

**Faculty Senate Meeting Summary Notes**  
**11am, Zoom meeting**  
**Special Session: 4/20/2020**

**Present:** (Please note due to the large number of individuals on the call it was difficult to keep up with attendance, if I have missed anyone please let me know), Louise Nicholson, Justin Fruehauf, Todd Pinkham, Chad Kauffman, Mark Lennon, Nadar Mohamed, Mohamed Benbourenane, Candice Riley, Mario Majcen, Susan Ryan, Kaddour Boukaabar, Heidi Dolobach, Olaniyi Iyiola, Gina Boff, Jesse Eiben, Ahmet Akgun, John Staszal, April Wright, Jeanne Fazekas, Wendy Batts, Lisa Kovalchick, Mathilda Spencer, Justin Barroner, Peter Cormas, Paul Sible, Joshua Chiarelli, James Hoover, Vamsi Borra, Kristen Schaffner, Loring Prest, Jayna Bonfini, Michael Perrotti, Thomas Mueller, Nicole Evanick, Peter Heh, Libby Larsen, Stephanie Adam, Aleksandra Prokic, Carolyn Wass, Mark Lennon, Ellen West, Cassandra Kuba, Candice, Riley Candice, Andea Cencich, Carrie Elkin, Linda Pina, Robin Weaver, Bob Mehalik, Mary O'Connor, Kathy Morouse, Kimberly Vanderlaan, Ryan Sittler, Craig Smith, Mario Majcen, President Jones, Provost Barnhart

**Call to Order**

1. Review/Approval of 4/2/2020 Summary Notes- deferred

**Old Business**

2. **Faculty Senate Administration Evaluations Subcommittee-** deferred
3. **Shared Governance Issues – Strategic Plans -** deferred
4. **Shared Governance Evaluation (Middle States, Standard VII)-** deferred
5. **By-Law update and Student Government Representation-** deferred

**New Business**

6. **Guests:** President Jones & Provost Barnhart,  
**Topic** Proposed Reorganization of colleges and departments.
  - President Jones and Provost Barnhart, addressed questions submitted to the executive committee prior to the meeting, as well as, live chat questions
  - Questions focused on various elements surrounding the proposed reorganization plan. Topics such as:
    - Why was faculty input not sought until this late given the planning of this reorganization was initiated in the late fall.
    - What was the ultimate goal of the re-organization plan?

- Where cuts in administration and the non-academic side of CalU considered when developing the reorganization plan?
- Why does administration believe that Assistant Deans were needed?
- Why could the fiscal resources being be directed back to the departments/faculty rather than in creating Assistant Dean positions.
- Could consolidation of departments be considered to a lesser degree (allowing more department to remain than was reflected in the plan).
- Why does it appear that this plan is being fast-tracked to implementation?
- Were unique needs of departments considered relative to maintaining outside accreditation when developing the reorganization plan.
- How will administration ensure equitable treatment of all program particularly in larger proposed departments as sheer faculty numbers in department could risk preferential treatment of some programs.
- How will fairness in equity be protected relative to tenure, promotion, departmental committee i.e. curriculum & evaluation
- How will equity and fairness be ensured in providing faculty opportunities to serve on university committees as this is a valuable component for evaluation, tenure, and promotion.
- Is the plan for this reorganization plan to be presented to the board of trustee in June- answer yes.
- Will programs be put in moratorium?
- Will fall classes be required to be conducted in an online format
- Will consideration be given to suggestions to re-arrange the proposed departments to follow academic logic
- Rather than focusing of cost savings what effort is administration placing on plans to grow revenue
- How does administration envision faculty of programs to complete the nonteaching and advisement work of the department with the loss of Coordinator WKEs and Chair WKEs?
- What is the plan to notify students of the reorganization plan
- Will Calu drop SAT and ACT requirements
- Will courses that have previously been cut be added back to the schedule should enrollment dictate the need for more sections
- A statement was made concerning student retention: According to the student success office, the three most relevant factors for attracting and retaining students come down to programs, courses offered, advisement. In other words, every area controlled by faculty.
- Why is the university still committing 2 million in funding for building renovation to accommodate a program that doesn't even require a degree in Pennsylvania?

In summary, per President Jones and Provost Barnhart the reorganization plan was developed to support the university's sustainability plan. The university had been required to provide a 5-year sustainability plan but given the Covid-19 outbreak this

time-frame was changed to a 2-year sustainability plan. The Provost and Deans did initiate development of this plan in late fall, early spring but then Covid-19 occurred which delayed opening the plan to faculty for input. Administration does intend to present this plan to the Board of Trustees in June for approval and adoption effective in the fall. Administration does not wish to implement any changes which could endanger accreditation issues. Tuition is not being raised for 2020-21. The university did not raise tuition last year nor will they raise tuition this year. These factors combined with the Covid-19 outbreak, concerns about how the pandemic will impact enrollment, as well as, in general rising costs with diminished funding are contributing factors to the reorganization effort. Additionally, administration defended its position on maintaining some specific administrative roles and initiatives. Provost Barnhart and President Jones invited all faculty to email them concerning any additional questions and/or suggestions they may have relative to the reorganization plan.

For any faculty interested, B. Mehalik, R. Weaver, L. Prest will continue to collect questions not addressed during the meeting which will then be forwarded on to President Jones and Provost Barnhart.

Craig Smith stayed on the line after President Jones and Provost Barnhart left the meeting to entertain questions.

#### **Announcements - deferred**

- Meet & Discuss next week

**Adjournment – 12:25 pm**