

**Report to Faculty Assembly – May 2020**

Meeting held May 15, 2020 (via Microsoft Teams)

Attending members: Christine Robinson Coon (Co-Chair), Scott Van Ness (Co-Chair), Laura Eurich (Co-Chair Elect), Jennifer Eltringham, Nicole Huber, Christopher Malec, Daniel Olson; and Michelle Brown (guest)

- **Faculty Representative Assembly (FRA) Announcements per April Meeting**

- Venkat Reddy, Chancellor:
  - Focuses mainly on budget:
    - Leadership considering three scenarios (5, 10, and 20% reduction in revenue); looking at cuts in areas such as travel, operational, and eventually furloughs; top UCCS officers taking furlough versus pay cuts (chancellor, VCs, provosts, etc.);
    - At this time, not considering furloughs for those making less than \$60,000;
    - Regents meet at end of May; expecting them to announce no tuition or compensation increases;
    - Anyone with ideas for leadership about how to deal with budget cuts encouraged to voice ideas to Deans on campus
- Tom Christensen, Provost:
  - Faculty survey regarding remote learning: Tom urges participation in survey, as it will guide some leadership decisions;
  - Focuses mainly on answering questions about Fall semester
- Chuck Litchfield, Vice Chancellor Administration and Finance
  - Focuses on enrollment and budget:
    - summer numbers up by 2% at this point, but could change;
    - Fall numbers down by 20%; if doesn't improve in next few weeks leadership will focus on improving (to 10%) or sustaining this number;
    - Limited good news: leadership has some reserve ("rainy day") funds; base funding line for promotion has not been affected as this point;
    - total revenues will likely be down in fall, especially auxiliaries, such as dining and residential halls, which are supposed to self-sustaining, so unfortunately will be negatively affected;
    - Budget deficit may increase dramatically, so balancing some options for reducing costs: furniture and technology, utilities (e.g., HVAC), maintenance (e.g., postponing some repairs), phone lines, support and aid for students, hiring ("critical hires" only);
    - eventually looking at compensation impacts, including furloughs

- Beth Daniels, LAS Representative:
  - Reports she is leading a Task Force focused on faculty experiences with COVID and how pandemic affecting various faculty and their research; task force formed because of discussions on campus about faculty members (possibly more women) having to provide students with a lot of caregiving during the pandemic and how this potentially impacted their ability to conduct research;
  - Faculty should email Beth if want to be involved: edaniels@uccs.edu
- Andrea Hutchins, Educational Policy and University Standards (EPUS) Chair:
  - Revised grade forgiveness policy draft based on input and further discussion
  - will introduce another draft to FRA in fall;
  - Norah Mazel (former NTTF member and NTTF Committee member) will be interim chair of EPUS in fall;
  - [Note: Suzanne Cook, former, long-time NTTF Committee member will begin serving on EPUS beginning July 1]
- **Third Promotional Tier and Titles**
  - Christine: emailed Provost Christensen about need to protect promotional opportunities for NTTF; need all colleges to use language in bylaws that accepts nonconsecutive “semesters” at UCCS versus requiring consecutive “years” at UCCS when instructors apply for promotion; this would also serve to allow NTTF to take semesters off for various reasons (e.g., maternity, disability) without being penalized;
    - She reminded Tom about this during FRA meeting; he agrees this should be addressed;
    - Christine suggests committee email Dean’s directly about this issue
  - Christine: At FRA meeting, asks Andrea (EPUS Chair) to continue pressing for the return to APS #5060 and the addition of a third promotional tier for NTTF; Monique French (CU system EPUS) said she will stay on top of this issue, as well
- **Report on Survey of NTTF Results and Uncompensated Merit Adjustments**
  - Christine: will email draft to committee for comments before July 1st
  - Christine: reports the P&B committee had Provost Christensen as guest at May meeting, so discussions merit adjustments postponed until next academic year
- **Future NTTF Events**
  - Laura: committee will discuss future events next year once have better sense of how pandemic will affect campus operations and faculty
- **Lecturer Survey and Research**
  - committee decides to revisit their plan next AY due to the pandemic
- **NTTF Rights and Responsibilities Document**
  - plans for working on this document got derailed due to the pandemic
  - Christine: will comment on current version before July 1st
- **NTTF Committee Member Roles for next AY**
  - All current members, aside from Christine, will return next AY (beginning July 1st)
  - Michelle Brown will fill open seat as LAS representative on committee; committee warmly welcomes her

- Laura is currently Co-Chair Elect; becomes Co-Chair on July 1st
- Committee unanimously elects Scott to serve as Co-chair with Laura for next year
- Chris, technology officer: will update NTTF website accordingly on July 1st
- **Open Discussion**
  - Briefly discuss logistics for first meeting in fall
  - Discuss input from various students at end of semester; many students may choose to apply to a regional school versus returning to UCCS campus or participating in remote learning; GPS courses feeling impact of low enrollment
  - Jennifer: Library was last to close due to pandemic and will likely be first to open; committee discusses potential risks to our colleagues at library when engaging with materials and people
  - Laura: proposes a toast to thank Christine for her service on the committee (who says she will miss fellow committee members—a great group of people)
- Meeting Adjourns

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