Minutes Chairs Cabinet
1 May 2020

Members Present:
Rod Bagley, James Brown, Lee Cagley, Chad Gasta, Deborah Hauptmann, Caroline Hayes, William Jenks, Christine King, Ruth McDonald, Dan Nettleton, Joshua Rosenbloom, Carl Weims;

Ex Officio: Dawn Bratsch-Prince, Jonathan Sturm, Carol Faber

Guest: Laura Doering and Bonnie Whalen

Meeting called to order at 8:15am.

1. Welcome by Caroline Hayes and approval of previous meeting minutes taken by William Jenks.

2. Faculty Senate Update by Jonathan Sturm:
   Jonathan’s final meeting as Senate President. Carol Faber President elect, gavel passes next week.
   Issues presented:
   Spoke about 5% budget cut / consequences positive position moving forward in spite of the current budget situation. Crisis VS recovery / confirms support and leadership from Provost office / RPA council etc. / expressed faculty concerns being discussed in the Senate for being abandoned and ill supported at this crucial time.
   Presented new policy procedures regarding adjustments to course drops & grading and how this will be managed.
   Classroom inclusivity remains an important issue. Asks for the university to continue this message and support faculty in this effort.
   WorkDay and COVID - generating huge ‘red-tape’ problems.

3. Guest: Laura Doering and Bonnie Whalen
   Generally difficult presentation due to uncertainties.
   - Bonnie: Financial Projection methodology is ‘blown’ this year (voice breaking up), registration, admissions funnel is hard to predict - tuition questions due to potential for online semester.... Through phone calls to students, incoming, continuing, information from parents, faculty, etc. trying to compile this information and give projections.... Original predictions had nothing to do the COVID effects.....
   - Laura: Enrollment - new students: high school, seeing an upward trend. International is looking poor if students are not already in country / transfer numbers trending downward / grad numbers fairly stable. Enrollment declines, our poos are smaller... so trending is related to this. Summer numbers look low, fall numbers as well....

   - Thanks to all chairs / faculty for the work they are doing: Spring 2020 we have fewer number of students withdrawing and fewer students dropping courses than the last two spring semester.
Bonnie: ... projection numbers play a large role in budget projections and forecasting. Trying to keep a pulse on state revenue as well as tuition.... Legislature adjourned prior to approving a budget... etc - so many unknowns
- March information, pre COVID... team working to find funding relief for students and the institution. FEMA process - intensive paper work on something also without precedent for FEMA. Working to develop FY21 budget without enough information.

Q&A from Chairs followed moving too quickly to record with accuracy. (DH)

4. Open Discussion (full cabinet)
   Items/Comments
   Enrollment management task force.
   Questioning the right size for the university. Concerns that a growth strategy alone will not solve the universities financial problems (cannot grow our way out of this argument). Equally, departments can we flip between too many students and too few making the FTE balance (teacher/student ratio) impossible to maintain.
   Additionally, attempting growth without accommodating with physical space is simply not a sustainable approach.
   Budget cuts that come almost yearly are gutting programs whose budgets are primarily teaching FTE based. Real people, real lives....
   Character of Departments are being destroyed, reputations bankrupted in one to two short years.
   If we gut PhD programs, quality of faculty will diminish.
   Potentially losing our AAU status will create a mass exodus of research talent.
   End of open discussion
   (suggestion to get us together before end of semester)

5. Provost Office Update: Dawn Bratsch-Prince
   A sincere, open and sympathetic response to all points in the open discussion was delivered by Dawn.

   Information delivered included the following topics and comments:
   - Provost issued a budget memo (21 April) - freezing renovations / looking at online instruction to see if there are incentives there for generating revenue.
   - We are not going back in time - we will be doing differently, this will have a permanent impact on us.
   - We were already looking at ta 5% cut before the pandemic crisis - deans were planning this even though most chairs and faculty had not been informed yet.
   - There will be no tuition increase
- RE: Term Faculty: Clarify existing language in FH - Timeline for renewals / term may be able to adjust - flexibility, if we can achieve it, may help chairs with decisions regarding job terminations.
- Financial exigency or program closure would be necessary to terminate or break contracts with faculty.
- We cannot force at risk faculty or students to come to campus!
- Differential tuition (2 25 min. rec. II) remains in place
- Partner accommodation hiring - will be continued so as to recruit good faculty.

“This crisis will come and go, but how we treat our students and staff will be remembered”. DB-P

Final comments from the chairs:

This is going to have a long-term impact on research faculty!
Continuing comments and expressed concerns about ongoing research continued for half an hour.

Meeting adjourned at 9:40 AM

Minutes: Deborah Hauptmann
Note:
The conversations in this particular meeting became so rapid and dynamic that it was impossible to verbatim accuracy in these minutes.
The above is an account of the points, topic and issues as raised and discussed without the support of the nuanced conversations actually taking place at this most unusual time.