

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

Official Proceedings

October 6, 2021

Members Present: Mark Kornbluh, Provost and Senior Vice President for Academic Affairs; Linda Beale, President, Academic Senate; Leela Arava; Poonam Arya; Nicole Audritsh; Joan Beaudoin; Paul Beavers; Tamara Bray; Pynthia Caffee; Stephen Calkins; Stephanie Chastain; Wei Chen; Stephen Chrisomalis; Alan Dombkowski; Kelly Dormer; David Edelman; Brian Edwards; Erica Edwards; Jane Fitzgibbon; Andrew Fribley; Wanda Gibson-Scipio; Daniel Golodner; Siobhan Gregory; Xiaoyan Han; Robert Harr; Lance Heilbrun; Marisa Henderson; Michael Horn; Arun Iyer; Christine Jackson; Barbara Jones; Satinder Kaur; Pramod Khosla; Christine Knapp; Shelly Jo Kraft; Manoj Kulchania; Amy Latawiec; Jennifer Lewis; David Merolla; Georgia Michalopoulou; Carol Miller; Santanu Mitra; Ramzi Mohammad; Lisa O'Donnell; Shirley Papuga; Charles Parrish; Theresa Perlman; Shane Perrine; Sean Peters; Richard Pineau; Michele Porter; Avraham Raz; Shauna Reeves; Stella Resko; Robert Reynolds; Joseph Roche; Noreen Rossi; Brad Roth; Ali Salamey; Bo Shen; Naida Simon; Jennifer Stockdill; Elizabeth Stoycheff; Scott Tainsky; Wassim Tarraf; Ellen Tisdale; Ricardo Villarosa; William Volz; Le Yi Wang; Jennifer Wareham; Jeffrey Withey; Hossein Yarandi

Members Absent with Notice: Rachel Pawlowski; Krishna Rao Maddipati

Members Absent: Faisal Almufarrej; Paul Dubinsky; Karen MacDonell

Guests: Danielle Aubert; Marquita Chamblee; Boris Baltes; Heather Dillaway; Darin Ellis; Ahmad Ezzeddine; David Kessel; David Massaron; Mary Paquette-Abt; Karin Tarpenning

I. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of September 15, 2021. PASSED.

II. CONFIRMATION OF POLICY NOMINATIONS FOR VICE CHAIR AND PARLIAMENTARIAN

As stated in the bylaws, the Policy Committee nominates one of its members to serve as the vice chair of the Senate and nominates a member of the Senate to serve as parliamentarian.

- A. It was MOVED and SECONDED that the Senate confirm Noreen Rossi as the vice chair of the Senate for the 2021-2022 academic year,.
- B. It was MOVED and SECONDED that the Senate confirm Ricardo Villarosa as parliamentarian of the Senate for the 2021-2022 academic year.

III. AMENDED RESOLUTION SUPPORTING ESSENTIAL WORKERS

At the September 15 meeting the Senate passed a resolution honoring the essential workers at the university. For that meeting, Naida Simon had asked Human Resources to provide the names of the offices that worked on campus through the pandemic, but some groups were inadvertently overlooked. Policy Committee revised the resolution to acknowledge all the employees who were on campus during the pandemic. It was MOVED and SECONDED to APPROVE the resolution. The resolution PASSED unanimously as AMENDED. The resolution follows.

**Resolution Acknowledging the Tireless
Efforts of Employees and Staff During the
COVID-19 Pandemic**

WHEREAS the Wayne State University Academic Senate wishes to honor the “essential” employees and staff for their hard work over the past 18 months of the COVID-19 pandemic in keeping our campus community safe;

AND WHEREAS while most of our faculty and staff have been safe at home throughout the pandemic, many employees, including but not limited to the following groups of employees, have worked on campus helping to mitigate the impact of COVID-19: the Library System Staff, including Reuther archivists and staff; the Parking Operations and OneCard/Parking Service Center Staffs; the Wayne State Police Department; the Custodial Staff including custodians and janitors, supervisors and the associate director; Grounds Crews including groundskeepers and laborers, supervisors and the associate director; Engineering Staff including engineers, associate directors and the director; the Trades Staff including carpenters, electricians, laborers, painters, pipefitters, plumbers, key control managers, associate director and director; Human Resources; Payroll; Benefits; CFO/VP of Finance; Procurement; Mail Services; Risk Management; WDET; Housing and Dining; Bookstore and Student Center Staff; Department of Lab Animal Resources, including veterinary technicians and veterinarians; C&IT personnel; Research faculty and staff; and Clinical faculty and staff including Campus Health Center personnel, and faculty and staff in the medical, nursing, and allied health fields, including the Michigan Poison & Drug Information Center Staff;

AND WHEREAS essential employees and staff are responsible every day for keeping our campus healthy and safe and making sure that those of us working remotely receive our pay and benefits; that our campus buildings are clean and in repair, including repairing those buildings impacted because of flooding from the torrential rainstorms; that supplies and equipment are ordered and

received; that mail is received and delivered; and that many other important tasks too numerous to mention here are accomplished;

THEREFORE, BE IT RESOLVED

on behalf of the Academic Senate that we hereby offer all the Wayne State University essential workers, including but not limited to the above-listed specifically named groups of employees, our heartfelt appreciation and gratitude both for their important role in the WSU response to the COVID-19 pandemic and for their long-standing role in caring for the health and wellness of our students, faculty, academic staff and employees generally. A safe return to campus would be impossible without these incredible employees. Their efforts are a testament to what it means to be Warrior Strong.

**IV. INTRODUCTION OF DAVID
MASSARON, VICE PRESIDENT FOR
FINANCE AND BUSINESS
OPERATIONS.**

Provost Kornbluh welcomed David Massaron who assumed the position of vice president for finance and business operations on October 1, 2021. Massaron expressed his appreciation for the opportunity to serve the Wayne State community. He is exited and believes there are opportunities to improve how the university handles its budgets over the long term. He is especially interested in developing a multi-year budget process, so that the university is not merely budgeting for one year at a time. He noted that is also looks forward to working with the Senate.

Massaron began his career as a public finance lawyer in private practice. He worked for the city of Detroit and for the state of Michigan, with considerable effort on the state’s most recent budget.

Kornbluh also thanked Rebecca Cooke for her service as interim vice president for finance and business operations. He noted that he thinks Massaron's experience outside the university with the city and the state will benefit us greatly. We should be able to make changes to modernize our budgetary system and eliminate the annual budget cuts that the university has experienced in so many areas.

Erica Edwards asked Massaron to state his assessment of the university as it is now and how he thinks we can move forward. Massaron said that it is too early for him to give an assessment other than to say that there is considerable room for improvement. The annual budget process with continual cuts is not ideal, but the university has limited resources. Everyone involved would likely appreciate longer-term financial strategies. Providing institutional certainty as much as possible allows people to plan more effectively and efficiently. He suggested there is also room for improvement around transparency in policy decisions. It will be helpful if more people understand the cost drivers and how decisions are reached.

Massaron praised the Facilities Planning and Management staff, noting that their response to the recent campus flooding was impressive. He is also particularly impressed by risk management. Few of the entities with which he interacted on his prior job had the same level of protection and efficiency. It is a great team of people working hard to make the university more effective and get resources to the faculty and academic staff who are delivering the services. Nonetheless, some processes need to be modernized.

Stephen Calkins asked Massaron to comment on the fact that there have been flyers around the university indicating that some people were not pleased with Massaron's selection as vice president. Massaron replied that he has had a lengthy public practice, including any significant financing in the state over the last decade and ranging from the public lighting authority in Detroit to restructuring all the Chicago-Midway

debt. One of the transactions on which he worked was the Theragami Water Authority where he was the financial counsel. The authority was created to provide raw water to Flint and Genesee County, but he made no decisions and had no input as to the source of the raw water. The city of Flint had independent environmental counsel who was responsible for ensuring compliance with environmental law and a corporation counsel who reviewed those decisions. There have since been two complete investigations of the tragedy, and no questions have been raised about Massaron's role. Massaron noted that he had an active role in Detroit's restructuring and that has also made people unhappy and made him a target.

Beale asked if Massaron thought it possible to move to an all-funds budget rather than just General Fund budgeting. Massaron said that he believes the university needs to do that. Decisions are harder to understand without an all-funds budget, which provides a more complete picture of the institution. It is a priority, but it will require integrating a lot of data into our system, which will take time to accomplish.

Kornbluh thanked Massaron for attending the meeting and for his comments.

V. RESOLUTION SUPPORTING CHANGES TO CONCURRENT DEGREE PROGRAM REQUIREMENTS

Heather Dillaway, Associate Dean in the College of Liberal Arts and Sciences, explained the concurrent degree program proposal changes, noting that support comes from students, advisors and faculty. Students often choose to major in two different subjects to make themselves more competitive in the job market. If students major in two subjects with the same degree code (such as Bachelor of Arts), they have to complete a minimum of 120 credits. Students seeking concurrent degrees from across two different degree codes (such as both a Bachelor of Arts and a Bachelor of Science or another specialized degree) must complete a minimum of 150 credits. As a result of this

difference in requirements for double majors within a degree code and two majors across different degree codes requiring concurrent degrees, students needing concurrent degrees may face inequitable requirements. Depending on the majors students have chosen, they may find themselves unexpectedly needing more credits than they can afford or have time for. Advisors thus continually see students who would like to graduate with two majors that are located in different degree codes where the concurrent degree minimum credit increase in total credits required leads to abandonment of the goal. The College of Liberal Arts and Sciences proposal would remove the inequity and allow students to double major or receive concurrent degrees in whatever fields they would like by establishing a uniform minimum of 120 credits for either process.

Dillaway offered some examples. If a student chooses to major in history and English they have chosen two majors in the Bachelor of Arts category and can graduate with a double major after earning 120 credits. If a student chooses to major in criminal justice (a specialized degree) and political science (a Bachelor of Arts degree), the student has to accumulate 150 credit hours. Students don't often realize this when they are choosing their majors.

CLAS has sought support from faculty and deans in other schools and colleges. Faculty in CLAS, Engineering, Education, and Social Work support the proposed policy. The approval process is underway in the Mike Ilitch School of Business. Support from the Academic Senate is necessary to propose the revision to the Board of Governors, since it requires a statutory change to eliminate the part of the statute that requires 150 credits for concurrent degrees.

Joan Beaudoin asked why 30 additional credits were required for the concurrent degree. Dillaway said it might have been because of our residency rules. Students who transfer to Wayne State to complete their first undergraduate degree and students who come to Wayne for a second undergraduate degree (whether their first degree is from Wayne or another institution)

must complete at a minimum an additional 30 credits. There is, however, no institutional memory of the exact reason for the concurrent degree requirement.

In response to a question from Michele Porter, Dillaway said that a double major in a single degree code can be represented on a single diploma, but concurrent degrees (i.e., two majors with different degree codes) generally result in two diplomas. It may be possible to arrange for a single diploma with the Registrar and Provost's Office. The Registrar has been involved in the process since last fall. How the degrees would be coded has to be worked out with the Registrar but it is not expected to be a problem.

Porter also asked what the result would be when a student lacked only one course to graduate with the concurrent degrees. Dillaway said the student would have to choose between completing the course or graduating with only one degree—with the possibility of returning to complete a second degree for the other major (which would require an additional 30 credits).

Porter asked whether the change would extend the time to graduation. Dillaway noted that the proposal makes the minimum number of credits consistent for double majors or concurrent degrees, but it does not change or eliminate any academic standards or academic requirements. To complete two majors or two concurrent degrees, a student must complete all university, college, and major academic requirements for both majors or both degrees. The proposal merely reduces the minimum number of credits needed for a concurrent degree to be the same as the minimum of 120 credits needed for a double major.

Jennifer Stockdill suggested that the change might result in students taking more credits, which would also result in increasing tuition revenues. Everyone benefits whenever we can encourage students to take additional courses for more credentials.

Ricardo Villarosa noted that during his time in the Law School, students who received law and

business concurrent degrees received two diplomas. He asked whether students would be bound to complete both degrees if they later did not want to do so. Dillaway said no student would have to complete both degrees. If a student needs to graduate within a certain timeframe, the concurrent degree or double major is likely not to be of interest. Student who have a lot of credits but not enough for a second degree may however consider declaring a minor. There are many options, but the student will be the one making the decisions.

The vote to approve the proposed policy was taken and PASSED as presented. The resolution follows.

Resolution in Support of the Proposed Change to Concurrent Degree Requirements

WHEREAS inconsistent course codes can cause degree requirements to vary widely for concurrent degrees; and

WHEREAS the Wayne State University Academic Senate's Policy Committee received a presentation of the rationale and support for suggested changes to the university's concurrent undergraduate degree requirements, based on a proposal initiated by the College of Liberal Arts & Sciences and supported by the faculty of the various concerned schools and colleges; and

WHEREAS the Policy Committee is convinced that the proposal sets forth a fair and consistent policy for concurrent degrees without diminishing in any respect the standards, required courses, or educational value of either degree while at the same time facilitating the ability of an undergraduate student to undertake concurrent degrees, whether within the same school/college or in different schools/colleges; and

WHEREAS the Policy Committee has voted unanimously to put the concurrent degree proposal before the full Senate membership for approval to be communicated

to the Provost, President and Board of Governors;

THEREFORE, BE IT RESOLVED that the membership of the Wayne State University Academic Senate hereby heartily endorses the attached proposal for changes to the university's concurrent undergraduate degree requirements and urges the university administration and Board of Governors to act to make the required changes to the governing statutes.

Provost Kornbluh thanked Heather Dillaway for her diligence and perseverance on behalf of the students. Kornbluh will work with the Registrar to move the proposal forward. Dillaway thanked the Senate members for their support of our students.

VI. REPORT OF THE PROVOST'S PLANNED ACTIONS ON CERTAIN SOCIAL JUSTICE ACTION COMMITTEE RECOMMENDATIONS

Kornbluh stated that in coming to Wayne State he was excited by the tremendous engagement of the community in the Social Justice Action Committee (SJAC) conversations last spring. Faculty and staff participated in the work of the committees that resulted in an ambitious plan. One high priority plan is to reshape our university by multi-year cluster hires aimed at the full breadth of our mission to advance knowledge, prepare a diverse student body to thrive, and positively impact the local and global community. The idea is to have multi-track and multi-year cluster hires across all areas to build a more inclusive curriculum, expand research areas and better serve our community in Detroit and beyond. The cluster hires will span all the university's schools and colleges as we seek to expand diverse areas across campus that affect all aspects of African-American life, culture, history, health, and wellbeing. Kornbluh has set an ambitious goal of hiring as many as 50 faculty over a three-year period. This process will be different from the cluster hires in the past, in that faculty hired will have departmental homes that are relevant to their training, teaching

and research focus, and all colleges, departments, and schools will be asked to identify teaching, research, and engagement areas in which they need to expand. The search will be across all subject areas from African-American and African diaspora history to economics, health disparities, educational issues, race and the law. The goal is to have a more inclusive curriculum and to expand research goals.

A campus-wide steering committee will coordinate the process but hiring will be done by departments following normal hiring procedures at the department level. We will focus on research areas that expand people's knowledge of people of color and the issues that affect them. We will look for scholars who are committed to creating a more inclusive curriculum and who have experience and demonstrated commitment to teaching and mentoring underrepresented students and engaging in service to underrepresented populations. Kornbluh thinks Wayne State is ideally situated to attract faculty members in this area. Normally Kornbluh stated that he prefers to hire at the junior level but given our existing faculty these hires can be as assistant, associate, or full professors. We will hire some senior scholars to provide leadership and serve as mentors.

Part of this effort is to build a more inclusive support community for faculty and post-docs. The deans have called for a post-doc program that has some similarities to what the university had years ago. We would seek diverse faculty for a two-or three-year position as a post-doc with a guarantee of a tenure-track position if clear guidelines set at the time of hiring are met in the period as a post-doc. There are significant differences in how post-docs work across the disciplines, so in some areas these may be visiting assistant professors hires. The departments would recruit these individuals and provide a lead mentor and a mentoring committee. Mentoring and building a more inclusive environment is an important part of these efforts.

Provost Kornbluh turned the meeting over to Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer to discuss recommendations of the Social Justice Action Committee. One of those recommendations is to provide strong mentoring programs to support newly hired faculty from diverse groups and to make sure that we retain them. The intercultural education and training working group of the SJAC recommended that we hire a director of intercultural education and training: the position has been posted, and we expect to begin the search in about a month. Another of the findings from the diversity campus climate study of a few years ago was a need for more programming around DEI issues. The new director and Chamblee will co-lead intercultural education programs for faculty, staff, and students across the campus, working with offices such as the Office of Multicultural Student Engagement, the Office for Teaching and Learning, and with faculty and staff who have expertise in these areas. The goal is to help engage the campus community in formal and informal learning opportunities around DEI issues and concepts.

One of the key recommendations from the SJAC was creation of a DEI council of 47 members, composed of one faculty and one academic staff from each school and college and one individual from each of the divisions, as well as at-large members. The at-large members include representation from the Academic Senate and the Student Senate and other individuals. The council has already held two meetings in August and September. There are smaller working groups looking at specific areas. The group studying the hiring and retention of diverse employees is focusing on whether our policies, practices, and procedures allow us to attract and retain a diverse faculty and staff, with particular attention to our efforts on retention. This working group is co-chaired by the same people who co-chaired the similar SJAC subcommittee. The student equity group will look at barriers and challenges that keep students, particularly historically marginalized students, from being as successful as they can be at Wayne. Another group on metrics and evaluation will consider

what data can help us measure success in moving toward our DEI goals and objectives. The DEI strategic planning group will develop a template to allow schools, colleges, and divisions to develop their own DEI strategic plan, working closely to ensure that those processes align and work well with the university's overall plan. The working groups have been meeting regularly but in some ways they are just getting started, since there were 100 recommendations from the SJAC process. The groups are considering how to prioritize them within their areas to gain a sense of how they might actualize and expand on the work of the SJAC.

Another development is the expansion of the multicultural space on the 7th floor of the Student Center Building. The multicultural student engagement office which provides support for students from marginalized backgrounds, students of color, and LGBT students occupies a portion of the 7th floor but has outgrown its space. A significant space has become available on the floor that will allow us to create a truly multicultural floor. It will include the Center for Latino/a and Latin Studies, which will relocate from the Faculty Administration Building and a new Black student success initiative to support African American students with social and cultural programming. The 7th floor will be an engaged and connected space for students with diverse backgrounds to interconnect with one another in formal as well as informal ways.

Chamblee added that she will meet with the Academic Senate's DEI committee to offer input and to gain insight from the faculty and academic staff around DEI issues. She is looking forward to contributing to and benefiting from the group.

The Provost opened the floor for questions and comments.

Brad Roth asked if the hiring of faculty would begin in the next cycle so that faculty would begin in fall 2023. Kornbluh said that he hopes to move faster. He hopes to get the ads out this

semester. He thinks they will stay open through the summer.

Jennifer Stockdill asked if thought had been given to whether existing faculty could apply for research funds to expand their programs into new areas. We could start with a nucleus of faculty who are here who could be mentors to the new cohort of faculty. The faculty would have seed money to start a new program or project in their labs to initiate a new collaboration. It would help with the retention goals. It is not very easy for mid-career faculty in some departments to flourish, since it is much harder now get federal funding, they have usually spent their start-up funding, and mid-career faculty no longer enjoy a "benefit of the doubt" approach that exists for faculty in early career stages.. Creating such a research fund approach would be a nice way to support our existing faculty as well as provide a network of support people who already know the campus and the city and can get the initiative going.

The Provost said the university would do that for research, teaching, and engagement. The broader question about support for mid-career faculty is important. It is more expensive to bring in a new bench scientist than to help current faculty with projects and support in mid career.

Noreen Rossi commented that the university has tended to lose post-docs and visiting professors. The medical school has lost several who were writing grants for K awards or for career development awards because they could not include language in the application that a faculty position would be afforded to that person should they get the grant. Having sat on the study session of the National Institutes of Health, the Veterans Administration, and the American Heart Association, Rossi noted that she has seen that other institutions have language that provides that if the individual is given the grant, that person will be given a position. The medical school has lost valuable prospects that we had groomed. Rossi hopes there will be an overarching policy that spans the schools and colleges that deans and departments can follow.

Kornbluh said that the dean of the graduate school is cognizant of the problem and is preparing a document on the issue that will be shared with the Policy Committee soon.

Stockdill asked if thought had been given to the need to supporting graduate students in the target areas. They might enhance the hiring packages of the recruited faculty. Kornbluh said that will vary, in that it is an expected part of the start-up package in some disciplines. It would be part of the negotiations depending on how senior the person is and where we are competing in the market. Stockdill noted that there is a difference between a large start-up package to a new hire and the opportunity to have a fellowship that a person can apply for and include on their curriculum vita. The amount of money will be the same but the impact to a student will be more meaningful.

The Provost ended by suggesting that the new director of multicultural education, once on board, could address the Senate further on these matters.

VII. REPORT FROM THE SENATE PRESIDENT

Beale noted that much of the activity of the Policy Committee at the beginning of the semester is start-up activity. With the Provost's support, we have named Senate representatives from outside the schools involved to serve as part of the Provost's representation on the search committees for new deans of Engineering and Business that are expected to get underway this semester, and to serve on the 5-year review of the Library and Information Sciences system. We reconfirmed or selected new Senate representatives to serve on the Information Systems Management Committee, to serve as liaisons to the Senate standing Committees, and to serve as voting and alternate representatives to the Board of Governors standing committees. We developed charges to each of the standing committees, including the ad hoc DEI Committee, indicating higher priority items and suggesting additional items for review. We found a transitional chair for the ad hoc UROP committee who will serve beginning in the

winter term when current chair Brad Roth is on leave.

As members will note in reviewing the proceedings, the Policy Committee continues to consider how best to respond to the administration's content-based denial of use of a student listserve to the Student Senate to disseminate to the students it represents a statement on the Israeli-Palestinian conflict approved by a majority of the Student Senate members. Such content-based determinations could easily provide a precedent for similar handling of items more central to the functioning of both the Student Senate and the Academic Senate, and thus are of significant concern regarding due process and academic freedom.

We plan to reach out to Board of Governors members during the fall to ensure that there are strong communication channels between the Senate and BOG as provided in the BOG statute. The BOG in-person meeting held October 1, 2021 provided an initial opportunity to do that, and those efforts will continue.

That brings us to an important informational issue—the FY'22 General Fund and Auxiliary Budget approved by the Board of Governors at its October 1 meeting. When the Senate Budget Committee Chair Paul Beavers and I met with Rebecca Cooke and Dave Massaron last Tuesday, we learned that the university expected to eliminate a number of positions, about 1/4th of which were currently filled (having about \$1 million in salary or \$1.3 million with fringe benefits). Those positions were spread across the university and employee classes and included both management level and other employees. One result of their consultation with the Board in the week before the Board meeting on the first was the Board's desire that positions be eliminated through attrition when possible and that people be assisted in moving to open positions or jobs elsewhere. As a result, there was an additional million dollars added to the compensation reserves at central to cover holding these positions filled over a longer term.

Beale reviewed aspects of the state appropriation for fiscal year 2022. Some people thought the university would get some increase to the base budget; instead, the appropriation is an increase of 1% in one-time funds. The state is providing an additional 3.9% in one-time funds that will go into Wayne State's FY 2021 budget. All of the one-time funds for the state universities that have an earlier start to their fiscal year will go into their FY 2022 budgets. According to Rebecca Cooke, the interim chief financial officer, these one-time funds will be used to cover the one-time bonus payment negotiated in the recent contract.

Beale noted revenues for the FY were subject to multiple factors. The total state appropriation with the one-time amount is more than \$205 million, but the revenue from tuition and fees was reduced 1.3% from FY 2021 based on the approved 3.9% tuition increase and assumption of a 4% credit hour decline over the entire year. That assumption was made based on the census decline this fall. It is also assumed that indirect cost recovery funds will decline by 8%.

Beale then reviewed the university's projected expenditures, which include a 3% reduction in full-time faculty salaries compared with FY 2021. Beale noted that reduction likely stems from a combination of normal retirements and moves with additional losses of faculty due to pandemic stresses and morale issues, especially in the medical school. There are reductions in the budget for graduate assistants, part-time faculty, and non-academic personnel. The reductions in expenditures were 4.8% in schools and colleges; 1.3% in divisions; and 0.7% in other expenses. Even with these reductions, the university expects a budget shortfall of a little over \$10 million: that shortfall is expected to be covered wholly or in large part by the Higher Education Emergency Relief Fund (HEERF), federal funding the university will receive related to the pandemic. Last year's deficit was covered by the university's Rainy Day fund.

Beale noted that the reductions to the schools and colleges do not include details since there was not a complete budget book available.

Accordingly, there are no particulars regarding technical and differential tuition adjustments or funding a particular school may receive as part of a strategic initiative or other support. The reductions for individual schools and college range from a high of 8.9% for the College of Fine, Performing and Communication Arts to a low of 0.8% for the Law School.

Among the divisions, the Office of the General Counsel and the Office of Health Affairs are being held harmless. Some divisions have small reductions and others have larger reductions. The budget does provide, however, for a 2% across-the-board base salary increase for non-represented personnel. At the Board of Governors Budget Committee, Beale had noted the fact that the administration had emphasized not wanting to increase the structural deficit as a justification for providing only a one-time bonus rather than a base salary increase for faculty and academic staff in the recent contract negotiation. Nonetheless, the administration was willing to increase the structural deficit to provide this 2% base salary increase only for the non-represented personnel. Rebecca Cooke responded at the Board committee meeting that this was necessary because of the financial sacrifices non-represented personnel had made by going without pay increases in 2020-21, suffering senior staff pay cuts of 5% (10% for President Wilson) from mid-2020 to October 2, 2021, and 2021 furloughs, resulting in savings over the two years of \$4.4 million, at a time when faculty and academic staff received regular pay increases. Beale regrets repetition of a statement that faculty and academic staff made no financial sacrifice fails to understand the significant financial sacrifices made by faculty and academic staff even though they did receive across-the-board (and, in some cases, merit) increases. The pandemic created often overwhelming additional *unpaid* work for faculty and academic: from crash courses in use of the various technologies for their particular fields to attendance at seminars and pedagogical sessions that took significant time in addition to their normal activities; from preparation for remote classes that took substantially longer (in many cases up to three or four times the normal

time) to additional mentoring of students who were under significant stress and demanded even more time from caring faculty and staff; from hardware and software problems that complicated or took over daily routines to a multiplicity of new department, college, and university committee meetings that required additional time both to attend and to do the work connected with those committees. As a result, faculty and staff often worked double or triple hours for no pay whatsoever in order to meet the needs of students.

Stockdill asked what the dollar amount of the base salary increase for non-represented personnel was. She noted that in a plenary session last year, the administration had made similar statements suggesting that represented employees were held harmless, with the implication that they benefited from the pandemic. Kornbluh responded that in the meetings he has attended there has been enormous appreciation for the work done by faculty, academic staff, and the non-academic staff during this challenge. He noted that David Massaron has said he would provide the total cost for the non-represented personnel increases and that President Wilson had made a commitment to non-represented personnel that they would receive raises to 'catch up to unionized personnel' since they did not get raises for the past two years when represented personnel did receive raises. He added that while the budget shortfalls for fiscal years 2021 and 2022 have been resolved with one-time funding, the university will continue to face a growing structural deficit in the next five years, based on salary increases and projected increases in the cost of health care and utilities. This creates an ongoing challenge to increase revenues.

VIII. REPORT FROM THE CHAIR

Provost Kornbluh expressed his appreciation of the incredible cooperation across the whole campus in which people have balanced their work and personal challenges, whether that is having children at home or having relatives who are immunocompromised. Administration,

faculty, and staff have responded to individual needs. Everyone does understand that this has been an added burden and added cost on faculty and on faculty careers. Many faculty cannot travel to do research or cannot do certain types of research that are important to their own fields. No one can predict at this point what the winter term will be like. There will continue to be flexibility with regard to class modality, but Kornbluh urged the faculty to chance being in person if they are comfortable doing so. Clearly, if the pandemic is worse in the winter, faculty will be allowed to move their courses online, but the situation could well be considerably improved in the winter term. What is certain is that students are thrilled to be back on campus. Kornbluh and President Wilson had lunch with four students who had, among them, only two classes on campus. Yet these students are on campus every day because they want to be here. They use the Student Center, the libraries, the STEM building, and department spaces from which to attend classes. Students clearly crave being back on campus, so even though there is flexibility, Kornbluh hopes that faculty will try to meet the students with what is important to them and to all of us.

Ricardo Villarosa asked for clarification since different messages have circulated about class modality expectations. Some suggest flexibility to work with department chairs, but others have said that no one can teach 100% online. Kornbluh responded that a message went out that day that the university is *not* preventing people from teaching 100% online. The faculty, he said, are most knowledgeable pedagogically about teaching in their disciplines. We recognize that we are in a very difficult health situation and faculty have different circumstances so there is flexibility. Departments have been asked to work out what is best for their situations. Students appreciate that the faculty try to do what is best for students and feel good about how the faculty have treated them through this time.

The Provost added that he expects that there will be a vaccine mandate for all faculty and academic for the winter term. All non-academic

staff had to fulfill the mandate for the fall to either get vaccinated or get an approved waiver.

There being no further business, the meeting adjourned at 3:35.

Respectfully submitted,

A handwritten signature in cursive script that reads "Linda M. Beale". The signature is written in black ink and has a fluid, connected style.

Linda M. Beale
President, Academic Senate