

**Report of Faculty Council Meeting
March 10, 2021**

Faculty Council Members Present:

Brad Hull	Marc Lynn	Sokchea Lim	Joanna Garcia	Deniz Durmus	Desmond Kwan	Jeff Dyck
✓	✓	✓	✓	✓	✓	✓
Christopher Sheil	Elena Manilich	Mark Waner	Medora Barnes	Mina Chercourt	Malia McAndrew	Angie Canda
	✓	✓	✓	✓	✓	✓
Colin Swearingen	Karen Gygli	Brent Brossmann	Sejung Park	Bo Liu	Gerald Guest	Yi Shang
✓	✓	✓		✓	✓	✓
Kristen Tobey	Earl Spurgin	Zeki Saritoprak				
✓	✓	✓				

1. Proposed changes to class meeting times (Hessinger)

- This proposal was put together by the Time Block Subgroup of the Scheduling Committee based on student enrollment data. The goal is to implement it for the Fall of 2022 if approved. The main components are 1) to move the standard start of the 1st period from 8:00 to 8:30 (since the 8:00 classes typically have low enrollment); 2) to move the Common Faculty Meeting time from 2:00 to 3:30 on Wednesdays (to add MWF 2:30 slot as another prime class meeting time).
- Certain classes (e.g. science labs) that need particular time blocks can start at 8am. Some classes run on Wednesday from 1-5pm which will interfere with faculty meeting regardless of whether this change is approved or not.
- A survey will be given to faculty-, student-, and staff council, to get a full picture of opinions.

2. Academic Program Health Dashboard

- Herbert

- Need a mechanism to track the new programs, and to examine existing programs.
- Academic program health dashboard: easy to read report to provide annual updates for departments, deans, and Provost using a common standard. The intent is to automate the process as much as possible.
- Institutional Effectiveness generates metrics; programs are examined and classified; detailed reports on flagged programs; resource library available for flagged programs.
- All new programs start on the flagged track.
- Programs on flagged track: written plan establishing a timeline with criteria and actions
- To be rolled out in fall 2021 as learning process.

➤ Mariah Webinger:

- These metrics need to go to chairs, not deans, since chairs decide how many sections we offer, when, and how to staff them. Chairs need to be empowered since our efficiency comes from them.
- The EAB financial measures—the instructional capacity gap, the student credit hours per faculty, and the course release measures—have their issues, which is stated in Webinger’s cover letter for the proposal of Faculty Financial sustainability metric. The measures don’t give us the tools we need to increase efficiency.
- The faculty compensation committee met last week and discussed issues such as: the 4-cr. science courses as treated the same way as 3-cr. Courses in evaluating faculty output; lab fees are not considered when evaluating faculty-generated revenues etc.
- It would be better to have two competing metrics and give faculty a choice and to weigh the pros and cons.

➤ Herbert:

- I totally agree that the reports should go to chairs, in fact, they should be made available to all faculty.
- I’m also very interested in the financial metrics that your group is working on. What I just laid out is a poor-man’s cost accounting system. It has some uses but only goes so far. To do it systematically takes many years.

➤ Shang:

- This dashboard idea aims to provide a good reason for aiding and removing programs. But the school psychology program has been stopped without reasons provided. We were told that it is not profitable enough. How profitable is enough? Without any recruiting done on our part, 8 prospective students has expressed interest in this program this spring. I think we made a good case about why this program should be kept, but we haven’t seen a good case made on why it should be closed.

➤ Herbert:

- Will talk to the Education Department regarding this program.

3. Test optional extension request

- Spurgin moved to support the 2-year extension; Marsili seconded; 20 yes; 1 no

4. Faculty sustainability metric discussion
 - Webinger: the metrics I proposed are individual metrics, not program metrics. For academic integrity, we need to give the chair the freedom to run some small classes.
5. Resolution to support staff:
 - Brossmann: The Staff was caught off guard when the announcement was made that they all need to be back to in the office by March 29. Having talked with multiple people on the Staff Council Executive Committee, my understanding is that no students filed any complaints. The staff is working with the administration to try and find a better resolution regarding the back-to-office order. Timing and vaccination availability are both concerns, but so is equity. multiple Staff Council members reached out to ask for a statement of support which need not offer any specific recommendations.
 - Joanna Marcia moved to pass the following statement: “Faculty Council pledges its support for the Staff in their efforts to find a fair and equitable resolution to concerns about requiring all Staff to return to the office by March 29, 2021.” Deniz Durmuz seconded; 19 yes, 2 no
6. Minutes of 2/3/2021 meeting approved by acclamation
7. Announcements –
 - a) Grievances: two on-going grievances both resolved, the FC have successfully dealt with 3 grievances this year.
 - b) UCRA – 2 open slots vacated by the retirement of Gerry Weinstein and Elizabeth Swenson. Desmond Kwan volunteered for one of the slot till the end of this year, which was unanimously approved.
 - c) Administrative Assistant awards: need 3-5 volunteers to evaluate applications. Joanna Marcia, Mark Waner, Yi Shang volunteered
8. Discussion of hardship amendment: The Board of directors are voting on faculty’s counter proposals today. Their vote is unknown so far. Brent asked to make a 15-minute presentation before the vote. This request was not approved. FC will need 10 individual requests to hold a Special meeting to discuss the hardship amendment.