

Minutes

Budgetary Affairs Committee

College of Education

October 22, 2020

Notes from meeting are underlined

Present: Corinne Huggins-Manley (Chair), Cynthia Griffin (FPC Rep), Sevan Terzian, Danling Fu, James McLeskey, Holly Lane, Sondra Smith, Glenn Good (Dean's Office Rep), Sandra Bass (Ex-officio Member), Alyson Adams (ad-hoc member), Cliff Haynes (ad-hoc member), Ashley MacSuga-Gage (ad-hoc member), Diana Joyce-Beaulieu (FPC Chair), Angela Kohnen (FPC Chair Elect)

Approval of Meeting Minutes

1. Minutes from 9-24-20 meeting
 - a. Sevan motioned to approve
 - b. Holly seconded
 - c. Approved

Updates

1. We have three ad-hoc members of clinical faculty, with representation across the three schools: Alyson Adams, Cliff Haynes, Ashley MacSuga-Gage
 2. Diana Joyce-Beaulieu and Angela Kohnen (FPC President and President-Elect) will also be joining many of our remaining meetings
 3. Diana Joyce-Beaulieu, Angela Kohnen, and Corinne Huggins-Manley met recently to discuss the role of staff in the BAC committee, including such things as revising the Guiding Principles
- Next meeting- we need to add outcomes to our committee goals
 - Dean good updates-
 - o 8.5% to 10% budget reduction by end of year is likely (on top of the budget reduction from last year)
 - o UF trying to remain in good graces in Tallahassee
 - o No new news in the college or university
 - o We have already had a 6% reduction between the end of last year (ending July 1 2020) and a 2% this year that has already been moved from this year's budget; and we have no reserves due to recent renovation completions
 - o The Graduate School only reimbursed half of the COE monies for last year GAships, and the other half hasn't come yet. Same in CLAS and Engineering. Provost is asking Graduate School to correct the problem. Sandra Bass is working

- with them as well to get a timeline on these monies. There is concern about what might happen with the money we are spending this year already on GAs.
- School Directors have been urged to spend as little as possible for now
 - Worldwide higher education crisis, not just UF
 - COEs in state of Florida are changing to adapt, not planned changes to UF COE right now.
 - UF leadership is talking only about how to prevent more budget cuts, and this is related to spring semester mode of instruction

Agenda Items (listed by the four committee goals):

1. Review and revise the Guiding Principles for Budget Decisions
 - a. Review of results of all action items from September meeting, as follows:
 - i. Committee members will review the Guiding Principles with covid-emergency and anti-racism initiatives in mind
 - ii. Committee members will put suggestions for revision to the Principles into TEAMS sheet before October BAC meeting
 - iii. Committee should also take a long view so that the revisions to the Guiding Principles are sensitive to the current time, but applicable to the foreseeable future
 - iv. Committee should review in the light of how the principles impact staff, and how staff can be a part of any revisions to the document, or if principles related to staff still need to be established separately
 1. Committee members reviewed the Guidelines, and track changes were kept to include more issues of equity
 2. How can we address equity during times where FMLA may have to be used by persons in the college? Everyone is working in such different conditions under covid, and equity challenges are arising in how persons can be productive and what that looks like and how it varies across others that they are being compared to.
 - a. FMLA is federal guidance, legally this status cannot be considered when making personnel decisions- “when you are looking at things, it is the position not the person”- Sandra Bass
 - b. The legal aspect of budget decisions is in furlough policies now at UF: “Determination of furlough assignments shall be made without discrimination on any basis identified in UF Regulation 1.006 or state or federal law.”
 - i. We need something like this in our Guidelines. Ashley will make some revisions before December meeting

- c. How does this play a role though in more internal reviews, such as merit committees?
 - 3. Thinking of USF, it seems like people were surprised. Should our Guidelines emphasize that faculty should be a part of those conversations while/if they are going on.
 - a. Group decided it was in the last item on the current document.
 - 4. Right now the Guidelines tip toe around “equity” term-
 - a. Cliff will add revisions to Guidelines that are direct in equity considerations
 - b. Needs to consider alignment or lack thereof to federal guidelines, or other rules/regulations. Cliff is writing revisions in alignment with other UF initiatives/terms.
 - 5. Plan is to review our revisions before the December meeting, and at that meeting approve a final revised version of the Guidelines to get to FPC for feedback and sharing.
 - a. FPC will have to consider with the Deans what the best ways are to share with full faculty in the College.
 - b. Likely BAC would want full faculty feedback on the document before FPC votes on approving it.
 - c. We need to include staff in the feedback sooner rather than later. It would be best to have all staff feedback worked in prior to giving the doc to FPC.
- b. Need to plan for meeting with staff representation from the Staff Council in the COE (see TEAMS for full list of members of Staff Council) to discuss the Guiding Principles for Budget Decisions.
 - i. We need to get some representatives from the Staff Council of 20 staff, with 10 regular attendees.
 - ii. Try to set up a November 5 meeting with staff- Corinne and Diana will join James- 10:30- Corinne will get document to them, and then we all review together on Nov.5
 - 1. Do they want to add anything? (could be on a separate document that we reference in the Guidelines)
 - 2. Is there anything in it that doesn’t work for staff?
 - iii. Then, get to FPC by Nov. 16 so they can work on getting a version ready for faculty at large review- aiming to have review complete before winter break to get final document to Dean Good before end of calendar year
- 2. Continuously consult with Deans on budget reduction issues, including (a) Use the Guiding Principles of Budget Decisions to set priorities for budget reductions, and (b) Propose ideas for revenue generation to the Deans
 - a. Dean Good and Sandra Bass updates on Budget
 - b. Updates from UF Board of Trustees meeting on 9/29 to discuss furloughs

- c. Updates from UFF-UF held a Special Discussion about furloughs the next evening (10/1)
 - d. See Unions MOU Article 30 on Layoff and Recall (posted in TEAMS)- an FYI document from Diana Joyce Beaulieu
- 3. Recommend and advise new allocations and re-allocations of monies to anti-racism activities in the College of Education
 - a. Updates about 3 COE committees reporting to FPC with anti-racism initiatives
- 4. Assist in evaluating equity in faculty salaries in the College of Education
 - a. Update from Cynthia Griffin
 - b. Diana has a table that shows where this goal comes from
 - c. Cynthia Griffin will look into this and bring to October meeting

Adjournment