

DEANS COUNCIL  
June 9, 2020  
Minutes

The Deans Council met electronically via Zoom on Tuesday, June 9 from 8:30-9:15 a.m. Those present were Austin Agho (Chair), Tammi Dice, Gail Dodge, Stuart Frazer, Kate Hawkins, David Metzger, Brian Payne, Kent Sandstrom, Ben Stuart, Jeff Tanner, Robert Wojtowicz, and Bonnie Van Lunen. Andy Casiello, Giovanna Genard, Renee Olander, and Elaine Pearson attended as guests.

Council members continued the discussion on the budget reduction for FY21. Elaine Pearson presented the strategies that could be used to achieve the reduction and the information on vacant positions. She noted that the amount that can be achieved by freezing vacant positions in Academic Affairs increased to approximately \$7M. Furloughs and adjustments to overload and adjunct costs have not been factored in yet. Increasing the savings by identifying additional vacant positions that can be frozen will reduce the number of furlough days needed. Austin Agho added that savings can also be achieved in reducing overload and adjunct costs.

Austin Agho stated that President Broderick has asked for a list of all vacant positions identified to be abolished, those to be frozen for FY21 and those to go forward for hiring along with the funding associated with each category. Elaine Pearson will send the Deans a list of their positions in these three categories.

Kate Hawkins asked about the concern some faculty have about their physical ability to handle an increased teaching load. Jeff Tanner said that faculty can reduce their workload to 80%, which would reduce their compensation to 80%, but still allow them to receive benefits. Austin Agho is drafting a letter to faculty and will share information about reduced teaching loads as well as the voluntary phased retirement policy and the results of the survey on possible budget saving strategies. Once there is more information to share about increased teaching loads and possible furloughs, a list of Frequently Asked Questions will be developed.

Gail Dodge asked what information will be considered by the Board of Visitors. Austin Agho replied that Greg DuBois will present the information on budget saving strategies to the Board. Information may include travel ban, furloughs, salary savings, faculty overload pay, and vacant positions. Other long-term budget saving strategies may be revisited later in the year.

Kent Sandstrom asked for clarification on how to protect junior faculty as we increase teaching loads. Austin Agho stated that some department chairs feel that we have already extended the probationary period by one year for junior faculty and the increased workload should be shared by all faculty, but his thinking is that we would not increase the workload of junior faculty beyond what it currently is. Bonnie Van Lunen added that she has junior faculty who are stepping up and asking how they can help.

Brian Payne stated that we need to also think of what students are going through. Academic Affairs and SEES will sponsor an initiative in July to ask faculty and staff to call students. This

effort will enable us to let the students know we care and identify those who need extra help. More information will be coming on this along with a request for volunteers.

Kent Sandstrom asked when staff will return to campus. Austin Agho said the return will be phased in. September Sanderlin is preparing information to send about the return to campus.