



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 1st.
- 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