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## Faculty Assembly Meeting

Minutes for July 16, 2020

The FA convened at 2 pm with a roll call of schools. There were 67 in attendance, including representatives of all schools except Business and Metropolitan College.

**Minutes** were posted to the Faculty Assembly website. Motion to approve the June FA minutes were **unanimously approved**.

**Agenda** items for the present meeting were reviewed: the status of international students, update on the actions of the Academic Senate; an enrollment update; discussion of recently announced austerity measures; and the fall instructional planning updates. Also on the agenda were the FA COVID Health Survey and open items.

**International Students:** Recent guidance by ICE (7/14) states that the status of international students reverted to its previous status, as it was in March, 2020, allowing international students to stay in the U.S. and study online. This rescinds the previous order released on 7/6, prohibiting international students participating in online only study from residing in the U.S.

It was suggested that the University could reach out to international students to be in touch with their embassies and to assist students returning to campus.

**Academic Senate Update:** Two resolutions approved by the Academic Senate were summarized by a board member. These and other Senate documents can be found in the Academic Senate Archive Shared Google Drive.

- The first affirmed the right of graduate students not to have work sprung on them; there should be a fourteen-day notice of additional work. The graduate students also should not be expected to take on more risk than faculty (e.g., by being in the classroom when the faculty member is remote) without the written consent of the student.
- The second resolution was that additional members of the faculty should be placed on any “educational, safety, and economic” committees for shared decision-making; it asks for greater Board of Trustees involvement to resolve the financial crisis; it states that alternative funding sources be considered before salary and benefits cuts; lastly, it resolves to allow instructors to decide their teaching mode for the fall semester during the pandemic.

At the Academic Senate, the provost affirmed for all faculty the right to choose for themselves the mode of instruction (online or in-person) as long as their Dean approves.

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**Enrollment update:** There are currently 659 new freshman enrollees; 850 is the target used for budgetary purposes. This is a yield of 13% percent and selectivity of 82%. This enrollment miss will impact the university's finances for the next 4 years. At the masters' level, enrollment is behind by ~20 students, and PhD student enrollment is on target with prior year pace.

**Austerity measures:** The University announced implementation of Group B austerity measures on June 23. The next level will include faculty salary cuts (not yet instituted) and a 3% cut in operations.

- The Budget and Planning Committee (BPC) submitted a proposal to the Senate in June proposing a graduated salary cut based upon pay ranges in order to protect the most vulnerable employees on campus. BPC met with President Garvey and VP for Finance and Treasurer Rob Specter to discuss this proposal along with other items. Some university units such as Student Life has had substantial growth, whereas academic areas have not received similar investments. BPC will continue to push this proposal.
- Discussion of Planning:
  - *Concerns were raised around the likelihood that we will move to Group C measures; cuts are impacting the core of the University, as opposed to student life.*
  - *Discussion arose around Scenario 2 (open campus with social distancing for fall) and Scenario 3 (open online for fall, social distance in spring).*
    - *The decision target date for Scenario 3 is 1 September. It is not known how the decision will be determined; the Executive Board of the Senate is now part of the Roadmap 20/21 Task Force, so we will know.*
- Next, there was a review of the proposed graduated salary cut proposal. A question arose as to how we, the faculty, can move this discussion forward around the proposed schema. Dr. Mack commented that the proposal has been submitted to the Senate, and it would be appropriate to press the issue.
  - A question was raised about the initial group A cut with salary cuts by the President (20%) and vice-presidents (10%). Currently, there is no indication that the upper administration is open to exploring the feasibility of proportionate cuts by salary level.
  - Dr. Martens (Senate Chair) confirmed that the proposed salary cut was in the report to the Senate in its last meeting, but there was no motion surrounding the proposal. The resolution can be found on the Senate Archive shared Google Drive. Dr. Martens reminds the FA that to bring a resolution for action by the Senate it should be sent through the Senators.

**Fall Instructional Planning Updates:** Plans are being made for residential reopening of campus for fall. It was noted that the CUA reopening plan has been approved by DC. Several discussion points arose:

- Some faculty remarked that it is an illusion to think we can safely reopen campus for fall instruction. COVID-19 cases are surging across the country.

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- A faculty raised the question of how many students will come back for fall. Have students been asked? This is somewhat unknown.
- The Center for Teaching Excellence is conducting training throughout the summer. Interested faculty should sign up through CTE's website. Training sessions are recorded and accessible for CUA instructors. Any training by CTE is available for anyone teaching at CUA, including graduate students.
- Classroom capacities: Faculty raised concerns about when we will find out about classroom capacities.
  - Faculty on the Instruction working group (WG) reported that as of July 1 the Registrar and Facilities has re-evaluated many classrooms considering social distancing requirements. The Provost's Office has asked deans regarding which courses can be moved online. Once this is completed, classrooms will be re-roomed for optimal utilization.

**FA Return-to-Work (R2W) Survey:** Preliminary results of the FA R2W survey were presented. The survey has only been available for 2 days, but already 63 responses have been submitted. Most input came from tenured faculty members.

- Responses to the survey show safety concerns. Faculty reported not being comfortable "returning to on-campus teaching." ~50% of respondents would prefer to work from home, i.e. conduct remote teaching. The stated reasons for this are as follows:
  - 33% say their risk of contracting the virus, or a family member's risk, is very high; 44% stated their risk is moderate.
  - Respondents also listed personal issues at 51.2% personal health and 49% have family members with health issues.
  - With respect to young children, childcare is an issue for 24.3% of the respondents; K-12 concerns for 20.9%; and it was noticed that we are not doing COVID and temperature screening.
- A representative from the Fall Instruction Team's Wellness WG shared the Committee's actions. The committee has 5 guiding principles: faculty health and safety; transparency and trust; faculty mastery; student needs; work-life balance.
  - Wellness WG has prepared a faculty survey to be sent to the faculty this week but it hasn't been sent out yet.
  - A Town Hall is being scheduled based upon faculty input to discuss Fall Instructional Planning. This will be an open forum led by co-chairs of the instructional groups.
  - Safety strategies: There was an extended discussion back and forth on the Wellness Committee about face covering.
    - Faculty shared concerns about what the faculty and administration's responsibility is to enforce face-covering. Many are worried about what we do in the case of students whose faces are not covered.
      - It was noted the university is working on a mask policy and student pledge; it is anticipated the university will have a policy by Monday July 27.
      - Dr. Martens, following up, noted that the coronavirus working group has discussed a policy around mask wearing. There is a working draft being

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developed. This probably needs to come before the Senate, which is meeting regularly this summer. Next week, we will know what the University's policy is.

- Faculty suggested we should have extra masks on hand in classrooms. This is a very fraught discussion involving the student affairs side of the University.
- Faculty raised concerns about poor ventilation in many classrooms.
- Questions were raised regarding when faculty will be informed about requests for online teaching. Deans were supposed to have recorded faculty requests for accommodations and have discussions with individual faculty. It was noted that honors instructors are free to elect online if they want to.
- Regarding contact tracing: several faculty noted the university is not planning for any contact tracing technology and there is no testing strategy being put in place.
  - Faculty raised concerns about accessibility of testing for faculty. Unavailability of testing for faculty testing is a great incentive to teach online.
- Students will be required to self-report symptoms.
  - It was noted that individual behavior matters. We have 18-22 year old students and we have to tell them they have to be responsible. We are at the mercy of how undergraduates behave.
  - A faculty noted that outbreaks at USC and UC Berkeley came from students socializing off campus.

Dr. Tran thanked the faculty for their attendance and the discussion. He noted that the next meeting of the Faculty Assembly will be on August 20.

The meeting was adjourned at 3:05.