

**CALS/CES Faculty Council 2022-2023**  
**April 2023 Meeting**

Attendance: J. Fehmi, G. Lopez, K. Kennedy, A. Linares-Gaffer, A. Snider, R. Goyal, R. Toomey, T. Ottusch, T. Schlenke, T. Armstrong, Z. Xiong, D. Ferguson, S. Burgess

**Senate updates:**

The Senate is still holding meetings to work through its agenda. The CALS senators each scheduled for 1:1 meeting with President Robbins to communicate concerns with university leadership decisions, as a result of the recent Faculty Senate vote of no confidence in UA leadership team.

*General reminder*-please send questions and concerns to Faculty senators Qualtrics survey and refer colleagues to this opportunity. This survey link is shared in their monthly emails to all CALS faculty.

**New business:**

- Are we meeting in May on dead day? Vote.  
Yes - Will meet.
- Who will be the next chair-elect/co-chair? It will be one of you. Be thinking about it to speed up the August meeting.
- CALS Town Hall April 13th.

**Old business:**

- Reviewed the full list of issues in the past year to gauge priority areas.
- Pay equity - Concerns about equity; Question was asked when there will be an assessment of pay equity for continuing faculty. FC will compile questions on pay equity topics, the Dean will answer, and post Q&A's on the Compass website.
- Pay fairness in summer/winter, and supplemental compensation for work. Salary compression  
FC can request additional financial information from ALVSCE if needed. Faculty should know that they can negotiate their summer pay for teaching a course when they are on a 9-month contract.
- DEI – meeting next week. Make CALS/CES a better place to work.
- APR process. Presented suggestions for three changes to university APR process to have more time to appeal an APR, reinstate 4 scale rating system, require dept. heads to disclose conflicts of interest in writing, incorporate external faculty members in the APR appeals process. Discourse on whether to support the 4-scale rating system recommendation.

*Old business not addressed:*

- Professional development of professors of practice – (Survey results distributed). Recommend a task force.
- Campus safety – lots of recent email traffic. Likely covered during faculty senators update, if not.
- Pay equity – RUA is performing an equity review of some kind, maybe only career track.
- Merit increase memo. Mostly complete. Survey of how we all think it is going.
- Post-award communications among departmental business offices, SPS, and PI's.