

# CALS Faculty Council 2019-2020

## December Meeting Notes

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**Meeting Date:** Dec. 5, 2019

**Location:** 307 Forbes

### 1. Review of Dial-the-Dean Questions and Answers

Questions for the Dial-the-Dean Event: see CALS Faculty Council 2020 Dial-the-Dean document.  
Link for recording: <https://bit.ly/2DYg2oD>

Pay equity for CALS Faculty: CALS now has pay equity. Faculty Senate is also addressing this issue – a survey is completed but results are hard to analyze due to problems assessing metadata. *It is critical that Faculty check their UAccess profile demographics, as this is used for equity surveys and analyses.*

### 2. Evaluation of Teaching

There is discrepancy in what people consider a full teaching load (possibly due to an obsolete document from the previous Dean) and this needs to be fixed. Expectations for teaching should be agreed upon at a unit level and clearly communicated to all Faculty and restated for APR and P&T. *FC to draft a memo to EC and UHs clarifying what 1 FTE of teaching is, and recommending that each Unit have a policy for what constitutes effort in teaching.*

In addition to teaching loads, there is also the question of evaluating teaching performance. This is being addressed by the Cardon Fellows and the FC is awaiting more information from them.

### 3. Update on Diversity Statements and Issues

Contacted Ursula Schuch (head of CALS D&I committee), no real movement on this issue. The UA Faculty Senate is asking for resources/support for retaining indigenous peoples at UA. (We are not a Native American serving institute because of retention.)

### 4. APR Assessment

In cases where APR is problematic, there appears to be a disconnect in expectations, and it is noted that most cases addressed by the UA Grievances Council occur when there is no clear set of guidelines and expectations vary; every effort should be made to avoid this. *FC to draft memo recommending that expectations are clearly defined within each unit. A clear statement of what is expected for each category/number should be incorporated into each Unit's guidelines and policies.*

### 5. Other Business

Shared Governance MOU

This document has been shared with FC members and should be distributed to Faculty to comment. Also feel free to reach out to Michael Brewer, Vice Chair of the Faculty, directly - [brewerm@email.arizona.edu](mailto:brewerm@email.arizona.edu) - who would welcome your input.

#### **6. January Meeting**

A poll to establish the regular monthly meeting time for FC will be sent out in early January.