but ultimately not needed.

Action item: Draft memo (above) will be provided to Faculty Council for review and comment (part of agenda). This memo with any needed changes will be sent to the Dean on 3/24/25.

#### 6. Faculty Council & Staff Council Joint Memo regarding budget: Kathleen Kennedy

Staff Council and Faculty Council Chairs and Vice Chairs met on March 7, 2025, with the Dean and discussed the need to avoid additional budget cuts to the Division. The chairs agreed to prepare two joint Staff and Faculty Council memos. One to highlight impact potential budget cuts required by the University would have on the critical mission delivery by ALVSCE ("the cost of the cuts") and another bringing to attention the importance of Cooperative Extension enshrined through five federal acts and AZ state constitution but sometimes mistakenly equated to outreach by the university leadership for the Land Grant University like UA.

Action item: Drafts will be provided to the Faculty Council and Staff Council for review and comments after Spring Break.

#### 7. Dean's update and Q&A: Shane Burgess

In response to the question from Ramin about replacing interim heads with permanent ones, Shane outlined the challenges. They are requested in the hiring plan ALVSCE submitted, and it has approval from the University leadership, but no additional funding was provided. If external searches for department heads are initiated, it would involve significant costs to cover salary and startup funding for the new chair and additional faculty they may want to bring. He estimated that the additional cost would be approximately \$1M per year to replace 4 interim department heads and 2 interim associate deans, an amount equal to funding for 10 PoPs. Alternatively, it is possible to have interim heads transition into permanent positions.

Ramin mentioned a model where the Department Chairs are elected by the Department faculty and are rotated every 3 to 5 years. Shane said this is not allowed at the university, as Department Heads are appointed administrators. However, Eller College of Management changes unit heads every 3 years from a pool of internal candidates. The Dean appoints them. Other colleges also have the same mechanism. Ramin pointed out that if the chairs are elected internally, it promotes collective leadership and saves resources that can be used for faculty. On the other hand, when they are appointed, faculty governance is usurped by unit heads. Chairs in permanent administrative positions take over faculty roles, such as academic programs and curriculum approval, which should be voted on by faculty.

There was some discussion about the lack of academic advisors based on first part of meeting.

Not clear if pay raises promised by the president in the recent memo for October will be implemented across the board. Shared governance, together with unit heads and Business Office can make recommendations on how to approach this.

University needs to cut \$63M before July 1<sup>st</sup>. This is difficult, as 60-90 days' notices are required by HR. When making cuts need to weigh student credit hours, strategic need for smaller programs, need for advisors, lab courses. However, it may come down to what is possible with current HR policies, which may not coincide with the need for services. May lose 20 PoPs over summer as their contracts expire. To maintain teaching mission, research may be postponed for faculty to teach. Significant cuts to staff can also impact faculty, as work will be moved from staff to faculty as indicated in the DRAC report. Staff may be less affected by layoffs, as it is easier for them to find other jobs.

Action items:

- Faculty Council to provide the Dean with more information and recommendations about the Advisor situation.
- Faculty Council to provide the Dean with more information and recommendations about CALES administrative expense, structure, and possible unit/department head models.

#### 8. New business

No new business was addressed.

#### Attendance

<b>Faculty Representative</b>	<b>Unit</b>	<b>Present</b>
Tauhidur Rahman	Agricultural & Resource Economics	X
Bobby Torres	Agricultural Education, Tech & Innovation	X
Kerry Cooper	Animal & Comparative Biomedical Sciences	X
Chi Zhou	Animal & Comparative Biomedical Sciences	X
Armando Barreto Munoz	Biosystems Engineering	X
Todd Schlenke	Entomology	X
Katerina Dontsova	Environmental Science	X
Kathleen J. Kennedy	Human Ecology	X
Cory Quailles	Human Ecology	X
Rachel Mitchell	Natural Resources & Environment	X
Kevin Bonine	Natural Resources & Environment	X
Jennifer Teske	Nutritional Sciences and Wellness	X
Maria Plant	Nutritional Sciences and Wellness	

Ramin Yadegari	Plant Sciences	X
TBD	Plant Sciences	
Anne LeSenne	Pinal County Cooperative Extension	X
Rosie Stewart	Santa Cruz & Cochise Counties Cooperative Extension	X
<b>Faculty Senators</b>	<b>Unit</b>	
Duarte Diaz*	Animal & Comparative Biomedical Sciences	
Melanie Hingle*	Nutritional Sciences and Wellness	
Bobby Torres*	Agricultural Education, Tech & Innovation	X
Katharine Zeiders **	Human Ecology	X
<b>Administration</b>		
Shane Burgess	ALVSCE Administration	X
Jean McClain	ALVSCE Administration	X