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*School of Arts and Sciences,  
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**Dr. Julia Young**  
*School of Arts & Sciences,  
History*

## May Meeting Minutes

Presiding: Binh Q. Tran, FA President  
Date/Time: May 21, 2020 @ 1:00PM  
Attendance: There were 82 participants on the call  
Location: Meeting was conducted via zoom video call

The meeting was called to order at 1pm.

A meeting agenda was proposed. Motion to approve agenda unanimously carried.

Roll Call of Schools:

- Faculty from the following 11 schools were present: Arts & Sciences, Business, Canon Law, Engineering, Law, Music, Drama & Art, NCSSS, Nursing, Philosophy, and TRS

Impact of Spring 2020 Sudden Transition to Online Teaching

- Some faculty had to use their own resources to allow remote teaching from home such as set up of home offices, purchase of computers, printing supplies, etc.
  - Action Item: A suggestion is for faculty to ask their Senators to raise the issues of faculty reimbursement for expenses
- No way to proctor assessments/exams
- Music/Drama/Art: Several students unable to perform masters/doctoral recitals
- Nursing- inability of clinical agencies to accommodate students necessitated rapid development of virtual clinical simulation strategies
- NCSSS- challenges similar to nursing with limitation of clinical field experiences; guidance from accrediting bodies helpful. Many doctoral defenses were successfully conducted in a virtual format.
- Center for Teaching Excellence (CTE) surveyed faculty found re: remote teaching training provided in March and 80% of findings were positive. CTE is planning further online teaching training opportunities to prepare for fall.

- Nursing & NCSSS- Many faculty were already prepared to teach online & course content already in place for remote teaching. NCSSS noted multiple dissertation defenses were successfully conducted online.

### **May 2020 CUA FA Survey Results:**

- Bar graph displays of faculty survey responses was shared. Qualitative replies were compiled and distributed prior to this meeting. There were nearly 100 responses to the survey. The University's 3-phase Covid response plan with meeting participants.
- Question raised about the response rate to FA survey. Reply: estimated response is about 33%.
- Action Item: A final survey report will be posted on the CUA Faculty Assembly website.

### **Austerity Measures:**

- The Covid-19 response 3 phase plan was announced by President Garvey at a recent Academic Senate meeting without any prior warning or discussion with the Academic Senate Chair. The 3-phase plan (A-B-C responses) was also shared by the administration with CoFEW and the Academic Senate Budget Committee.
- Phase A response plan is in effect now. In early June, enrollment data will impact administration's decision re: implementation of the phase B/C plan. This 3-phase plan was not "approved" or voted on by the Academic Senate
- Implementation of Phase B is likely, and probably Phase C. Rob Spector (CFO) did meet with the Academic Senate Budget Committee Chair and walked him through the Phase A-B-C plan.
- CoFEW made a plea not to impact lower paid faculty and also not to decrement retiring faculty who have already lost retirement funds. Asked that if Phase B & C are going to be implemented that the administration meet again with CoFEW. CoFEW was not asked to approve any of these plans, they were only shared.

### **Furlough Discussion:**

- How much money will the University save if the current plan to furlough faculty is implemented?
  - Answer: No info currently available.
- What is meant by furlough?
  - Some faculty felt Furlough=salary reduction, but you keep your benefits. Some confusion about expectations of being required to work during a furlough.
  - A 2-week furlough averages out to 3.8% (over 52 weeks- 12 month payout). Over 8.5 months (34 weeks) would average out to ~6%.
- What amount of money does the University expect to save if Phases A, B, C are implemented? Phase A & B may cover the \$15 million; a need to implement Phase C is likely
  - Answer is unknown.
- Why can't furloughs for faculty happen in summer?

- Answer: Summer contracts have already been implemented. If staff are furloughed before July 31 they could collect unemployment benefits and \$600/week. Faculty furloughs would take place in fall, likely during Christmas/Spring breaks, after July 31, meaning that faculty would not be eligible for the same.
- Why is there a plan to implement faculty raises after furloughs?
  - Answer: The hope is that the cuts will be temporary and the raises long term.
- Why are financial predictions based only on incoming enrollment? Why is there nothing said about the potential of declining enrollment- upperclassmen might not return in the fall.

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**Discussion about executive salary reduction: (president 20%/provost & vice provosts 10%).**

- Faculty expressed this level of the executive pay cut (20%/10%) does not come close to the impact of proposed faculty salary reductions. Some perceive this as a token cut.
- How is the COVID response fund being used? Will any of it be diverted to help faculty?
- Has there been any discussion in the Senate to lower tuition? – Answer: No. It was dismissed.
- Does President Garvey pay to live in Nugent Hall?

**Additional questions about financial decision-making:**

- Where is \$130 million that was removed from endowment funds? Is this an unrestricted fund? Is it available to mitigate salary reductions?
- Are there \$10-11 million dollars in reserves?
- What is the total possible hit that faculty may have to endure? What is the ceiling for the salary reduction potential? How bad can it get? What if we do not return in the fall?
- Some estimates are if we are all online in the fall the \$15 million dollar deficit will expand to \$45 million. Is this true and what is the impact?
- What is meant by the “law school overhead contribution” that will be eliminated?
  - Answer: Refers to contributions to CUA operating budget; these were adjusted during 2008-09 law school enrollment declines.
- What does postponement of scheduled raises mean?
- Will contingent faculty raises be affected?
  - Not currently planned; some universities have reduced number of contingent faculty
- How will salary reductions for faculty on sabbatical be handled?
- How are travel funds affected?
- How are research funds affected?

Key concerns:

- Great concern was expressed about the lack of faculty input into the decision-making concerning austerity measures.
- Faculty need to advocate for transparency in financial decision-making.

- The way that the Phase A-B-C Covid response decisions were communicated to the Academic Senate was inappropriate and caught the Senate by surprise.

## **Reopening Concerns:**

- **The number one concern is safety. We have not heard enough about safety.**
- A recommendation was made to review recent articles in Atlantic and Chronicle regarding how other institutions have responded to COVID. These articles will be included in the next set of minutes. Includes “University Leaders are Failing” in the Chronicle.
- Many concerns and questions raised about sanitation and infection control issues. Will there be enough resources to provide infection control measures? What will be done about testing, contact tracing, PPE? Will testing be available on campus? What about potential outbreaks in the dorms. What will maintenance of sanitation mean for this University? CUA does not seem to have the necessary cleaning resources (cost, PPE, training).
- CUA seems to be way behind our peers in our COVID response.
- Some have heard the Provost say that the University will not be able to withstand if more than 20% of faculty
- Policies about infection control should be evidence- based.
- There is GREAT concern that no faculty were involved in the decisions around reopening, financial
- Deans were told to reach out and identify faculty to be placed on the Campus Wellness Committee. Has this happened?
  - Answer: Yes- The nursing dean is on this committee; she has asked a senior nursing faculty member to also serve on this committee
- It was suggested that the administration should survey faculty and ask what they are willing to do in the fall.
- Another faculty commented that HR will be sending all faculty a survey asking about work concerns. It is very important that faculty reply to this survey.
- The new instructional issues committee will be surveying faculty about teaching concerns.
- The administration should stop marginalizing the faculty voice.
- Do we have the capacity (faculty, space, housekeeping resources) to reopen? Shouldn't we be working on contingency plans?
- The decision to reopen has been based on fiscal concerns rather than health and safety concerns.
- Our long term future depends on how things are handled now.
- We may not be able to rely on numbers today for fall, because they are changing so rapidly.
- If faculty are going to have to work harder for less pay this may be the right time to ask the University to recognize the faculty as an institution.
- Concern also expressed about aging faculty being at higher risk for Covid.
- One faculty member has reached out to all incoming students to her department to emphasize that the quality of education at CUA if online, will be emphasized.

# FACULTY ASSEMBLY

Faculty Assembly Statement:

- A draft faculty statement to the University Covid response was shared.
- The CUA FA Executive Board will incorporate faculty concerns into a revised. If faculty wish anything else to be inserted in the CUA FA statement, they can send to a [CUAFacultyAssembly@gmail.com](mailto:CUAFacultyAssembly@gmail.com).

Meeting was adjourned at 3 PM.