

Arts and Sciences Executive Committee Meeting - Minutes
Zoom Meeting
Tuesday, October 13, 2020
9:00 a.m. – 10:30 a.m.

Attendees: Ruth Beattie, Christian Brady, Anna Bosch, Betty Lorch, Sarah Lyon, Carrie Oser, Brian Rymond, Rich Schein, Michelle Sizemore, Suzanne Segerstrom, and Akiko Takenaka
Excused: Cristina Alcalde, Peter Perry

Akiko Takenaka called the meeting to order. She informed the committee that she will be serving as the sole chair of the Executive Committee as Carrie Oser has been selected to serve as the third co-chair on the A&S Dean's Search Committee.

Minutes

- Minutes from the September 8, 2020 committee meeting were reviewed. Suzanne Segerstrom moved that the minutes be accepted as submitted, and Brian Rymond seconded the motion; the committee unanimously approved.

Dean's update on first month in the position

- Dean Brady stated that his first weeks as interim dean has been quite busy meeting with leadership across the college and still has much to learn about A&S. His primary goal continues to be supporting the good work and initiatives already in process. He is working with Jennifer Bradshaw to gain an understanding of the budget.
- He has been doing a lot of work with Philanthropy addressing concerns and building relationships with donors and alums. Provost Blackwell and Dean Brady participated in a townhall meeting with the A&S Dean's Development Council and Campaign Committee. Additionally, Dean Brady is working closely with the A&S Development Department and has met individually with key donors and alumni.
- Brian Rymond wanted to ensure that there would be a commitment to maintaining the monthly meetings with the Executive Committee. Dean assured that the monthly meetings would be maintained and that it is his intent to open more communication. He is planning to hold a couple of all-college leadership meetings each semester. The first is scheduled for Thursday, November 5, 2020, 9:00-10:00 a.m. via zoom and will include Associate Deans, department Chairs, Program Directors, and A&S Senators.

Update on the College of A&S Audit

- Dean Brady stated that the A&S audit is not like the UK Cheerleading audit. There is no question of malfeasance. This will be a comprehensive review covering budget, human resources, and information technology. The audit has three phases: planning, field work and reporting. They are currently in the field work phase. The report may be available by January/February.

- As part of the planning process, Dean Brady sent a memo to department Chairs and Program Directors asking them to develop a three to five-year plan outlining strengths and opportunities. This information will be compiled and shared with candidates for the dean's position. February 15, 2020 is the due date for these plans.
- Akiko Takenaka asked was the college audit already planned or was it triggered by the transition of the Dean? It was triggered by the Dean's transition. The audit will assess the college's assets, holdings, outstanding commitments, deferred maintenance of facilities, etc.
- Carrie Oser voiced concern about the impact of the Dean's dismissal on philanthropy and what the sentiment/support from donors and alumni. Dean Brady stated that many were very upset and concerned. He is making every effort to have open communications, build relationships and restore confidence. He has met with many donors individually. He had an in-person meeting with Steve Sullivan, Chair of the Dean's Development Council. Provost Blackwell and Dean Brady had a townhall meeting with the A&S Campaign Committee and Dean's Development Council. It was a challenging meeting and one person did resign from the committee. However, the vast majority is moving forward. It is important to note that this year's giving through the One Day for Giving campaign was over \$60,000 (there was a \$22,000 match but raised over \$40,000). This was increased over last year's total of approximately \$23,000.

Update on the Budget for the Next Fiscal Year

- Dean Brady and Jennifer Bradshaw are working through the budget process with the Provost's office. Central Administration recognizes that they will need to make commitments toward the strong continuation of the college. This is a time to reset. The goals are to:
 - Create a budget for each department and unit to have the autonomy to manage. It may be February 2021 before the budget is ready to be shared.
 - The hiring freeze continues, but when true exceptions arise, create a policy whereby funding/resources to support hiring packages will be secured prior to the start of the hiring process.
 - Create a mechanism for building a reserve in the college of at least a few million dollars, so that in case of budget cuts, the college will have funds to pull from.
 - Departments and units will have the autonomy over their budgets to determine what they can spend and what they can earn, with a portion to come back to support the college and the reserve.
- Jennifer Bradshaw and Dean Brady are delving into the tuition reimbursement model and performance metrics to determine how we can use that to the college's advantage.
- Sarah Lyon addressed the graduate admissions process. The decision from the Dean's Office is to let the individual departments determine their level of graduate admissions. Let the departments be stewards of their own resources to meet their needs, prioritizing the needs of continuing graduate students first. Departments should be conservative in their admissions process. There will be few changes to block funding. If there are cuts to block funding, it will be shared equally across the college departments.

- Brian Rymond asked is there any anticipated reductions in TA lines? Sarah stated that departments will maintain their number of TA lines. Sarah Lyon and Jennifer Bradshaw will be sending the Chairs and DGS a report with their recurring TA lines and block funding allocation.
- Carrie Oser asked what is being done regarding the executive order to stop unconscious bias and diversity training? Betty Lorch responded, stating that Eric King, Director of Federal Relations, UK Government Relations is tracking this and trying to get a clear understanding of the impact.
- Carrie also voiced concerns about current immigration issues and need to support our international students, in addition to concerns for and need to support our graduate students of color and first-generation graduate students. Sarah Lyon responded, stating that the college has held two forums for graduate students of color and first-generation graduate students to discuss/address issues and needs. A forum/townhall is being planned by A&S, The International Center and the Graduate Student Congress for international students to discuss the latest updates on the proposed rules to limit stays for international students, potential impact and support/resources provide by the college and university.

Update on the New Initiatives within the College

- Faculty Mentoring Program – Rich Schein gave an overview of the program. A faculty committee co-chaired by Francie Chassen-Lopez (History), Jenn Hunt (Gender and Women’s Studies) and Bob Lorch (Psychology) met to discuss, examine, and make recommendations on mentoring in the College of Arts and Sciences. Based on the recommendations of the committee and broader discussions in the College, the Associate Deans developed a policy statement on faculty success to include detailed faculty mentoring plans and created the position of Faculty Mentoring Program Coordinator. This position is created to support departments in what they are already doing for mentoring, to further develop and help strengthen mentoring resources in the College, and to facilitate different levels of mentoring engagement beyond one-on-one interactions. This initiative is specifically targeting junior faculty, but also focused on moving faculty from associate to full, as well as lecturers to senior lecturers. A call was made for interested candidates for the Faculty Mentoring Program Coordinator position to submit a CV, a two-page cover letter detailing their qualifications and vision for the Coordinator position by October 22, 2020.
- Caregiver Initiative – the College has created a Caregiver/Family Friendly Environment Policy to address work-life balance concerns and issues during this time of COVID-19. The policy can be found on the A&S webpage under the Faculty Resources Tab, under Work-Life Balance. A similar policy is being drafted by Jennifer Bradshaw for the A&S staff.

Update on the College DEI Efforts

- Great strides have been made in diversifying the A&S faculty. Cristina Alcalde has recently pulled together diversity demographic data on the College which she presented

to the department Chairs. Dean Brady will be meeting with the SEC Deans and will ask them if they have this type of demographic data that they can share for comparison.

- Departments will be encouraged to consider diversity in the hiring process when replacing a retired faculty. To utilize this as a strategy to diversity the department rather than adding new position lines for diversity hires.
- Akiko Takenaka mentioned that the Race and Ethnicity requirement has been held up in the Academic Council. The strongest opposition is coming from College representatives.

Follow-up on the Caregivers Letter that was sent to the Provost

- The caregiver letter originating from A&S faculty had been circulated to all the University Deans and was the topic of discussion at the Provost Council meeting. Dean Brady, Cristina Alcalde and Sarah Lyon had a meeting with representatives from the Office for Faculty Advancement and HR to discuss specific challenges identified by faculty and staff in the college, as it relates to managing work and life responsibilities during the pandemic. The letter outlined immediate needs, priorities and suggested longer term strategies, i.e. partnering with Fayette County Public Schools.
- The College has done a lot of what can be done through the adoption of the Family Friendly Environment Policy but needs additional support from the University.
- We need to hear something meaningful from the Provost and President that expresses appreciation for the faculty and acknowledges the toll these unprecedented times is taking on caregivers.
- Suzanne Segerstrom stated that in discussion with graduate students, graduate students have stated that while in graduate school is a good time to have children, but the cost of daycare is prohibitive. Cost of daycare influences the career trajectory and/or decision of starting a family. Sarah Lyon stated that there is an ad hoc group looking a daycare support for graduate students.
- GT's office is dealing with the statement about UK's COVID response and opening campus has hindered Fayette County Public Schools from opening. The President's Office is working with the Governor to separate out UK COVID data from Fayette County's data. The concern is UK student's impact on community spread.
- Need to make sure the staff is included in the conversation about caregiver needs.
- There needs to be a balance between University-wide statements, college and department level tools and resources to use in support of faculty and staff. Departments should work to reassure folks that they will be supported.
- Michelle Sizemore mentioned that there was a Dean's Committee for Women Faculty at one time. As a result of the committee, a default parental leave policy was established in the College that faculty could take to help deal with caregiver situations and not be stigmatized. This leave triggered a one-year probation delay.
- Michelle voiced concern from faculty that the communication for supporting faculty having struggles has not been forceful enough, and therefore individuals are hesitant to speak up. It was suggested to perhaps conduct a climate survey across the college to

collect data regarding culture to communicate concerns and needs. Dean Brady will follow up on the Climate Survey.

In the interest of time, the committee decided to carry over to the November meeting the agenda item regarding “follow-up on the COVID-related increase in faculty workload and its effect on faculty success and evaluations (TCEs, FMERs, teaching observations, etc.)”.

Due to a conflict with the Provost Council meetings being held on Tuesday mornings, discussion was held regarding changing the recurring meeting day for the Executive Committee from the second Tuesday of every month at 9:00-10:30 a.m. to the second Mondays of every month at 9:00-10:30 a.m. The committee agreed to make this change.

The Executive Committee will be meeting monthly with Provost Blackwell for updates on the A&S Dean’s Search process. The Provost requested that the A&S Senators join in on this monthly meeting. The Executive Committee members agreed that the A&S Senators would join the meetings. It is the elected leadership of the college to be involved in this meeting with the Provost. The Executive Committee will have the initial meeting with the Provost and then determine if the Associate Deans should be included in these monthly meetings.

Meeting adjourned at 10:37 a.m.

Submitted by:

Teresa Smith
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