

CLA Senate Meeting Minutes: Monday, September 18, 2017

1. Approval of the Agenda

Unanimously approved

2. Approval of Minutes

Unanimously approved

3. Moderator's Report

Welcome to new senators. Moderator explains the purview and governance procedures of the Senate and offers guidelines for approaching Senate duties and navigating Xythos. Asks Senators to note that the meeting location will change over the course of the semester and to refer to the schedule posted on the webpage for these locations.

In response to last year's survey of Senate duties, the Senate will continue to review course proposals but will deemphasize this so that it is no longer something the Senate spends the bulk of its time on. The Senate will trust the AAC to do its job and instead will largely consider issues of overlap with other departments to help avoid redundancy and/or competition between programs and look for trends that suggest changes in the larger curricula investments of the college. Redundancy in course offering is on the radar of the Provost's office (she has mentioned research methods courses in this capacity), so the Senate will need to pay attention this.

Senate formally constituted the Senate committees with the following changes:

- Joe Brown to replace Leila Farsakh as the representative for Political Science
- Yun Kim to replace Andrew Perumal as the representative for Economics for the fall
- Jason Von Ehrenkrook added as the department representative for Religious Studies and Classics
- Sylvia Mignon to replace Xiaogang Deng as the representative for sociology

Committees unanimously approved

4. Dean's Report

There has been an 11% increase in entering students in CLA, and the college has been a large contributor to the largest incoming class at UMB. This is coupled with a 6% decrease in returning CLA students; these are thought to be graduating students, not students choosing not to return.

The President's office has UMB under its thumb and has hired outside consultants to address budget and management issues. The Provost's office is working to correct this relationship and stop attacks on UMB from the President's office, but this negative attitude is making things difficult for the administration.

The university is within striking distance of reducing the deficit to \$5 million as requested (currently around \$6.5 million). This gap needs to be closed before department budgets can be determined, but there is no indication that CLA budgets from July won't hold up. There haven't been any new pressures to make further reductions in non-FSU employees, and it doesn't look like massive layoffs are coming to CLA at least for now. The Dean is aware of the

need for a quick resolution to the budget so that hiring can begin; he anticipates that the college will be able to make some replacement hires, but not many. He is arguing for quick budget resolution because of this need to hire replacement faculty. The Dean is hopeful that budgets for departments should be a bit better than last year. He expects to have the faculty research fund again this year and is hoping to be able to reinstate the travel fund this year.

Senator asks that as people retire, will departments be asked to replace lectures/senior lectures with contingent faculty? This may happen, but the Dean is pushing back against it as a cost-saving measure, as the AQUAD review stated that UMB must increase its proportion of tenure-line faculty.

Senator explains that some classes have gotten bigger this fall to deal with losses in faculty and budget cuts and asks if this will continue. The Dean's office will be putting pressure on departments to increase enrollments in smaller seminar classes to bring them in line with other places – we're teaching smaller classes and less than our competitors. However, if there is a sound pedagogical reason for keeping caps low, he's listening. But at the same time, if enrollments in the college keep increasing, this will be revisited.

Senator asks if there is a plan to improve TA training for TAs that come from outside the department. There is training at the beginning of the semester, but we need something that continues throughout the semester. Dean suggests that the Senate compile a task force.

5. Motions from the Academic Affairs Committee to approve the following New/Changes courses:

SOC 260: New

Unanimously Approved

6. Motions from the Majors, Honors and Special Programs Committee to approve:

Changes to Japanese Minor

Discussion: Changes will make the minor line it up with other minors in modern languages; it will be more flexible for students and easier to complete

Unanimously Approved

7. Discussion of Statement of CLA values/mission for website

Recap conversation from the spring. SEC proposes forming an ad hoc committee to draft/revise the statement in time for the Oct meeting. Senator proposes that we approve the draft as is now as an interim statement and then turn things over to the ad hoc committee to produce a more formal statement in order not to waste time. Senator raises an issue with the word "Islamophobia" on the grounds that it is exclusionary. "Islamophobia" is replaced with "religious discrimination" and the statement is unanimously approved as an interim measure.

Senate approves a volunteer ad hoc committee that will work on revising the statement and bring it back to the Senate for discussion at the October meeting.

8. Visit from Chancellor Barry Mills and Interim Provost Emily McDermott

Moderator welcomes Chancellor and Provost, explains that the Senate is the largest faculty senate on campus and is invested in working with the administration to improve

communication, transparency, and shared governance. Moderator explains some of the larger issues that the Senate has been addressing, including professional advisors and the new UDirect advising software.

Chancellor explains that there is imperfect data at UMB, which is making it hard to understand where the university is financially and make the best decisions about its future. The goal is to “get better” both financially and as a school. There are new people in new positions working on this “crisis opportunity.” UMB began the year with a \$30million deficit. Because of actions at the end of last year and refinements of the numbers, this has been reduced to \$18million. Chancellor is talking with various constituents – Deans, program heads, senior administrators but not individual faculty – about ways to be more efficient but still maintain commitment to faculty, teaching, students, graduate programs, and academic integrity. Provost’s office proposed a 10% hypothetical cut across the board to see what it would look like; it wasn’t enacted. The information suggested some pretty substantial proposed savings without having to compromise too much. Chancellor and Provost also looking at institutes and centers: to what extent should they be self-supporting and to what extent should they be funded as integral to the university? They are working on the principle that centers should be to a large extent self-supporting, but this is not a hard and fast rule. They are asking people to look at centers and institutes and are considering downsizing and closures. They are also considering cuts in marketing and A&F to get rid of redundancy in these support and service departments. They are also looking at grant writing – can this be centralized or does it need to be department/college specific? Overall, they are looking to centralize and streamline these services. The focus is largely on administration, and they are looking at senior administrators and other admin positions as well, including the \$8 million spent on temporary staff (not NTTs). The goal is to make the people who are essential permanent and let go those who aren’t.

The Chancellor expressed his investment in improving communication. His office is open and we should all feel free to talk with him about problems we see. He cannot talk with everyone, however, so he’s looking for Deans to get them to filter up information.

The Chancellor addressed the argument that UMB is actually running cash positive as raised by a recent report on the financial crisis. H explains that this is erroneous and has since been removed from the report – UMB is currently running negative or flat in terms of cash flow. There will be future budgetary issues, as the current deficit does not address depreciation in the substructure. The state has contributed \$80 million to this project but it requires much more, plus additional funds to rebuild the science center. UMB has gotten more than its fair share of capital funds from the state compared with other schools in the system, but the report on the financial crisis is correct that overall there has been a significant reduction in state support.

Senator asks what “better” means. We have heard rumors of department reviews – will there be faculty input on these reviews and on the criteria used to evaluate departments? Chancellor responds that they are currently mostly focused on administration, as things are too cumbersome and complicated. He will be working with the Provost to figure out how programs, especially graduate programs, can improve, but he’s not interested in “efficiency” –

this is a business concept that doesn't really apply here. Any such review is more about departments and programs meeting their own standards.

A Senator asks about the status of CPCS and the social work program. Chancellor responds that politically this is not the right time to bring new programs from UMB to the Board of Trustees, as the attitude on the Board right now means they're not inclined to approve new programs even if they're solid. We are still in conversations about CPCS – some are suggesting that it's time for the college, which is a shell, to go. Although it has been central to the social justice mission of UMB, this work is now happening in lots of places across the university. So, it is probably going to close, but such decisions aren't motivated by money. It is a question of thinking about how we simplify and improve ourselves.

Motion to adjourn at 4:06pm

Meeting officially adjourns but many senators stay to ask the Chancellor more questions.

Chancellor states that his focus is on the budget right now. He is waiting to sort this out before moving on to program review. He has asked Deans for the names of programs that really seem to be limping along, but so far, nothing has been done. Programs should be talking frankly with their Deans about what's working and what isn't. Realistically, the university will have to make some choices about what to support, especially since growth has been so rapid. Conversations and decisions should be made with the Dean, not the Chancellor. Quantitative and qualitative measures are important when determining what programs are going well. The Provost isn't really looking at undergraduate programs; maybe some certificate programs but no majors. There is significantly more field for consideration in graduate programs. However, talking about eliminating programs doesn't mean eliminating TT lines. TT faculty would be redeployed in other areas in their departments/college that are in need of support. This is related to the focus on resource allocation across the university; for example, can economists in McCormack School teach in CLA if they are qualified and there is a need for them? The Chancellor wants to open up room for such collaboration in teaching and research; it shouldn't be this difficult. The Provost is especially concerned about bringing resources back into CLA -- a lot of tenure stream resources leave CLA but nothing comes back. Wants to ensure this inequality is addressed.

Senator raises concerns about the administration treating all departments the same, as with the 10% cut – this doesn't consider how such cuts unevenly impact small departments or departments with low overhead (liberal arts). Senator expresses concerns over money wasted on technology to solve problems in other colleges that create new problems in CLA and/or erode faculty governance and/or relationships with students. Chancellor agrees that looking at technology and tech support is important but that investing in the right technology is also vital to the university.

Senator asks if the computer replacement program is being halted or the time period for replacements extended. Provost explains that it is currently on hold but won't be eliminated.

Remaining senators leave at 4:35pm.