

**Arts & Sciences Chairs Meeting**  
**Tuesday, May 7, 2019**  
**9:00-10:30 am, Madera 2381**  
**Minutes**

In attendance: Sean Anderson, Blake Gillespie, Christina Smith, Beatrice de Oca, Jim Meriwether, Colleen Delaney, Sean Kelly, Lynette Landry, Ivona Grzegorzcyk, Luke Matjas, Stephen Clark, Nancy Mazingo, Simone Aloisio, Cindy Wyels, Stephanie Guerrero, Chanda Cunningham-Spence, Dean Kohli, Provost Say, Kirk England

Absent: Sean Carswell, Michael Soltys

### **I. Provost Say**

Provost Say and Kirk England attended the Arts and Sciences Chairs meeting. Say spoke to the chairs about a variety of issues, and below is a summary of her comments.

#### *Tenure Track Lines and Lecturer Conversions*

Say opened the conversation with discussion of hiring, which is currently a big challenge at CI. \$2.9 million was received by the campus and one third of these funds must go to hiring new faculty per the Chancellor. Campus is currently ahead with six new hires last year which cost \$981,000. Say encouraged the chairs to keep in mind that when we hire new faculty, we also have to pay start up and benefits in addition to salary. Approximately \$1.5 million went into Academic Affairs (AA) for new hires with \$519,000 rolled over from last year. This still will not cover all four new positions mentioned since our salaries are higher than other campuses in the CSU. Recession is predicted within the next few years and we have to prepare. We cannot hire faculty lines on one-time dollars and should be mindful that lifetime costs for an Assistant Professor through retirement is a little over \$1 million.

Say assured chairs that there are no intentions of pushing lecturers out. However, lecturers cannot just be converted and should apply for permanent positions. The campus must follow the contractual process. Chairs were encouraged to write Position Descriptions that lecturers feel comfortable applying for. As you know, we get funding based on growth. This year is the first time in a number of years we have gotten new FTES funding. We have allocated an additional twelve conversions (central money as well as converting part-time dollars). We are not going to do all twelve searches in one year; perhaps we'll do five conversions this year and more the following.

#### *Reassigned Time, Independent Study and SFRs*

We are projected for less than 2% growth this year because our enrollments are down. We are not sure what will happen next year. There is currently an issue of reassignment. AA spent \$1.5 million on faculty reassignment, which does not include chairs' reassigned time. If we can reduce that, more money can go back into what we want. \$1 million in reassigned time would bring in staff people to do work that faculty should not have to do. A lot of money is going out right now that isn't being accounted for.

Accounting for reassigned time is generally a concern. For example, people doing independent study are not actually inputting grades or showing students enrolled, which creates problems for a potential audit.

We have now built in reassigned time to the budget so we can better track how it is being used and ensure that it is accurately reported.

Provost Say said, “It is not my intention to indicate that all we care about is having tenure-track faculty in the classroom for 12 WTUS. What I am saying is that a portion of reassigned time is not being accounted for. If faculty are getting reassigned time, I want to know what for, how many units, where does the funding come from, and does the chair know you are doing it? For the first time we are building reassigned time into the AA budget and it will not come out of the college budget.

In assigning SFRs, I looked at what you achieved last year and raised two tenths of a percent. I am not setting limits, I am giving funded SFRs to the Deans and asking them to work with it. I’m really happy about the budget this year. I was able to persuade the President for backup funding, meaning that if you meet your target and classes are full, you can ask the Dean for additional funding to open classes. I was just at a systemwide meeting with all Provosts and there is envious awareness regarding how CI is funded. We are funded at a higher level per student than any other. There is current pressure to change how CI is being funded as a new campus: we are not “new” anymore. There are going to be calls to do something about our SFRs and the need to be more accountable with resources that we have. We need to find a middle ground that works for everyone.

#### Communication and Long-term Planning

I have been trying to get a handle on things the last three months. Academic leadership must have these conversations with regards to academic planning and visioning for the future. AA will be hosting workshops all next year in hopes of starting these big-picture planning conversations. We are currently working on a six-year planning document with budget attached to it. We do not have money to do everything, so let’s figure out what is most important to you. This is going to take time sitting down and working together. If you are willing to do that, I am willing. If you would like to sit down over the summer, I am open to doing so.”

## **II. Debrief**

After Provost Say and Kirk England left the meeting, Chairs debriefed with further comments and concerns about future academic planning, FTES and SFRs. Dean Kohli assured chairs that we need to move forward and be mindful that the schedule meets targets. We have been supporting unfunded FTES historically. Kohli asked chairs to come meet with her on an individual basis in order to come to an understanding so that we can come together as a school. Chairs reiterated that they have asked for specific responses to Budget memo and have yet to be provided any.