

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

Attendance: J. Fehmi, Q. Molina, G. Lopez, K. Kennedy, Z. Xiong, T. Schlenke, T. Crimmins, K. Van Doorslaer, D. Curley, T. Ottusch, D. Ferguson, A. Tamimi, A. Linares-Gaffer, A. Snider, S. Burgess, T. Florian, R. Goyal, K. Zeiders, B. Mosher

**Old Business:**

- POP/NTT professional development
  - Survey on professional development for CALS career track faculty (POPS and Lecturers, ½ time appointment or greater)
  - Survey will be shared with council members to review and provide input on the survey before it goes out.
  - Kathleen is coordinating to obtain the email list.
  - Next Steps: Goal is to send the survey out to the faculty within November.
  
- DORA approval
  - Will re-visit at the next meeting.
  
- Faculty council role in ALVSCE/CALS/CES - Coordination with other CALS/ALVSCE Committees
  - Ongoing efforts to clarify the role of Faculty Council based on guidance from the Dean and Faculty Senate.
  - Lack of organizational structure for faculty council to delegate, or refer, specific issues to existing councils and committees within the college, as is suggested by the Dean.
  - Many councils and committees in CALS don't post meeting notes, goals/purpose of the committee, scope of their work, list of members and who they are elected/appointed, and other key information that enables the groups to work cooperatively and collaboratively to tackle the issues that bubble up through Faculty Council (or to the other respective areas that may be more suited for a different group).
  - Next Steps: Chair and chair-elect will continue to work on mapping and defining the role of Faculty Council based on guidance documents, statements, etc.

**Senate updates:**

- Listening session about campus safety coming up at next Faculty Senate meeting with President Robbins
- Will discuss/address concerns about the operation of the university Nomination Committee
- Multi-year contracts- CALS is a leading College on campus offering multi-year contracts for most career-track faculty
- Will be a discussion on annual review process for administrators led by Committee of 11.
- Next Steps: Senators encouraged council members to forward questions and concerns that she and T. Ottusch can share out at the Faculty Senate meeting.

## **New Business:**

- Computers, IT seizure – cost for research is going up. Estimates range from hundreds of thousands to millions of dollars annually to switch to cloud computing and storage. Several concerns regarding this mandate are being discussed:
  - Mandated transition to centralize data storage can influence how people can access and use data, costs of storage on the central cloud, no public plan on how to cover the costs
  - Audit of 3 units who failed data security was the impetus for a mandate from ABOR; some concerns exist regarding potential conflict of interest regarding relationships between ABOR rep and tech company
  - Mandate requires that UITS provides new computers for everyone every 3 years?
  - UITS staff are concerned about job security
  - Moving data security to “secure network management” can result in an influx of requests for support and lack of ability for UITS to meet those needs.
  - Next Steps: Need to get a better understanding of what is being proposed and involved with this initiative before identifying any next steps or actions from the council. Refer this issue to DRAC in CALS. Some council members will work on drafting a list of concerns from CALS Faculty which can then be shared forward with DRAC, Senate and other avenues as the opportunities arise.
  - How does this impact CES?
  - How do other institutions handle this?
  - Council members are drafting a memo for council consideration
- Pay equity/process for increases – there is a lack of transparency in most units on criteria for pay raises.
  - Faculty members from several units report lack of transparency and clarity around merit-based increases; concerns with processes and equity.
  - ALVSCE Employee Merit Policy states that unit leaders will “document and be able to identify what constitutes meritorious performance clearly, specifically, and demonstrate and justify to their employees and the EC.”
  - Council members have engaged in several discussions within their units (heads and faculty), on the council, and in CALS, and believe the topic of pay inequity is well acknowledged in CALS among faculty and administrators.
  - Council members described several different scenarios that illustrate concerns with fairness and transparency regarding the expectations and process for awarding merit.
  - Next Steps: Draft a statement/memo from faculty council to go to the dean; Need to do something different from last time; be clear about specific asks to the dean to address the issues. Could also invite administrators to discuss the contents of the memo and specific asks to individuals. Council members will help draft the memo draft.
- Safety/security – people do not feel safe. This may be trending as less of an issue than when initially suggested as an agenda item.
  - Concerns about the increased presence of police on campus which can be fear inducing.
  - Faculty Senator shared that safety will be a topic with the president at the upcoming Faculty senate meeting.

- Next Steps: Senators encouraged council members to forward questions and concerns that she and T. Ottusch can share out at the Faculty Senate meeting. Additionally, Jeannie McLain already asked CALS faculty to share concerns about safety which she is carrying forward to other University level conversations. Continue to discuss whether Faculty Council should take any action on this item. Ask Jeannie to share the report with all faculty.
- Graduate students so poor they are relying on the pantry/ food bank.
  - Food insecurity is a campus wide problem.
  - Graduate student support did increase recently
  - CALS students make less than their college of medicine counterparts
  - There is inequity in support between Online master's students and funded graduate students on main campus; Online master's students pay tuition completely out of pocket.
  - This is a larger campus issue.
- TA funding – recent outcry in our unit on how the TA fund is allocated from CALS to departments. At the current TA funding rate of \$13.36/SCH, it takes a 3-credit class with 433 students to fund one 0.5 FTE TA position. Perhaps the Dean is aware or not aware of this, and we can bring it to his attention and advocate for better TA support for high quality instructional activities.
  - Concerns Raised: The model does not seem to account for multiple, high effort TA need courses, such as departments that offer many sections of labs with 20-25 students each, each of which needs support.
  - Re-visit TA concerns at future meeting.