CHALLENGING TIMES

• ENROLLMENT DROP
• POST (?) COVID CHALLENGES
• SIGNIFICANTLY EVOLVED WORK
• ONGOING DEIBJ CHALLENGES
• GREATER COMPLIANCE REQUIREMENTS
IT WAS HARD BEFORE THIS

• BEING CHAIR IS A CHALLENGING JOB EVEN IN GOOD TIMES

• THANK YOU FOR YOUR EFFORTS TO ADDRESS
  • STUDENT NEEDS
  • FACULTY NEEDS
  • PROGRAM NEEDS
  • UNIVERSITY NEEDS

• SATISFYING THESE EVEN IN THE BEST OF TIMES IS NOT EASY
FEWER STUDENTS = FEWER CLASSES

- We cannot offer the same amount of work that we did with higher enrollment
  - Stewards of state resources
  - B.O.T. redistribution of resources plan will take money away
  - Fewer students means less tuition
- We saw it this year, next year will be even harder
22-23 ACADEMIC YEAR

• APPROXIMATELY 1/3 OF OUR LECTURERS THIS YEAR DID NOT HAVE THEIR ENTITLEMENT MET
  • RANGE OF SHORTFALL: 1 WTU – 14 WTU
  • AVERAGE SHORTFALL: 3+ WTU
  • ENTITLEMENTS WILL DROP FOR 23-24 FOR MANY, LOST FOR OTHERS (ONLY TAUGHT 1 TERM)
  • NO 3Y FT LECTURERS WERE IMPACTED IN 22-23

• CHAIRS DID A GREAT JOB OF REACHING OUT TO ME WITH QUESTIONS
23-24 Academic Year

- Allocated WTU for programs shows more challenges ahead
- Schedules built, offers being made
- CBA provides a framework for how these difficult decisions are made (12.29)
  - It does not get rid of hard decisions
- Still very early in the cycle. Many things affect available work. No promises, but typically work increases for lecturers as we approach start of term
HOW TO SUPPORT YOUR LECTURERS

- **EMPLOYEE ASSISTANCE PROGRAM** – A BENEFIT TO ALL EMPLOYEES
- **BENEFITS OFFICE** – DISCUSS HOW CHANGES MIGHT AFFECT HEALTH AND OTHER BENEFITS
- **DEAN OR AVP** – DON’T FEAR THE WARM HANDOFF. LAST THING WE WANT IS INCORRECT INFO TO BE SHARED.
OTHER HINTS

- DON'T WAIT FOR THEM TO COME TO YOU – TRY TO BE PROACTIVE AS POSSIBLE.
- MEET THEM IN A “COMFORTABLE” PLACE – THEIR OFFICE, VIA PHONE, ETC. BAD NEWS BY EMAIL SUCKS. MY GOAL WAS TO ALWAYS TRY TO GIVE BAD NEWS IN THEIR COMFORT ZONE
IF THINGS GO BAD

• While it is easy to say losing work is a consequence of their position and the CBA – the fact of the matter is that their livelihood is being affected.

• Appropriate emotions: sadness, frustration, anger
  • Not appropriate for them to take it out on you.

• Consider, if needed, “your feelings are appropriate – but reacting to me in this way is not appropriate and is becoming non-productive. I do not want to have to end this meeting in such a way. Do we need to take a short break to regroup?”
IF THINGS GO BAD

• IF IT CONTINUES, THE MEETING SHOULD BE ENDED.
  • “I AM SORRY THAT THE TONE OF THIS CONVERSATION HAS CONTINUED TO BE UNPROFESSIONAL AND NON-PRODUCTIVE. I AM ENDING THIS MEETING NOW. IF YOU NEED TO DISCUSS THIS FURTHER, I AM REFERRING YOU TO DEAN XXXX.”
• NOTIFY DEAN AND AVP FOR FACULTY AFFAIRS VIA EMAIL WITH A SUMMARY OF THE SITUATION (A CALL HEAD’S UP IS ALSO GOOD TO HAVE)
QUESTIONS?