

UNIVERSITY OF MASSACHUSETTS AMHERST FACULTY SENATE

MINUTES OF THE
804th REGULAR MEETING HELD ON APRIL 1, 2021

Presiding Officer Steven D. Brewer called the meeting to order at 3:30 pm

A. ELECTION:

SECRETARY OF THE FAUCLTY SENATE

Nominee: Anthony Paik (Sociology)

There were no further nominees.

Anthony Paik was elected by acclamation.

B. PANEL: BALANCING WORK AND FAMILY CARE RESPONSIBILITES UNDER COVID-19 PUBLIC HEALTH EMERGENCY MEASURES

Professor Rachel Green (Chair of the Status of Women Council):

Thank you for the opportunity to present a brief overview of the Status of Women Council's work for the current academic year. Our report and recommendations concerning the immediate and long term gendered impacts of the covid-19 pandemic at UMass Amherst is available in full in the materials folder for today's meeting.

I'm Assistant Professor Rachel Green, Council Chair, and I'll cover highlights of the introduction of the report and recommendations for women faculty and staff.

Laura Hancock, GSS Treasurer and Ph.D. candidate, will share recommendations concerning women graduate and undergraduate students.

Korka Sall, Ph.D. candidate, will share recommendations for supporting the sizable UMass student parent demographic.

Miliann Kang, Associate Professor will conclude and offer next steps.

As we all know, over 550,000 Americans have died from covid-19. The pandemic has intensified economic inequality, food and housing insecurity, domestic violence and social isolation.

It is also coincided with increased racial, xenophobic, and gender violence and political division. It has broken childcare and introduced a new in frightening uncertainties into daily life. It has impacted women, especially women caregivers, severely.

To learn more about gendered pandemic impacts at UMass, the Council has held listening sessions with female faculty, librarians, staff, undergraduates, and graduate student representatives this year.

We've also had the opportunity to consult with administrators and campus unions. The University wide concerns that emerged from this year include economic insecurity, increased workload, stress/mental health challenges, and heightened caregiving responsibilities.

UMass has articulated a strategic vision embracing diversity, equity, and inclusion; Covid-19 threatens to derail these goals. Existing UMass pandemic responses are recognized across the country and create a strong foundation.

We aim, with this report and in this panel, to draw Senate attention to what we consider the most compelling ideas for further mitigation steps. These ideas are already in circulation within the campus ecosystem.

Our report offers global recommendations for each of the aforementioned areas here on the screen: increasing emergency funds, adopting the recommendations of the campus food security working group, committing to messages of mental health de-stigmatization, and auditing the changing needs of various constituencies as we transition back to campus.

Our committee also collected anonymous written feedback from women caregivers across the community from the past year. These written responses confirm that UMass women are not exempt from nationwide pattern of stress following the breakdown of childcare.

Written responses that we received outline unprecedented, unsustainable, and unceasing demands on caregiver time. They also pointed to the need for explicit open conversations in light of pandemic year disparities in comparison with non-caregiver colleagues.

Responses uniformly pleaded for time, including stopping the graduate and tenure clocks, as a necessary humane step.

In the words of an Associate Professor about caring for children and working during the pandemic: *"every day is full of fire drills."*

A Full Professor noted: *"It's a good thing I'm already a full professor, since I had to stop all research. If I still had to do it I'd be in trouble."*

An Assistant Professor detailed and described in detail the myriad tasks required if a parent is supervising remote school and contrasted in her pandemic year work time, broken up into what she called "stolen 20-30 minute blocks" with pre-pandemic time in which: *"My daughter attended preschool five days a week from 8:30 to five. When I would be working for my UMass office without interruptions."*

In the words of graduate students: *“What else can happen? There's a pandemic, we are really just doomed to struggle in this more than people who aren't caretakers and it's been the most invisible degrading burden.”*

Another graduate student noted *“I don't see there being a solution to this problem, except for having understanding from those with greater power and influence.”*

We direct you to our full report for additional campus feedback we'd like to proceed now to discussing constituency specific recommendations.

For faculty, we asked the Senate to consider endorsing an achievement relative to opportunity paradigm for evaluation and promotion in the wake of pandemic related disruption.

In such a system, endorsed by Monash University in Australia, quality standards are maintained while quantity standards are adjusted in the name of equity. We also advocate flexible options for TDY delays and we recommend that the Faculty Senate help lend visibility and legitimacy to both the need for and the appropriateness of such conversations.

Second, we suggest that endorsing additional workload accommodations will go a long way, including as relates to major service assignments, in the immediate and middle term future. We also ask decision makers to keep in mind that, until children under 16 are vaccinated, projected to occur in 2022, women caregivers remain subject to pandemic related disruption.

For staff, ending Covid related furloughs, filling vacancies, encouraging managers to allow for more flexibility as to when, during the day, night, or weekend work gets done would all benefit women staff. As would reimbursement for utility and heating bills incurred while working from home.

Additionally, while some staff this year were reassigned to Covid-related tasks we encourage staff expertise to be utilized in creative proactive ways toward the goal of 21st century readiness and especially in the realm of building maintenance and efficiency, towards the goal of carbon neutrality in the face of a warming climate.

GSS Treasurer Laura Hancock, Ph.D. Candidate:

I want to begin by reiterating the broad themes impacts and recommendations that Rachel has already talked about also impacts and applied to undergraduate and graduate students as well.

In context of students, I want to frame this slide by saying that all too often the single word “students” is used and thought of as one massive conglomerate of individuals who are all experiencing and interacting with the mass in similar ways.

However, that's not true at all, which I hope many of us know and are continuing to work towards implementing. But both within these two groups, undergraduate students and graduate students, there's also individual level variation between them. Thus, recommendations to mitigate impacts, need to be tailored to the impacted groups across academic areas and for all the

ways that students interact with the university i.e. student employees, student parents, researchers, teachers, etc.

These mitigation efforts to be equitable in its planning and with maximal student input and control over implementation.

I also want to just state that by “woman student,” I mean any student who identifies as a woman, and also want to acknowledge that non-binary people often face similar barriers and impacts to those faced by people who identify as women.

Women students, like Rachel has said about faculty and staff, are more likely to fill unpaid, yet critical, mentorship students support and service roles within the university. We provide caretaking roles to family, not just as parents, but as caregivers to our own parents, to siblings, and to other people who depend on us for critical support.

We also have added financial burdens, both in terms of financial inequities and in terms of what we're paid both before and possibly at the university. Even in “smaller ways”, such as having to purchase menstrual products.

Remote operations in the Covid-19 pandemic have exacerbated long standing gendered inequities that I think we're all pretty aware of. It's not just in the immediate, but in the longer term. There will be lasting legacy effects of this on women.

I will give a brief overview of some of the key recommendations. The report is much more detailed and there are more recommendations and much more specific ways.

Some of the key recommendations are increased equitable flexibility in time to degree milestones for graduate students and for undergraduate students increased flexibility in selecting of pass/fail grading.

Increased funding opportunities and flexibility and assignments. Both in terms of the assignment given and the work within that assignment. Both now and again in a longer term.

Increased professional development opportunities and community building to support student success. Especially for students, like those who have been doing only remote learning since last March, who are maybe the most impacted. They include first-year students who will be coming to the university in the fall.

Also, international students who have been stuck overseas for the past year and are expected to somehow immediately integrate into the on-campus community once things start to open up.

A very specific recommendation is that the SGA recently passed a resolution endorsing the provision of free menstrual products in campus bathrooms and those free menstrual products, obviously, can be used by both graduate students, undergraduate students, faculty, and staff.

GSS Coordinator Korka Sall, Ph.D. Candidate:

I'm going to focus on student parent recommendations for both graduate students and undergraduates. Our report makes recommendations in three key areas.

To support student parents. To help ensure that all women have equal opportunities for success at UMass. Please see the full report for detailed recommendation. We have specific testimonies and specific recommendations.

But the three key points can be grouped under the headings institutional culture, policies and practices, and physical spaces.

Institutional culture:

We ask for expansion of the current inclusion programs that already exist to include the student parent demographic. For example, when we are organizing professional development events, we want to include graduate student parents and undergrad. student parents.

We ask for greater consideration of the needs of student parents when we're planning events and programming. For example, childcare at orientation, conferences, and networking events. Most of the time we struggle to find childcare because of the timing of some of those events.

To collect institutional data on student parent demographics and outcomes. I think that's also critical for UMass to know how many student parents there are, what are the areas that need to be improved, to have the data on student parents.

Policies and practices:

We recommend a commitment to family friendly academic policies. For example, asynchronous learning options, flexibility with exam time, and/or group work, and priority for registration to coordinate with childcare schedules.

Again, just to put emphasis, the fact that taking care of children, taking care of elderly. Just the fact of taking care is really flexible, so we need a program that kind which takes into account the fact that we need that flexibility.

We need to educate students, faculty, and staff about protections obligations under Title IX in regard to pregnant and parenting students. This is really one we want to focus on. We invite the university to really educate and train people about what are the protection and obligations for graduate and undergraduate student parents.

Increased funding for emergency grants and subsidized childcare. As Laura and Rachel mentioned, the financial burden is real in under Covid-19.

Physical Spaces:

We recommend expanded space for a variety of on-campus childcare options. Including drop-in and event care to give more opportunity for student parents to be present at more events. Then more lactation rooms, changing stations, and family parking. This one is in regards of in where do we get them to in person to address barriers to access and include in all campus maps.

Finally, another thing related to physical space on campus, is to have affordable student family housing. Again, that financial burden is real and student parents really need on the university to work more on that and implementing these recommendations.

More detailed recommendations, again, are available in the report and with specific examples and how to implement them.

Professor Miliann Kang:

I'm faculty member in Women, Gender and Sexuality Studies and I'm also the HFA Director of Diversity Advancement. We want to end with a call to action.

It has been humbling to be a part of this process. We feel a weight of responsibility, given all of the challenges that people have shared with us. We would like to ask the Faculty Senate to use the structure and the platform, that we have to endorse the report and recommendations to forward them to other student groups like the SGA and to the GSS.

We've been working for almost a year now, on collecting this information and putting it together in a report and we really want to amplify the concerns and to have the Faculty Senate support in and getting out the information through whatever channels are available to us.

The second is to designate a key administrator to convene an ongoing task force that will work on addressing and overseeing implementation of the various recommendations.

To also distribute the report widely to administrators and UMass community at-large. Again, it's a comprehensive report that covers a lot. As people have said, we met with faculty, staff, and students from many organizations. We really want to share the strong sense of urgency that people are experiencing. We also want to underscore that we hope people will be vaccinated and we will be through the worst of this soon, but the long-term impacts are staggering and we urge the university to take that into consideration for ongoing action.

Professor Joya Misra, Principal Investigator of UMass ADVANCE:

The key takeaway here is that caregivers, women, and non-binary folk have always been on an uneven playing field. But sadly, the pandemic has made it more drastically not level.

Our goal has to be to create a bunch of different programs and systems of support to create equity. We can't treat everybody equally when people have not been affected equally by the pandemic; we really have to approach things in terms of equity.

A week ago, we were at the University of Wisconsin system caregiving symposium. This had all the chancellors and provosts from the different Wisconsin campuses coming together to try to think about what are they were going to do.

Some of the key things that they've done so far, are establish a caregiving task force, provide really clear communications and provide resources really effectively. They have developed flexibility and remote models for workers. But things like syllabus statements, so that student caregivers are consistently heard and seen. They have also created committees and task forces to address care work, caregiver leave, tutoring support, child care centers, and grants for childcare, tenure stoppages and recalibration of evaluation.

Here at UMass we have already added Covid statements to annual reports. We also need assessment guidelines for staff that really keep taking into account what has changed because of the pandemic and indicate how to recognize all the things that have gone on.

We think that Covid impacts are going to continue for some time. We're going to need a bunch of things in place to make sure that we recognize that we need scheduling flexibility and remote work. As noted, there are going to be parents whose kids are not consistently back in school for some time.

We need to keep thinking about teaching support. We need to keep thinking about childcare support. Some of the universities that we work with on the ADVANCE grant have done a lot of really innovative things, like have students tutoring the children of faculty and staff and students, who need some support.

Thinking about recalibrating evaluation. So, there's just a lot of things that I think universities are trying to think through. I'm so proud of UMass. I think UMass has done some great work on this and I'm so impressed with the work of this committee.

I think that the Status of Women Council has really worked very hard to identify some of the central issues that faculty, staff, and students at UMass are facing, and I love the idea of really doubling down on this. I'd like to see a caregiving task force here on campus and I just want to you know that I thank you all for the work that you've put in.

Dr. Dessie Clark, ADVANCE Coordinator:

The one thing that I'd like to add to all of that is when we have been going and having these conversations with people, the one thing that is very clear is its really critical to be documenting these things. Documenting the challenges, documenting the barriers, documenting the needs.

We understand that there might be a whole host of reasons why people feel comfortable with sharing these within their department or their college.

But it is important to document, even if only for yourself, because we expect that these impacts will last a long time. It could hard to remember the very specific challenges that are being faced right now, or the very specific disruptions to research or teaching or service after the passage of time.

One of the things that we have just been having a lot of conversation about and encouraging is making sure that even if it's just for yourself, that people that have experienced these impacts are documenting and keeping a record of the impacts of Covid.

Questions:

Provost McCarthy:

Thank you, Presiding Officer.

I would like to really thank people who just gave this presentation. It was excellent; quite illuminating.

As I'm sure you know, Michelle Budig, the Vice Provost for Faculty Development, has been working on some of these issues since the beginning of the pandemic. She, along with her colleagues in the Office of Faculty Development has been a wonderful colleague and ally to me in the work that we've done.

The Faculty involved in the ADVANCE project and the MSP have also been great colleagues in this work. Now to see the Status of Women Council, step up and join this work, I very appreciative and look forward to working with them and reading the report with those recommendations.

Thank you.

Senator Dori-Hacohen:

Thank you for the presentation, I can only second the provost, who doesn't need my second, in thanks for the work of the panel. I do have a couple of questions.

One of them is that some of the knowledge about the impact of the pandemic is known to the administration. I wonder if the administration or administrators can come up with a list of pandemic impacts on faculty?

Because, to some degree, demanding that women come up with a list of impact on them is additional work for the people who don't have the time to do that. Whereas we know who has asked for help, financial help, and we know who adjusted to recourses. Administrators know all of that.

I wonder if, maybe we can we can switch the onus of the work from the employee to the administrators who provide some of the resources to help alleviate the impact?

The second question is one that I keep asking if you could several times in these faculty meetings not relating to the pandemic. Can we try to think of families and see how we adjust the UMass

calendar to better fit school calendars? So that we don't have the time when faculty needs to take care of their children when school is not in session.

Thank you to the committee again. It was very illuminating.

Professor Miliann Kang:

We wanted to communicate in the report that UMass has been a leader in implementing many policies and the appreciation for that. Some of us have been in conversation with people at other universities who are looking to UMass as a leader and a model.

First of all, we just want to acknowledge all the work and the leadership at the university and to say what we're hearing is that different policies are being implemented in different ways and different units.

There has been some concern about moving forward for example, with things like the pandemic impact statements. People appreciate that they were able to give those but then, how are those actually going to be taken into consideration,

So, it's definitely a question. Joya and I are sociologists, so we pay attention to operationalizing these policies and making sure that they're implemented across the university.

Provost McCarthy:

One aspect of this that has occurred to me in the past year and a half, about these issues, particularly for those with caregiving responsibilities, is that a lot of ways to mitigate Covid impacts are in the hands of the faculty themselves.

Saying that the administrators need to do this or that isn't always the answer. An awful lot of stuff depends on things like service assignments that departments control. I don't control the service assignments. I can talk about it, I can make recommendation and so on.

How tenure is evaluated is entirely in the hands of the faculty in the departments, in the department personnel committees.

So, I think just saying the administrators need to step up, I think also the faculty need to step up. I think our colleagues in ADVANCE and in the MSP, understand.

Professor Joya Misra:

I do think that. Yet there's certainly always space for how can we think about these things more centrally. So, for example, Laurel Smith-Doerr and the Personnel Committee in Sociology developed a really lovely statement that clarifies how Sociology as a field, has been impacted by the pandemic.

It's included in everybody's AFR and that then captures the situation for the field as a whole. Unfortunately, individually, each of us also have particular issues. So, I have children. You know, there are things that are a little bit harder to capture that way. One of the things we've

really tried to do is make those pandemic impact statements something that can be written within an hour.

So, this isn't something that should take the rest of your life, but it's a way of documenting quickly but systematically. I do think that we really want people, our colleagues, to be able to take all of this into account.

I just want to end by saying, I have a friend, who's a wonderful administrator who makes this metaphor, about how we've always, when we think about something like tenure, we always have been making these decisions based on a narrow window of time and the window just got a little bit smaller but the person going through it is still the same size.

I just think that that's like a really smart and thoughtful way to think about how we continue.

Thank you.

C. ANNOUNCEMENTS

1. Principal Administrative Officers

Chancellor Subbaswamy:

Thank you, Presiding Officer.

I am very pleased to announce that Dr. Nefertiti Walker had accepted the position of Vice Chancellor for Diversity, Equity, and Inclusion.

She has been serving in an interim capacity in that position and she kindly accepted the job on an ongoing basis and we are very thrilled. We think she brings a lot of experience and organization skills that is essential for continuing this work and we are really pleased with that.

I also want to announce that we have appointed a search and advisory committee to fill the position of Vice Chancellor for Advancement, that was vacated by Mark Fuller, who is now interim chancellor of UMass Dartmouth.

It will be a national search conducted over the next several months. There will be an announcement about who the search committee members are and if you have any recommendations for the position please feel free to nominate.

Thank you.

Vice Chancellor Malone:

Thank you, Presiding Officer.

We've had some questions about research plans for the summer, including a conversation with the Rules Committee on Monday.

I made an announcement earlier this week. Please view this link about summer research planning.

<https://www.umass.edu/research/news/research-plans-summer-2021>

Thank you.

Vice Chancellor Mangels:

Thank you, Presiding Officer.

The Administration and Finance Committee of the Board of Trustees will be meeting next Wednesday to recommend for full Board approval a proposal for tuition room and board for all of the campuses.

That is being done earlier much earlier this year than usual. Normally we've been approving our tuition and fees, either in June, July or August given the last couple of years.

This will provide some certainty for our students and families. As you all know, the university system has proposed a zero percent increase for in-state undergraduate and graduate tuition and fees.

We're going to have a 1% and 1.5% increase in out of state undergraduate and graduate tuition and fees and a 2% increase in room and board. These increases will help us to continue to fund, many of the base costs that are associated with the programs as well as with our base cost increases that we foresee on campus.

We expect us to be voted on next Wednesday and approved by the full board the following Wednesday.

Thank you.

Vice Chancellor Misra:

Thank you, Presiding Officer.

We have sent an email message to all the instructors on campus about Moodle moving to a cloud based hosting environment. I've spoken with ICTC, I've mentioned that this committee as well. That email went out last week.

I will pop a link into the chat, just in case you haven't seen it. This is not a material change, it's still Moodle, it's just moving to cloud hosting.

<https://www.umass.edu/it/news/20210325/comingspringmoodlehasanewhomesummerfallcourses>

The other thing is an update from my announcement of last month is that we continue to make progress on improving the email filtering. We have a website out there as well within the IT website.

Again, will keep paying attention and making improvements as necessary, but those are the two primary announcements.

Thank you.

2. **The Secretary of the Faculty Senate**

Secretary Peterson:

Thank you, Presiding Officer.

First, I want to say congratulations to Anthony Paik and I look forward to working with him. I am confident that he is going to be an excellent Secretary. There is one thing that I can say for sure: he is going to be better with technology.

Now our next Faculty Senate meeting, which is on April 22nd, three weeks from today, is our last Faculty Senate meeting of the academic year. Section 3-2-1 of the bylaws specifies that the Senate elects its Presiding Officer each year for the following year at that very last meeting.

The Presiding Officer is chosen from among the elected senators. Now the nomination process for this is not as elaborate as the one for Secretary. Nominations should be sent to secretary@senate.umass.edu before April 15th, so that nominations can be put on the agenda and circulated to people in advance.

By the way, a little bird does tell me that the incumbent is interested in running for reelection but as always additional nominations will be accepted from the floor at the meeting. I actually prefer to have nominations on the agenda because that gives everyone time to think about the people who are nominated or nominating themselves and consider them in a calmer and deeper fashion than when things come up suddenly from the floor.

It is now April—it is spring, and one of the things that occurs in spring is clean out. In keeping with the season, I am going to be doing a cleaning out of the Course and Curriculum Management System. We have some proposals that have been in there since 2016 and they have not moved. They must be pretty unloved by the proposers; after that much time it is fair to conclude that they have been abandoned.

What I propose to do is clean out the CCMS of any proposal that was submitted before January 1, 2020 unless the proposer gets in contact with me and asks that it be kept for consideration. If I don't hear from you I am going to assume it is abandoned and I'm going to clean it out on June 1 so that Anthony has a much cleaner in-tray in the CCMS than I've been dealing with.

Now I am telling you about this, and it will be in the minutes. But I'm also going to communicate this warning to department chairs or heads and to Associate Deans for academic concerns in the various colleges, to make sure that everybody is aware that I do propose a spring clean out that would occur on June 1.

Thank you.

3. The Chair of the Rules Committee

Senator Greene:

No Announcements.

4. The Faculty Delegate to the Board of Trustees

Senator Hutton:

No Announcements.

5. The Representative of the Massachusetts Society of Professors

President Weinbaum:

Thank you, Presiding Officer.

MSP has a membership meeting on Thursday of next week, so if you're an MSP member please join us and you'll hear all of our announcements and updates at that point.

We will be outlining our bargaining platform. We are back at the bargaining table and looking forward to making a lot of progress.

Our platform includes many of the issues that you just heard about both from the Status of Women Council and ADVANCE. That includes tenure decision year delays with as few barriers as possible so that women and people of color are not disadvantaged.

It also includes equitable workload practices in departments, increased hiring of women and people from underrepresented groups in multiple pathways hires, holistic teaching evaluation processes, rather than relying on the SRTI, which has biases that have been well documented.

We also seek to expand childcare, including infant and toddler care in the Center for Early Education and Care on campus. We have a series of proposals around climate justice in coalition with the other unions. So, we have an ambitious agenda with a lot of really important topics and we're going to need everyone's help. Please join us on Thursday at noon we'll talk about all of these issues and more

Thank you.

D. QUESTIONS

Senator Dori-Hacohen:

Thank you, Presiding Officer.

I want to wish everyone happy Passover, Good Friday, and upcoming Easter. If I forgot any holiday, my apologies.

I also want to congratulate the Chancellor for a successful semester. As he called it in the recently-published collegian interview. You can read an answer in the chat which I will try to cut and paste now. [The excerpt entered into the chat read "*Look, the measure of success is that people remain largely healthy, and they complete their academic goals about making advances*

towards their degrees. And so by those definitions, yes, I would definitely say that it would be successful to finish today. If the same thing continues, and everyone completes their coursework and makes progress toward their degree and goes home healthy, then I think that's success. We had hoped to do more socially, and I think we fell behind by a couple of weeks because of the spike. Our student affairs people had prepared a lot of activities that would have been controlled activities to help with the socialization that I talked about for first-year students especially. So that's the only glitch, I would say in terms of our spring planning and defining success.]*

So, the Chancellor said that not having enough events was the only glitch he identified in our spring planning and in defining success. If so, I wonder what we should consider the biggest success during the semester?

Is that success a poorly planned initiative to invite 5,500 students back to the dorms that included not having enough RAs, quarantine rooms, or vehicles and badly thought out testing requirements, that led to a Covid spike?

Or maybe the biggest success was a panic response to the spike that did not include violating student's basic rights? As the Secretary explained to us in plain Orwellian language in the last meeting.

This panicked response included preventing students from exercising, taking their kids to and from school, and being employed for two weeks?

Or maybe the biggest success was the treatment of students throughout the semester. After preventing them from leaving their rooms, they were forced to comply with a code of conduct, while some of them were vilified for being irresponsible?

I heard students are being disciplined for violating the code of conduct regarding Covid. In other words, students are disciplined for being irresponsible regarding Covid. I want to ask was any administrator disciplined for their irresponsible actions regarding Covid?

If not, how can we discipline the students and not hold an administrator accountable? This is my first question, what have happened to accountability on this campus?

How come the Senate did not have any of these successes on its agenda to discuss them in their academic implications, which were many. Including turning mandatory face to face courses to remote online courses, with one day notice. How come we do not hold those responsible accountable?

*The complete interview can be read at <https://dailycollegian.com/2021/03/one-year-of-covid-at-umass-an-interview-with-chancellor-kumble-subbaswamy/>

Where there is no accountability, those who are unaccountable can do whatever they want. The latest success of Chancellor Subbaswamy is a planning committee for the fall.

It has 22 members, one representative for the undergraduates, one for the graduate students, one faculty member who is not an administrator, and 19—yes, 19 administrators. Or, as Chancellor Subbaswamy tweeted about it, “with representation from across campus”.

Not one of these employee groups are represented: not the MSP, not the USA, not the GEO, not the RA unions. Well, the last two voted no confidence in the administration, so it makes sense to not invite them.

As if employees, you and I, and everyone who works here, are not important. And to Chancellor Subbaswamy we're not important.

This committee will decide if students will be forced to be vaccinated, employees will be forced to be vaccinated, how people who cannot get vaccinated be accommodated, and the faculty and student representatives are outnumbered 3 to 1 by administrators and no member of this committee thinks there is a problem with it.

Senator Green, you should resign from this committee, unless you enjoy being a fig leaf. These 19 administrators, are part of the administration that brought to the great success of the beginning of the semester.

Chancellor Subbaswamy might reject the premises I brought here, but they are factors that cannot be rejected. Which leads me to my only question that I need to ask my fellow senators.

How do we allow Chancellor Subbaswamy to continue being the Chancellor?

His values are far removed from those of UMass. His notions of success changes to fit reality and are incongruent with it. He does not care about us and does not care about students and he seems not to learn from his mistakes, only to the double down on them.

So, I will ask the question again, why do we not hold Chancellor Subbaswamy accountable for his actions and failures? How come he's still the Chancellor here?

I really appreciate your thoughts and answers because I'm truly perplexed about it.

Secretary Peterson:

I think that different people have different evaluations, there are a number of people who do have criticisms of particular ways some things were done. There are others who have criticisms of the extent of the measures.

But I think that a lot of people also realize that Covid-19 has been a very dynamic thing. Also that until January 20th the Federal Government of the United States was not a helpful factor in trying to figure out how to deal with it.

Therefore, I think that there is not a single, unified position in the Faculty Senate and we saw that with the motion that was considered a couple of months ago when, if you pay attention to the result, the voting came down 1/3 in favor, 1/3 opposed, 1/3 abstaining.

Another part, I think, is what is accountability? Would we be happy if we had had a pandemic that spread to the entire on campus and in town village of students, which would have made us probably the worst covid-19 hotspot in the country?

These have been very difficult things to deal with.

The 19-person committee for fall planning is the tip of an iceberg. There are other groups that are feeding their own work into it. Although I'm not on that committee myself, I was on a parallel committee for both the fall 2020 and the spring 2021 semesters. The actual number of people involved was much higher and the overall ratio was not a three to one top administrators to everybody else. There were people at various levels, who were brought in.

I think a lot of how people evaluate performance depends on the information somebody has. A lot depends on how they draw the balance between coping with Covid-19 and trying to run a university.

Senator Berlin:

We have a new reality coming upon us with people getting vaccinated and I'm just wondering what administration's plans are for once most of the faculty and others are vaccinated? Are we going to continue the testing protocols? I'm just kind of curious about those thoughts.

Deputy Chancellor Goodwin:

You're absolutely right, we will be moving into the area where more and more of our students faculty and staff who will be vaccinated. We will allow continue that asymptomatic testing program throughout the course of this semester whether people are vaccinated or not.

But as we move into the summer, as we see the rates of positivity come down, we will begin to transition away from requiring testing of individuals who have been vaccinated and move more towards symptomatic testing. So, it's really a question of how rapidly that vaccination of the university community occurs.

Senator Kalmakis:

I just do not want to let it be thought that my silence means any agreement to what has been said by Senator Dori-Hacohen. I just thought I would speak up that I disagree. I think, actually, with all that has been happening at the university, what we've been through over the last year and more that I am impressed by the administration's responses. I do not think they're perfect. I think there were some mistakes, but we all make mistakes. Anybody in a leadership position also knows that you have to make a decision; making no decision is not a good thing.

So, everything wasn't perfect, but I think that we have had good leadership through this and that shows by where we are at this point and the promise of next fall. I just wanted to add those comments.

Thank you.

E. ANNUAL REPORTS

Annual Report of the Athletic Council for the year 2019-20, as presented in Sen. Doc. No. 21-057

Linda Griffin (Chair of the Athletic Council):

The Athletic Council has representation of faculty, athletic staff, university staff, and students from the student government organizations, as well as student athletes.

There are seven subcommittees that inform this report, and they meet throughout the academic year. The academics, finances, conduct and compliance, student athletic health and welfare equity and diversity, vision, and facilities. Ryan, will give the highlights of those aspects from the subcommittee reports.

Our presentation today will cover Covid-19 impacts, the academic success, our competitive success, planting the UMass flag, Massachusetts athletics in the community, student athlete development, diversity equity inclusion initiatives, sports psychology and mental, health, fundraising accomplishments and, of course, the UMass FY'20 finance report.

I'm going to pass the baton, using a sports metaphor, over to Ryan, and he can take it from here and I'm here as questions are needed, thank you.

Director Ryan Bamford:

Thank you for your time and for allowing us to present our Athletic Council 2019-2020 report to you here this afternoon.

Obviously, as we all endured last spring I want to start with the impact of the Covid- 19 pandemic on our Athletics Department. The pandemic certainly impacted college athletics to great scale. Our mid-March pause as a campus was seen in the world of athletics as well.

At the end of our winter season, we canceled our men's basketball championship on the men's side, our hockey playoffs, all of the remainder of the NCAA winter championships. Many of our spring sports seasons that had just gotten underway were cancelled, along with our spring football practice and games.

We many of our student athletes left for spring break and did not return for the remainder of the semester as we did our academic work virtually. At the end of the fiscal year in late June we did start to see some of our student athletes trickle back as we prepared for the 20-2021 academic year.

We always like to start out this presentation, with our academic success, and AY'19-20 was one of our best years ever.

We had just about half of our student athletes on the dean's list at some point in the last year at 3.5 grade point average or above. We had 379 student athletes of our approximately just over 500 that are in the Atlantic 10 on the A10 honor roll. Our NCAA and graduate success rates were some of our highest ever.

A single-year Academic Progress Rate (APR)* of 986 from the NCAA and then the highest ever graduate success rate for a single year at 87%. We are very proud of the work that our student athletes are doing in proud of the work that our coaches are doing to recruit some of the best and brightest young men and women to this university.

I thought I'd take a slide just to recognize three coaching legends in our midst who retired last year:

Julie Lafreniere, Women's Cross Country/Tack & Field, 33 years of service.

Bob Newcomb, Women's Swimming & Diving, 36 years of service.

Russ Yarwoth, Men's Swimming& Diving, 41 years of service.

They all retired at the end of last academic year. Julie, Bob, and Russ were tremendous colleagues in the department earning just over 20 league Championships in their combined 110 years of service.

All of them have remained in the area and stay in touch with our student athletes and our staff, but I just want to recognize them. Three real leaders in our department for a number of years, and I think they're probably familiar faces to number of you on this zoom call.

Although get our seasons were cut short in March, we did have some competitive success. Just prior to our pause in late February we did win an Atlantic 10 championships, Women's Indoor Track & Field.

The team was a great group of women, and we were hopeful that they were going to be able to compete outdoors as well, and I think we had a chance to win another championship. We have a number of spring sports that were nationally ranked when we went on pause. These have been historically some of our finest programs and we're anticipating a number championships heading through the spring.

*The NCAA's APR (Academic Progress Rate), holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term.

The APR is calculated as follows: (1) Each student-athlete receiving athletically-related financial aid earns one point for staying in school and one point for being academically eligible. (2) A team's total points are divided by points possible and then multiplied by 1,000 to equal the team's APR. (3) In addition to a team's current-year APR, its rolling four-year APR is also used to determine accountability. Teams must earn a four-year average APR of 930 to compete in NCAA championships.—Athletic Council Annual Report 2019-2020

Also, two of our coaches, Mandy Hixon in Men's & Women's Diving and Julie Lafreniere in Women's Indoor Track & Field, were Coaches of the Year in their respective conferences.

We had a number of individuals have success and I won't go through all of them, when you do have this deck will be shared and then you have our full report that highlights these successes.

Across the board we are very, very proud of the work of the young men and women in our program. A number of national awards, including All-America honors, number of academic honors across the nation, and then regional and conference outstanding performances, as well as you can read.

One of one of our points of pride, and certainly something that's highlighted in our mission, is how we impact our community. Much of what we do in the community is driven by our student athletes. They know how important it is for us to be great citizens, and they go into the community and engage with youth, they engage in all sorts of civic organizations to drive home our mission.

I'm really proud of the work that our young people do to give back. These are just a handful of the things that we did prior to the pandemic hitting us.

We had a number of other things that we had to cancel in in mid to late spring. But you can see the smiling faces, this is, this is something in which our student athletes, our coaches, our staff take great pride.

One of the things I wanted to highlight is our student athlete development. We are really working hard to develop outside of competition, outside of practice and outside of the classroom our young people so that we can prepare them for life after UMass.

We added a really integral staff member with Amanda Ekabutr. I want to virtually introduce Amanda here on the screen just share with you her addition here in June of 2019 as we started this last academic year.

This past summer, summer 2020, she became our diversity and inclusion officer coordinating all of those efforts. The work that Amanda and our support staff do drives development for our student athletes has really been powerful and it's allowed us to prepare them for careers, prepare them for leadership, and as you've seen the last slide prepare them for civic engagement and being good citizens when they leave this institution.

We've done a number of things in the diversity inclusion front programming initiative seen here. I think the highlight is we've got a number of subcommittees that do work, driven a lot of them by our student athletes.

We the Real Talk series was just a tremendous dialogue around police brutality and racial injustice, ally-ship, and how we can be there for each other. We've got a tremendously diverse population in our department.

We were doing work well in advance of the social injustice that we saw in the summer of 2020 and we've done a lot with our coaches doing programming throughout the summer in this last year and bringing in people that were experts to really make sure that our everybody that surrounded our student athletes was prepared. I'm really proud of the efforts that we've been able to drive in concert with Nef Walker in her work and the work of her colleagues at the university level as well.

We added great member to our department. In February 2020, we offered Dr. Nicole Gabana accepted our offer to become the Director of Sport Psychology. She started in May 2020, after finishing out her academic and clinical work at Florida State University. She could not have come at a better time.

Obviously, in May two months into the pandemic, we had a lot of mental health challenges as a department from our student athletes, some of them having their careers cut short and all going into a completely different mode of learning.

So, we did a "stronger together" campaign, dealing with uncertainties through our conference. We did a number of things again around the support systems for our student athletes, bringing other professionals in.

But Dr. Gabana has been a tremendous clinician for us; she has driven a number of sport related activity, but has also done personal clinical work with our student athletes in concert with our campus professionals. I wanted to make sure that I introduced her virtually to you as well.

Pivoting now to some of the work that we've done in fundraising. This is a tremendous highlight and something we're extremely proud of over the last five fiscal years. We've gone from \$1.6 million in fundraising annual revenues and more than double that amount in five years and I'm happy to say that in FY'21 we're close to and feel like we can achieve the \$4 million goal that we had had established.

Finishing out FY20 in the middle of a pandemic with our budgets being cut, it was imperative for us to be able to not only enhance our program and our offerings but to really continue to offer things operationally that our students and student athletes and the support systems have come to know.

Then, in the margins here as we've done in the past, I just included some of the philanthropic investments that we've made. 100% donor funded project to our department in FY'19 and then last year, FY'20. the first item on the fiscal year 20 list is probably the highlight; it's what most people have seen; it's our indoor turf facility, our bubble.

If you look from the Hadley Farm back to campus it's certainly takes up a good chunk of the skyline. Some of the facility upgrades just from a picture standpoint here to share with you.

The Boyden building, which I know many of you are familiar with, is a 60+ year old building. We needed to do some work inside. It's got good bones it's a good operational building, but we needed to really upgrade our branding.

We bring a lot of prospective student athletes and their parents through this building we've really use the lobby and the main corridor to make sure that we are branding appropriately our Athletic Department.

Then, from a sports medicine standpoint our Boyden hydrotherapy pools. Although during Covid they have not been used in the way that we anticipated in the last fiscal year, we do use them tremendously. We now have hot and cold tubs for pre and post activity. They've been tremendous and a really, really key investment for us from a sports medicine standpoint,

I mentioned the indoor practice facility what a great addition to our portfolio, not only our student athletes using it, but prior to the pandemic hitting us in March of 2020 we had students use this facility usually after dinner up through 10pm, 11pm and even midnight.

We had clubs, we had REC sports, and then we opened for other student activities to be in there. With the pandemic, we have had to limit this just to athletics, just to make sure that we knew that we were maintaining the cleanliness, the access, limiting any exposure from a risk standpoint with Covid

That will open back up we anticipate that students will be able to use this again with this next academic year.

Then at the bottom, there is the Manganaro family scoreboard. You see him being honored at halftime of one of our football games, this is at McGuirk alumni stadium, a great video board that is in addition to our facilities.

As we always do, we present as part of our financial subcommittee's work, a four-page report of our fiscal summary for FY'20. I'll give you just a brief overview of this. This last year has been a challenge, as it has been I know in many schools and colleges and in auxiliary units on campus.

We had a posted budget going into fiscal year 20 of just over \$40 million, you see that in the revenue in the expense lines. With the pandemic, we did see a reduction in our revenues of about \$2 million. We reduced our expenses actually beyond \$2 million.

We have taken a campus budget reduction in general operating funds each of the last five years. We not only met our budget in FY'20 but we were able to give back at the bottom line there in the middle column, you see that we actually, had a surplus of \$75,000 almost \$76,000. We were able to give that back to campus.

We were able to slash some of our expenditures given the nature of the pandemic. I'm proud that not only did we retire our debt of \$109,000, but we're able to give back as we close out FY'20 in June.

As I'm sure many of you know, dealing with the projected budget for FY'21 has been a moving target. In what I have here on the second to far right column is really a projection, even at this moment in the fiscal year.

We know that we've had to cut almost 20% of our budget we've gone from \$40 million to about \$32,600,000. The good news is that will be able to balance the budget, I can tell you that a recent study of division one institutions their athletics departments, 85% of our peer institutions won't be able to balance the budget in this fiscal year.

We will not carry any debt and we have not only asked not asked the university for additional money to meet our needs. We actually have reduced our budget by 12% in in general operating funds. That's where you see at the top that \$2.4 million being reduced from the initial \$19.4 million in university funds.

You'll see a number of revenue lines that were cut short that were driven through athletics ticket sales guarantee games from football and basketball and other things. A number of revenue sources from corporate partnerships have been reduced in the pandemic.

But we figured out a way from an expenditure standpoint to balance the budget put ourselves in a position of health as we close out this fiscal year as we get into the last quarter now and go strong into FY'22 which will start in July.

This is a summary page. There is some more detail here as it relates to our sport expenses. We break this out for you to be able to show where our expenditures are from a sports standpoint looking across all of our 2021 offerings as well as some other miscellaneous lines down below that are very sports specific. We also have administrative expenses.

There are fixed costs that we can't move student scholarships, is one that actually has risen, even during the pandemic but we've been able to cut a number of our administrative operational expenses. Team travel has really changed we've reorganized where our teams are competing and that has led to a reduction in expenses across the board.

Then, on top of that our coaches were all under contract. 96% of our coaching and administrative staff decided to voluntarily reduce their salaries, to the tune of over \$400,000. That was a request that I made of them back in June, prior to the fiscal year starting and they accepted those suggested reductions. We were able to save almost a half a million dollars in doing so.

Then the last slide that I have, which is our football summary of finances. You'll see that our initial budget plan for last fiscal year was to be at just over \$9 million in revenues and expenses.

Because most of our revenues were realized, and most of our expenses, because we went through the football season we're also realized, we were just shy of \$9 million.

For the fifth straight year we've reduced our dependency on general operating funds for football. five years ago, we were receiving \$2.2 million in general operating funds. We actually did not take the full complement of those funds last year. We only took \$1.865 million.

Student fees are shown in the other line that we receive from the institution.

The program-generated revenues held pretty steady last year and then for FY'21. It's obviously been a challenging year on this front; we only played four games in football this fall

One thing I promised to our campus leadership was that our expenses for playing football games would be met with revenues for playing those games. So, we did receive \$420,000 in game guarantees while our expenses to play those games were \$413,000 so we had a net positive in that regard,

There is shortfall of \$181,000 in FY'21 posted budget. Again, we're still in the middle of this fiscal year, and we do think that budget gap will close. As you can see down below in the football related expenses, as well as our department expenses we've been able to cut in all sorts of areas. We feel really good about how this rolls up into the entire Athletics Department budget.

Making sure, again, that we're meeting all of those fixed costs that cannot be controlled and cannot be reduced when you're in the middle of a pandemic. Things like student athlete scholarships, and things of that nature.

That is the end of my formal presentation and always want to open up and take any questions that might come from this body.

Thank you.

Questions:

Secretary Peterson:

This is not a local question it's about a national trend, but I'm wondering about the potential local effects. You can guess that what I'm referring to is the whole debate about pay for student athletes and student athletes being able to profit from their likeness etc.

The Supreme Court is going to be hearing a case on this next week, it might or might not change things.

If the Supreme Court were to alter the landscape in any way and basically say "that yes, athletes can accept pay for endorsements or contracts", do you see that having significant effects here? Maybe not as much on the finance but on the way in which the athletic department runs?

Director Ryan Bamford:

Thank you, Secretary Peterson. That is a good question. Obviously, it's been in the news lately, in fact we're in the middle of a Supreme Court case that is being heard now. The Alston case, relative to student students receiving aid, above and beyond the cost of attendance.

I will tell you that the name, image and likeness case which is going to be heard, the issue it is being moved legislatively on a state by state level and on a federal level, and we're managing this as a part of a national association.

I am a big proponent of our student athletes being able to monetize their name, image and likeness; it's what we see in the Olympic model. That does not, will not, have any impact on our

financial situation here as an athletic department. It'll give athletes, the opportunity outside of athletics to monetize their name image and likeness in a way that will allow them to really be made whole for things that they have the right to reasonably market themselves.

It is going to change the way that we look at the model and we are going to have to ensure equity in that. That we are making sure that we are giving male and female student athletes every opportunity to monetize their name, image and likeness. There is a lot in this space that is yet to be done and we are trying to understand it.

From my conversations with our legislative affairs team in this state and in conversations with other colleagues from other states, that this will have a profound impact on college sports as an industry.

There's a number of measures outside of what we would call the pay for play. I'm a big believer in amateur athletics. The name image and likeness doesn't compromise amateur athletics. But it is, I think a needed step to adopt something similar to the Olympic model that allows student athletes to monetize in market themselves.

I hope that answers your question.

Senator & Secretary-elect Paik:

I just have a comment and a question.

I just wanted to commend you for navigating was clearly highly turbulent environment for scheduling competitions, ensuring scholarships for the students and maintaining the financials with such large cuts.

My question is what's your sense about the morale of the Athletics Department after all these cuts? How are you all feeling?

Director Ryan Bamford:

I think, like most you know, we're certainly not unique in college athletics.

I feel like most, probably in this meeting and across campus, that the pandemic has been challenging. I think in the way that it's arguably been most challenging is so many of us that are in this profession to be around young people haven't had that opportunity to the same degree that we had in the past.

Those organic relationships that occur, when we're not together when we're doing more of this virtually and meeting with our student athletes in this way and being really intentional about the ways that we're connecting with our young people in our staff.

Anytime you're making budget cuts and reducing and tightening your belt that causes stress. I worry about morale every day, I worry about the health of our people, I worry about the mental health of our people.

It is a challenge, it will remain a challenge moving into this next year. I hope that we can come out of this, not only healthy from a fiscal standpoint, but, in a way that allows us to really push our department forward.

We had tremendous momentum building as we went into the pandemic. I do think that in some respects we had to take a step back, but we're now starting to take steps forward. I think our people have been resilient. They've really met the challenge we've asked, I think it's indicative of our coaches in our administrators that decided to take a voluntary salary reduction.

That shows that they care, not only about our department and about doing the right thing, but about the greater whole, that we were all struggling as a university going through this pandemic, much like our peers.

It's a wonderful question certainly top of mind, for me, and something that we continue to talk about as an executive leadership group and how we gain back that momentum that we saw pre-pandemic and make sure that the morale gets back to a high level.

Senator Saunders:

I was happy to see the results on academics and that they're improving. I know the NCAA Division I keeps track of academics by race and gender. I wonder if our Athletic Department does as well. Do you keep track for example of grade point averages and graduation rates by race and gender?

Ryan Bamford:

We do, yes. The Department of Education also requires that the graduation success rates are broken down in that way. We do, as well as part of our academic success unit and be happy to share those.

I think some portion of that is in our academic report, but there's a lot of information there that we'd be happy to share if that's of interest to you. I'd be happy to forward that along. It does track over time for all groups. I can tell you, our graduate success rates and our academic performance rate, which is an NCAA metric in the last five years, both of those have improved substantially.

The Report was received.

F. NEW BUSINESS: ADDITIONAL AMENDMENTS TO THE FACULTY SENATE BYLAWS

Special Report of the Rules Committee concerning Additional By-Law Changes, as presented in Sen. Doc. No. 21-044

MOTION 21-21: That the Faculty Senate approve the By-Law Changes, as presented in Sen. Doc. No. 21-044.

Secretary Peterson read the motion.

Secretary Peterson read an additional motion to amend.

Secretary Peterson:

The amendment that I would like to move is an addition that I did distribute with the meeting materials last week. It relates to the composition of the Research Council. One part would make an editorial change, to item C. It proposes that this should now read: “the Chair of the Graduate Council” rather than “the Chairperson of the Graduate Council”. This is just one last piece of older usage that I found while working on this.

Then the other part of the amendment would be to include among the members of the Research Council, the Vice Chancellor for Information Technology or a designee serving ex-officio.

MOTION 21-21 was amended without objection.

MOTION 21-21 was Adopted by a very wide majority.

G. NEW BUSINESS: COURSES

MOTION 29-21: That the Faculty Senate approve the courses LLC 553 and SPHHS 600 as recommended by the Academic Matters and Graduate Councils.

Secretary Peterson read the motion.

Secretary Peterson read an additional motion to amend.

Secretary Peterson:

I would also like to propose an amendment that we include the course Italian 229, with the title PicLit (Picture Literature): The Culture of Italian Comic, CCMS 5672, 4-credits.

MOTION 29-21 was amended without objection.

MOTION 29-21 was Adopted by a very wide majority.

H. NEW BUSINESS: CONSENT AGENDA: PROGRAMS

MOTION 30-21: That the Faculty Senate approve: (1) Creation of a University Without Walls Department of Interdisciplinary Studies, as presented in Sen. Doc. No. 21-058; (2) Creation of a Center for Student Success Research, as presented in Sen. Doc. No. 21-059; and (3) Creation of a Center for Community Health Equity Research, as presented in Sen. Doc. No. 21-060.

Secretary Peterson read the motion.

Senator Dori-Hacohen:

I would like to discuss Item G(1) about having a department at the University Without Walls.

Presiding Officer Brewer:

We will separate that out and discuss it. We will now vote on the remaining items G(2) and G(3) only.

MOTION 30-21 was Adopted for parts G(2) and G(3).

Presiding Officer Brewer:

We will now discuss Item G(1): Academic Priorities and Program and Budget Councils concerning Creation of a University Without Walls Department of Interdisciplinary Studies, as presented in Sen. Doc. No. 21-058.

Senator Dori-Hacohen:

Thank you, Mr. Presiding Officer.

I will not oppose this motion, I just want to flag out that this department has no tenure track faculty on it.

I wonder should the Senate think about having a department in the university that is established with no -tenure track based only on lecturer and senior lecturers?

I know this is a university without walls department, but the moment we're switching to a department, I think we need to pause and ask if we want tenure track positions at the university department? Can we have university department with no tenure track positions or faculty on it?

That's why I wanted us to discuss it before we approve, thank you.

Senator Vouvakis:

I am not familiar with the University Without Walls. Could someone please explain it and what this would mean?

Provost McCarthy:

The University as Without Walls has existed for quite a long time as somewhat of anomaly.

An academic group that is not a department, it is entirely separate from the rest of the university structure. One of the things we're trying to do, working with both the Faculty in that department and with the MSP is to somehow regularize its status.

We want it to be a regular academic department, to have a chair, rather than a director, and generally to be more like the rest of the university. So that's what we've been working toward.

Senator Vouvakis:

Just to follow up. Can we have a department that exists in a University Without Walls but also a department in the same discipline exist in UMass Amherst. Are there any restrictions?

Provost McCarthy:

University Without Walls is a part of UMass Amherst. It is merely a brand name that is used. It has existed since 1971 when we first created it. It's not distinct from the university, but is not in any of the nine colleges.

Senator Vouvakis:

So, for example, we have an electrical and computer engineering department, we cannot just go and create a new electric computer engineering department within university without walls, is that correct?

Provost McCarthy:

That is correct.

Senator Butterfield:

I'm on the program and Budget Council, which was wondering about this very issue, as we deliberated and we asked if someone could find and somewhat did in the areas documents constitutions, etc, that the campus has: what is the definition of a department?

The definition of a department does not specify that it has to have tenure track faculty. So, that's not an issue that should prevent this from moving forward.

Senator Calas:

It is not clear to me that what we're talking about here is in this perhaps my confusion, but it seems to be in some ways that it is not clear in the way you have been presenting it.

So, the University Without Walls, does it have all the departments? Or, this is the first department at the University Without Walls is going to have? Or the University Without Walls will become the Department of whatever it needs interdisciplinary studies?

Provost McCarthy:

Historically, since 1971 University Without Walls was the unit for adult degree completion. That was the main focus of it.

In the in the past several years, under the leadership of the Chancellor, the University Without Walls is become more and more expansive way of describing our university's outreach through online and other off campus programs.

That necessitated a distinction between the historical University Without Walls and this larger conception. One way to think about this is the University Without Walls is sort of like college and that department of interdisciplinary studies is the first department in that college.

Senator Calas:

Okay, it is like the college is still the University Without Walls and then its first department is this department?

Provost McCarthy:

That does.

Senator Calas:

I have nothing against this University Without Walls. I think is a fantastic concept and I always thought of it as a really something that was unique to UMass and great. But I sort of wonder in which modalities was it going to become, a more contemporary type of unit. I think this does it. Having these departments would be a great thing. Wonderful.

Senator Vouvakis:

I wish to ask a different question. So, after hearing this perspective, I was wondering, if this department does not have tenure track members what if all those members leave at some point? What happens to the department? Do we dissolve the department?

I mean I'm wondering since tenure usually comes with some sort of longevity, right?

Provost McCarthy:

Well, as I'm sure you're aware, non-tenure track faculty on this campus have significant protections for their jobs.

The notion of containing appointment that they earn after a period of time, gives them a significant job security and is one of the real benefits of being a non-tenure system faculty member on this campus.

It allows us to attract people much more effectively than these positions at other institutions can. So that the idea that they would only basically like simultaneously or something that doesn't seem credible to me.

MOTION 30-21 was Adopted for part G(1).

Presiding Officer Brewer:

Seeing that we have completed consideration of all items on the agenda, I declare the meeting adjourned.

The meeting adjourned at 5:30 pm

Respectfully Submitted,
MJ Peterson Secretary