



## Plenary Session

May 13, 2020 – Zoom – 3:00 pm

### MINUTES

Present: Faculty Senate Members and Guests

Adams, Amy  
Adams, Jamie  
Affuso, Ermanno  
Beebe, Alex  
Bunch, Jaclyn  
Bryan, Valerie  
Cesarini, Pat  
Carr, Philip  
Cravers, Candice  
Cleary, John  
Cole, Sonya  
Copeland, Donna  
Cowley, Chris  
Cravin, Candice  
Dadzie, Charlene  
Davis, Tara  
Delmas, Peggy  
Dillian, Todd  
Feldvoss, Joerg  
Ficarino, Ashleigh  
Freed, C  
Fregeau, Laureen  
Forbes, David  
Foster, Joshua  
Gecewicz, Chimene  
Gibbs, Diane  
Godang, Romulus  
Gossett, Nicholas  
Grant, Terry  
Grassman  
Halbrooks, John  
Hall, R  
Harmon, Charles

Hartin, Charles  
Henry, Alison  
Hossain, Mohammad  
Huang, Ying  
Hudson, Geoffrey  
Hudson, S.  
Hutto, Daphne  
Johnson, Rosanna  
Keshock, Christopher  
Latif, Saeed  
Lemley, Trey  
Lewis, Chrystal  
Lewis, Drew  
Lin, Mike  
Lindeman, Christina  
Lynch, Colleen  
Madden, Ellen  
Magnin, Sarah-Koon  
Malozzi, Christopher  
Mark, Patricia  
Merrill  
McAdams, Erin  
McCready, Susan  
McGilvary, Stephanie  
McKinney, Dawn  
McMullan, Taralyn  
Mockett, R  
Morrow, Allison  
Myers, Charlene  
O'Connor, Tracy  
Pennywell, Gwendolyn  
Pai, Sachin  
Parker, C  
Pelekanos, Sharon

Ponnambalam, Ananthasekar  
 Powell, Jonathan  
 Prakash, Aishwarya  
 Raczkowski, Christopher  
 Ravine, Terry  
 Reed, Dedra  
 Rhinehart, Jason  
 Roddy, Lisa  
 Rowell, Thomas  
 Taylor, Candice  
 Thompson, Christina  
 Thompson, Tara  
 Sayner, Sarah  
 Schrenk, Sarah  
 Scott, Shanda  
 Schwartz, Neil  
 Shepard, Beth  
 Sittig, Scott

Spencer, Edmund  
 Sturm, Terri Ann  
 Swanzy, Debra  
 Sweeney, Bob  
 Thompson, Tara  
 Turnipseed, David  
 Vandewaa, Elizabeth  
 Vidal, R  
 Webb, Brett  
 Weber, David  
 Whitener, Brian  
 Wilson, Ellen  
 Windom, Mike  
 Wingate, Sandra  
 Woodmansee, Brenda  
 Young, Stephen

- Call to Order: 3:03 pm
- Approval of Minutes: MMSA with edits
- Approval of Agenda: MMSA
- President's Report
  - CARES Act-Approximately 5.7 million dollars is available for student support. Eligibility for students are enrollment in a class on campus and demonstrate a need (having applied for federal student aid or FASFA).
    - Currently, 3500 students have applied for funding. The deadline for applications is May 18, 2020. Recommendations for letting students know that the funding is available if they did not already know and to apply for the funds as soon as possible because the deadline is nearing soon.
  - PTO Donation Program-Information for the PTO Donation Program can be found on the HR website if faculty have any questions.
  - Promotion and Tenure
    - The tenure extension for life events for a year that is currently in the Faculty Handbook includes the COVID-19 as a life event. The policy allows for one life event, if one is being taken currently or one has been taken, this (COVID-19) could qualify as a second life event.
    - Promotions and tenure decisions that are already in progress are moving forward and raises will be honored by August 15.
- Faculty Survey-Recommendations to please fill out the faculty survey, the deadline for completing the survey is June 1<sup>st</sup>.
- Committee Reports- There are no committee reports.
- Pay Reduction

- Budget and losses of about 8 million by the end of the summer are projected. Costs for housing and dining reimbursement, moving off campus, and restructuring of tuition for summer are some of the expenses included in the revenue losses.
- The 4.5% pay cut for all 12month faculty and staff with a salary more than \$30,000 equates to approximately 1 day off a month and is projected to save about 1.8-1.9 million dollars.
- Several plans were evaluated before the decision was made to adopt the current decision for the pay cut. This is a short-term decision that will be re-evaluated by August.
- Any losses from the Healthsystem were reported to not affect the University side. The Healthsystem has a separate cost savings plan that has already been implemented.
- Discussion included what happens with retirement benefits and social security based on the current pay cuts.
- Reopening of Campus
  - Plans for fall reopening were reported to be in the process and should finalized by the end of this week or the beginning of next week for planning purposes.
  - There are nine subcommittees on the reopening committee and the Executive committee has requested that a list of members of the committees be communicated and whether communication can be posted for accessibility. Final reports, however, if posted will be fluid as changes in enrollment etc. can change the posted reports
  - The current plan for re-opening is that classes in the fall will be that classes will be delivered in a blended format; however, classes should be prepared to go fully online for remote instruction in the event that classes will have to be moved to fully online.
  - The University definition of fully online is asynchronous and discussion on defining the differences of asynchronous and synchronous learning for both faculty and students was recommended.
- Breakout Group Discussions
  - Faculty sent to breakout rooms (groups) to discuss the following questions related to reopening of the campus and report back to the larger group:
    - What are your concerns from a faculty perspective with blended and online courses?
    - What are your concerns with social distancing and safety during the fall term?
    - What are your concerns from a student perspective with blended and online courses?
      - Faculty concerns included issues with childcare, elder care, and possible isolation because of work in the hospital that may cause exposure to COVID-19. Other concerns faculty included whether there would be some leniency with the evaluation tool on the perceptions of teaching considering whether classes will be taught differently than the original class is designed to be taught.

- Safety was discussed as a concern related to the plan for social distancing, traffic control of students within the building, masking, and who would police it, and cleaning/sanitation practices. Recommendations were to have a classroom-to-classroom survey for planning purposes. Also, with concern is virtual office hours and space within offices with faculty sharing offices which makes it difficult for faculty to practice social distancing.
  - Concerns related to student perspectives included the tuition rate and what it will be for fall term. Early communication may help parents and students plan for future enrollment.
- Other

Adjournment: MMSA 4:57 pm

Minutes transcribed by Donna Copeland