

CALS Faculty Council 2020-2021

September 2020 Meeting

Meeting Date: 3-4pm, Thursday 17 September
Location: via Zoom

Meeting Summary

- 1. Welcome and introduction of FC representatives.**
- 2. Review of Faculty Council Charter.**
- 3. Election of Vice-Chair**
 - Kayle Skorupski elected by unanimous vote.
- 4. Old Business**
 - **Update: Furlough**
 - Language on Contracts regarding furlough – language does not accurately reflect the furlough circumstances (esp. the temporary nature of the salary reduction), HR is working to fix this. Jeff Ratje holding CALS contracts in his office and will not send them out until they are fixed. Dean stated that Faculty not sign if they are not happy with the language (he is not going to sign his contract as currently written).
 - Furlough tile reporting in UAccess – may report incorrect number of hours required, especially for extension employees. Jeff Ratje’s office is checking numbers.
 - Email from President Robbins stating the furlough will be decreased, with no specifics at this time. Likely timeline for update will be in October.
 - **APR and P&T processes for 2020.**
 - Annual Review Memo from Provost Liesl Folks (in shared folder):
 - Adjust workload assignments as required in advance of APRs
 - Approach 2020 review as formative rather than evaluative, that is monitor progress and guide improvements rather than focusing on outcomes
 - Recommended not to use Student Course Surveys (SCS) - the replacement for TCEs
 - A concern is the impact of COVID/furloughs/etc. to productivity.

- Important to note that 2020 disruptions have disproportionately impacted some groups (e.g., LatinX, Black, those with caregiving responsibilities). This must be addressed in any solution.
- Standardizing APR across the college – can the faculty council revisit this?
- Preparing for P&T
 - Not everyone found the documentation in the promotion packet regarding the COVID statement helpful. Faculty need more help/guidelines and how to write that statement.
 - Important to note that this is not just a COVID issue – there are many more issues impacting minorities. Response/guidelines must address anything that impact productivity and do it in a way that does not delay minorities in their career progression.

5. New Business

- **Vote of thanks to David Baltrus** for his leadership of the FC during a difficult year. Motion seconded and carried.
- **Shaming/harassment of UA employees who report COVID positive result.** The FC does not condone harassment or shaming of any employees based upon any health condition.
- **How is COVID positive reporting impacting instruction?** Another challenge with people reporting positive for COVID is when this is occurring within classes and how instructors are managing. What are strategies for managing this situation?
- **Update of CALS FC Charter.** This year the FC needs to review the FC charter and an updated copy must be filed with the Office of the Provost and in the Faculty Center.

6. Faculty Senate update

- Meeting this past Monday, will send out summary out soon.
- Q&A session – a lot of same issues brought in this FC meeting were brought up during Faculty Senate, lack of satisfactory answers. Pressing to make sure leadership has been responsive.
- Message was heard about contracts. Votes on delaying contracts, fixing language on contracts, looking at furlough program, which passed.
- Concerns regarding shared governance, ad hoc committee being established.
- Questions regarding open meetings/rules. Things are supposed to have agendas, and be open/transparent, and concerns that this might not being done as it should.
- Please encourage faculty to reach out to faculty senators, or they can pass items to FC representatives to pass along.

7. Any other business.

- Does CALS EC/admin have a contingency plan in place if someone is unable to work? (What is the leadership structure in this case?) There was an edict for

units to have plans – are these in place? Concern that these contingency plans do not encompass essential workers/staff/graduate students/faculty.

- What agenda should drive the faculty council this year? May be better to identify 1-2 key issues to focus on.

Next scheduled meeting: 3-4pm, Thursday 15 October