Faculty Council Meeting Minutes   Sept 30, 2024
Gould-Simpson 904

Attendees:
Ross Buchan (Chair, MCB), Paul Goodman (Co-Chair, CT-Earth), Cynthia Anhalt
(CS-Other), Bryan Black (LTRR), Alex Burant (CT-Phys/Space), Xiquan Dong (HAS), Sam
Gralla (Physics), Florian Hafner (CT-NC&B), Heidi Hamann, Psychology (online), Christopher
Hamilton, Planetary Sciences (online); Aneta Keilar (SLHS), Tynan Lazarus (CT-Math/CS);
Todd Proebsting (Comp Sci), Jeff Pyun (CBC), Scott Saleska, EEB (online), Carlos Vargas
(AS/SO), Shankar Venkataramani (Math); Susan Bridgewater (Manager, Faculty Affairs), Brad
Story (Assoc. Dean Faculty Affairs); Dean Carmie Garzione (Dean, College of Science)

Not in attendance:
Haijiang Cai (Neuroscience), Brenda Frye (CS-Steward), Nicole Leitner (CT-Life)

At 3:30, Chair Buchan called the meeting to order.

Welcome (Ross Buchan)
Introductions (All)
For new members & webinar attendees: How the FC votes –
- Resolutions to the Dean
  - On-line, post discussion, anonymous, simple majority (quorum = ?)
- Procedural matters only require a majority of attendees during meeting unless anyone
  present calls for a full FC vote

How the FC members are elected
- Departments elect as they see fit (14 positions)
- Career Track (5 positions), organized by the CoS administration (i.e. Susan)
- Continuing Status (1 or 2 positions – Steward + Other as needed), organized by the CoS
  administration (i.e. Susan)

Ross encouraged all members, especially new members, to "reach out to our constituents" for
    matters of importance and ideas about shared governance and effective communication
    between faculty and the CoS
Ross requested that all FC members summarize and report back on their constituents' priorities
    by Oct 18, so that we can determine if and which new subcommittees are required
The DEI and Transparency Subcommittees will continue this year
FC members are encouraged to volunteer for the subcommittees that are important to them and
    their constituents
The Chair and Co-Chair will meet with subcommittee chairs between FC meetings to help set the
    agenda for full meetings

Todd Proebsting asked how the FC concerns & responsibilities differ from those of the
    Department Heads with respect to DEI issues, etc.
Ross & Carmie responded that the College and the Dean seek to share "best practices" across
    departments, and to provide a venue for 'shared governance" for faculty that is outside of the

departmental structures, and (not said, but the point was) that it's easier and more efficient to emulate success than to have to re-invent it

Jeff Pyun stated that he felt the purpose of the FC should be to figure out why different departments succeed or have trouble with common departmental functions, and to help those departments that need it

Carmie said that the FC has been moving in this direction, identifying successful traits where they exist and is beginning to establish the structures for cross-departmental sharing

Carmie presented the College's Vision & Strategic Plan

She skipped the specific metrics in her presentation in order to focus on the Ernst & Young (EY) report.

Dean Garzione **volunteered** to have EY review our practices in order to:
1. More efficient
2. Understand rising costs and expenses
3. Evaluate the UA CoS relative to its national peers
4. Document the organizational structure of UA CoS relative to its peers
5. Provide a strategy for investment under the current budget circumstances

Dean summarized report as:
- Nearly all metrics improved between 2019 and 2023
- The CoS has ~1350 SCH per FTE which is (higher than average among our peers)
- Restricted funds are defined as external funding (from grants for specific projects)
- UA CoS outperforms its peers wrt External Funding
- UA CoS has lower than average Faculty-to-Staff ratios
- The staff contribution is important (critical) to research
- UA CoS has the highest student-to-faculty ratio of our peers (21:1 v 12-20:1 range)

Dean Garzione expressed a need for centralization of common core CoS function – this is how the Cos can support departments with lower business/financial support

My paraphrase: Our budgetary problems grew from a lack of transparency and nimbleness"

The issue now is "how to grow without hiring additional staff?" that the budget will not allow for

A Committee of Department Heads and Business Staff is reviewing the EY recommendations and the Dean hopes that the unredacted portions will be made generally available in mid-October

Dean Garzione has hope for the future and positioning of the COS over the next 2 years

She/we have impressed on CFO Arnold that CoS is a "net source of revenue", and the EY report and recommendations support this assessment

The Dean pointed out that there has been a general lack of awareness among the faculty of the connection between the CoS (and departmental) enrollments and SCH and the CoS finances

Dean Garzione noted that "74% of the CoS budget shortfall was directly attributable to increased salary costs"

Jeff Pyun said that he "found it hard to believe the EY report" and that it "looked too rosy"

Carmie said her "big picture" understanding was that the CoS most needs "efficiency" from an operational perspective

Tynan, Chair of the "Workload and Transparency" committee last year reported that the committee members surveyed nearly all the departments in CoS, and identified inconsistencies wrt transparency of teaching loads (within departments), salaries, and service commitments

- They met with the Department Heads about teaching loads and now every department makes its own teaching load each semester available to its own faculty
- The WL&T committee also identified "salary transparency" as an issue, but this issue became moot as UA salaries are now publicly available at:
  - https://www.openthebooks.com/arizona-state-employees/?Year_S=0&F_Min_Amount_S=0&F_Max_Amount_S=15358884&Emp_S=University%20of%20Arizona%20%28Tucson%29
- The WL&T committee determined that "Service" encompasses a much wider range of self-reported activities. The subcommittee concluded that making "service commitments" more transparent would be significantly more difficult to standardize/quantify and that we should probably just make the self-reported service work of each faculty member available to the other members of their department.

Tynan also noted, as the representative of Career Track faculty in Math and Comp Sci, that the CT faculty are "concerned" that they are bearing the brunt of the budgetary troubles through increased teaching loads (mostly on them) to satisfy the demand for more SCH. Impending faculty attrition through retirements will make the situation worse, and the lack of support for new hires is raising concern.

Carlos, Chair of the DEI subcommittee, recapped the efforts and activities of the subcommittee for last year.
He reiterated that the consensus drawn by the FC DEI subcommittee was that the departments hoped that the CoS could have an "Associate Dean for DEI" or equivalent to help departments improve their own policies and implementation. However, Carlos also acknowledged, and Dean Garzione agreed, that there are no funds to create and hire such a position.

Chair Buchan (Ross) then asked if (or stated that) DEI materials and best practices could be transferred internally and used to augment individual departmental policies

Ross enquired if FC members would like to have more social and informal gathering opportunities to facilitate in person discussion of issues out with meeting times. This will be taken up by the Communication, Community Building and Social Committee.

The Chair ended the meeting