

UFAC Meeting Minutes August 23, 2021

Meeting Participants: Randy Reif (at-large, Chair), Eric Bonds (CAS, Secretary), Caitie Finlayson (at-large), Lance Gentry (COB), Jennifer Barry (at-large), and Kyle Schultz (COE)

Election of Officers: Randy Reif will serve throughout the year as Chair. Eric Bonds will serve as Secretary.

Schedule of Next Meetings for the Semester: We will continue to meet on Mondays at 4:00 on the following dates:

- October 4th
- November 8th
- December 6th (if needed)

Chair Evaluation Process: Dean Mellinger met with Dr. Reif to discuss concerns about a lack of clarity in the chair evaluation process, which could require changes to the faculty handbook. In order to gain more insight into concerns about this process and what kinds of handbook changes might be needed, we will all discuss this issue with our respective chairs (and chairs might want to discuss this issue themselves at their upcoming meeting). With additional knowledge, we will better understand how to move forward.

Equity Study: We haven't heard anything yet about the proposed faculty equity study from the Office of the Provost. Dr. Barry will put together a Google document and share resources for the committee so we can begin developing clear recommendations about what this study should look like. After we have these recommendations, we will request a meeting with the Provost.

Concerns About the Allocation of Space on the University: Several faculty members have spoken to one of our committee members in order to share concerns regarding the allocation of space on campus. There seems to be a lack of transparency and faculty participation in this decision-making. It is unclear who exactly makes decisions about the allocation of campus spaces. If it is a committee, it isn't widely known who serves on it. Faculty have attempted to email administrators about the allocation of space on campus, but their emails haven't been returned.

Dr. Finlayson will put together a Google Document for UFAC committee members in order to develop recommendations that can be shared with the UFC. Specifically, we would like to encourage more transparency and elected-faculty representation in campus space decision-making.

Concerns About Faculty Morale: Members of the UFAC discussed concerns about low morale among faculty, especially about what it might mean to work in a "shrinking" institution. We

discussed that one positive way to deal with less students would be through a reduction in teaching loads. This is certainly something that would boost morale.