

Academic Assembly Meeting No. 2
Monday September 21, 2020
2:05 – 3:35 pm, Zoom Meeting

MINUTES

Attendance: Angie Jenkins, Chris Paul, Connie Anthony, Kathleen La Voy, Felipe Anaya, Frank Shih, Gregory Silverman, Holly Ferraro, Kate Koppelman, Katie Oliveras, Khalee Kiazolu, Kirsten Thompson, Margit McGuire, Mark Taylor, Mimi Cheng, Patrick Murphy, Robin Narruhn, Rose Murphy, Russ Powell, Sarah Bee, Shane Martin, Yancy Dominick

Guests: Agnieszka Miguel, Allison Meyer, Ben Howe, Carlos De Mello e Souza, David Arnesen, David Green, Donna Teevan Dylan Helliwell, Kimberly Gawlik, Hye-Kyung Kang, Kathleen Jones, Katie Kuder, Michael Quinn, Sonia Barrios Tinoco, Sven Arvidson, Teodora Shuman, Yitan Li

Minutes taken by Lindsey Nakatani

I. AcA Agenda Approval/Meeting Minute Approval

2:05 – 2:10

- a. **Motion:** Move to approve meeting Agenda for 9/21/20. Seconded. **VOTE:** Approve 12, Opposed: 0, Abstentions: 0.
 - i. **Motion is passed** – 9/21/20 Agenda is approved.
- b. **Motion:** Move to approve meeting minutes from 6/8/20. Seconded. **VOTE:** Approve: 11, Opposed: 0, Abstentions: 1.
 - i. **Motion is passed** – 6/8/20 Meeting Minutes approved.
- c. **Motion:** Move to approve meeting minutes from 9/14/20. Seconded. **VOTE:** Approve: 11, Opposed: 0, Abstentions: 2.
 - i. **Motion is passed** – 9/14/20 Meeting Minutes approved.

II. Faculty Accommodations Group Motion

2:10 – 2:50

- a. **Original Motion:** “Move that AcA set up a working group of about seven volunteers who are on the 21 September Zoom call to report to the president with recommendations for what AcA should do to accommodate the special challenges faced by faculty in the wake of instability and additional work wrought by COVID-19. Time sensitive recommendations to AcA should be made by Monday, 5 October and any additional items should be brought to AcA by Monday, 19 October.” (redrafted from original motion made by Kate Koppelman and proposed via AcA Canvas site by Chris Paul on 9/16/20)
- b. **Friendly Amendment to Original Motion:** (as proposed by Kirsten Thompson via email dated 9/20/2020) “Move to substitute for the pending motion by Kate Koppelman the following: That the Faculty Welfare Committee, in consultation with the Staff Council, develop and report back recommendations before the end of the quarter on the following questions:
 - Whether the option for faculty to delay/put on hold tenure and promotion processes should be extended through the entirety of AY 20-21;
 - Whether faculty who have taken or will take sabbatical during in the active Covid-19 environment should be allowed to acknowledge, on their sabbatical reports, any inability to complete the work they applied for without recrimination;
 - Whether faculty with child- or dependent-care obligations should be exempt from service obligations for the entirety of AY 20-21 should they choose that option;
 - Whether depending upon the budget situation, APRs should be either halted for AY 20-21 (except for those who are choosing to proceed on a tenure/promotion clock), or become

reflective only; and whether, if a faculty member chooses (or is required) to complete an APR, they should be allowed to adjust their percentages of teaching, research, and scholarship to account for the work they actually did;

- Whether faculty should be allowed to reduce their workload (go to PT status) without losing tenure/status and without losing benefits, recognizing that such a model is already at work in the College of Nursing (Modified Full-time Status) and is being considered by the College of Arts and Sciences on a limited basis;
- Whether the University should waive the office hour requirement listed in the Faculty Handbook (Section III.E) to account for an online environment;
- Whether staff who have no childcare should be allowed to take a leave of absence without losing benefits; and
- Whether HR should begin working on a list of affordable childcare providers in the area and *in areas where faculty actually live*;

as well as any other questions related to the foregoing that the Committee, in consultation with the Staff Council, believes should also be addressed.”

- c. **Motion:** Move to amend the friendly amendment to adjust deadline for report back to October 5th, 2020. Any determinations or recommendations would have to be brought before the AcA for further discussion, and this expediency necessitates adjustment of the deadline. Seconded. **VOTE:** Approve: 14, Opposed: 0, Abstentions: 0.
- i. **Motion is passed** – The deadline for report back from either the FWC or an ad hoc working group, has been amended to October 5th, 2020.
- d. **Motion:** Move to accept the friendly amendment language proposed by Kirsten Thompson (as amended above), in place of the original motion language proposed by Chris Paul and Kate Koppelman. Seconded. **VOTE:** Approve: 7, Opposed: 6, Abstentions: 0.
- i. **Motion is passed** – The friendly amendment language is approved.
- e. **Motion:** Move to adopt the friendly amendment language and refer the motion charge to the Faculty Welfare Committee. Seconded. **VOTE:** Approve: 12, Opposed: 1, Abstentions: 0.
- i. **Motion is passed** – The motion is adopted and will be referred to the Faculty Welfare Committee.

Discussion on Motion and Amendments:

- f. The friendly amendment stipulates that the motion originally moved by Kate Koppelman be referred to the existing Faculty Welfare Committee (FWC).
- g. Faculty members feels that many of the proposed items for consideration listed in the motion language are Dean action items. The Provost and Deans should be addressing these issues. These issues seem mainly academic in nature and have very little or nothing to do with HR, staff, or anyone else. Faculty would like to see the original motion referred to a working group and not the Faculty Welfare Committee (FWC).
- h. When these concerns were addressed in the spring quarter, faculty accommodations were not made or announced by the FWC and questions the need to send this question to the committee now, especially with the majority of the accommodations being extremely time sensitive. The AcA has not seen any work results from the committee to date and, ideally, any accommodations would need to come within the next couple of weeks.

- i. Agreement that these decisions will, ultimately be decided by the Deans. There is a willingness from the Provost's Office to listen to these concerns and sets the precedent for collaboration and action. Faculty member would like to stress that it is too late to report back by the end of the quarter. The FWC is not responsible for considering emergent accommodations. A working group might be a better fit for the job, as an ad hoc group is more flexible. Faculty would like to remind everyone that the proposed ideas for considerations may not be what the working group decides to focus on. The main goal is to address the need for faculty care. SU faculty have been asked to go above and beyond to care for the students and yet have not seen the same care in return from the university.
- j. Robert's Rules specify that standing committees are a way to gain ongoing, deep knowledge and attention to issues, such as, faculty welfare. Faculty agrees that the FWC should be meeting and meeting frequently and this issue provides the perfect opportunity to start that work. There is nothing barring the FWC from making expedient considerations. Faculty would strongly urge consideration of this friendly amendment.
- k. Staff have, effectively, been asked to double their workload. The issue is that the longer it takes to move on some of the possible accommodations the more work will fall on already overworked staff. Staff are currently overworked for a variety of reasons. Fast action is even more necessary now that rooming has begun for WQ.
- l. *Who is currently on the Faculty Welfare Committee?* There are 3 faculty from CAS and 3 from Albers. Current Membership Roster: Tina Zamora (ASB), Matt Isaac (ASB), Connie Anthony (CAS), Peter Collins (CAS), Katya Emm (ASB). The Faculty Welfare Committee has not been meeting due to COVID-19.
- m. The Provost welcomes collaborating with the AcA through either the FWC or an ad hoc working group, to jointly respond to the faculty's current situation. The Provost believes that a lot of good things could be achieved through either body. The new bylaws of the AcA are in effect, and therefore the FWC's prior agenda or work should not speak to its ability to undertake this task.
- n. *Who would be appointed to the working group if this task is not referred to the standing committee?* The motion language indicates that an ad hoc group would be populated by volunteers from within the AcA in attendance at today's meet. *Why not ask for volunteers from the entire faculty body and give them time to be a part of this consideration? Wouldn't this make the process more inclusive? If expediency is the main driver, then why not use the standing committee that is already populated?*
- o. Faculty member supports the creation of an ad hoc working group because when the FWC was formed, the need to consider these kinds of accommodations was not on the committee's agenda. The creation of this working group provides the opportunity to find people who have an interest or particular expertise in this area. This would be preferable than referring to a committee that was constructed for a different reason.
- p. *If the AcA went outside the AcA membership to populate a committee, would it have to go through Committee on Committees (ConC)?* Yes, for all committees with faculty members, the selection process goes through the ConC.
- q. *What happens to recommendations brought forward by either group?* Either group will simply report back to the AcA with recommendations. It will then be up to the AcA to adopt any or all the recommendations made.
- r. The ConC chair would like to introduce representatives from other colleges as the FWC is currently, only populated by Albers and CAS faculty. The ConC will address this immediately. Should there be a specific number of members? No, not for the creation of a working group.

- s. *Would focusing on adding members to the FWC ruin the urgent nature of the motion's timeline?*
- t. *Does modifying the membership of the FWC require an alteration to the bylaws?* The FWC was formed before the current bylaws were in effect so technically the FWC is not in compliance with the current bylaws. The ConC would like to bring the membership up to date in terms of both member numbers (12 members are required by the AcA Bylaws) and the diversity/college representation on the committee. The ConC Chair would suggest that the AcA make a call for volunteers from those schools not currently represented on the FWC.
- u. The AcA will refer the question of the FWC membership to the ConC.

III. Faculty Handbook Update/Request

2:50 – 2:52

- a. The Faculty Handbook is up for a substantial overhaul every 5 years. There are already potential changes coming from the NTT Committee, a series of proposals coming from the Advance Grant and larger structural changes in the works from both the APPR and Calendar Working Groups that will need to be addressed in the Faculty Handbook. The FHRC is anticipating a 2-year timeline to make these large, substantial changes. The FHRC Chair would like to solicit input from the AcA membership about the anticipated timeline and process for faculty input in this process. The AcA could consider holding online fora, circulating a call for specific proposals (deadline February 1st, 2021), etc. to gain faculty input into the process.

Discussion/Comments:

- b. This is not a regular year, and the faculty member would like to see the AcA pause and prioritize issues relating to the unprecedented circumstances currently weighing upon all SU community members. The faculty member suggested that more pressing issues could be addressed first.

IV. Announcements from the AcA President

2:52 – 2:53

- a. The AcA has voted to phase out its Canvas site and will now conduct all work via Microsoft Teams.
- b. AcA members are asked to please send the AcA Secretary their shipping address if they would like to receive a copy of the newest edition of Robert's Rules.

V. Executive Session, AcA members only – Provost Report

2:53 – 3:15

- a. The AcA and Provost met in executive session to discuss the Provost's Evaluation Results.

VI. Executive Session, AcA members only – Small Group Work, Discussion & Brainstorming

3:15 – 3:35

- a. AcA members met in small groups to brainstorm action items, prioritize tasks and discuss process for the 20-21 academic year.