

# College of Humanities and Social Sciences

## CHSS Faculty Assembly

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November 29, 2023



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### **Call to Order**

Approval of minutes from September 20, 2023 (5 minutes)

### **3:05-3:40: Announcements**

From the Dean

From the Chair

### **3:40-4:25: New Business**

Discussion of the status of CHSS colleagues at MK  
Committee reports

### **4:25: Comments for the Good of the Faculty**

### **4:30: Adjournment**

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Approval of minutes from FA meeting on  
September 20, 2023 [attached with agenda]

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## Announcements from the Dean

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College of Humanities  
and Social Sciences

# CHSS Faculty Assembly

November 29, 2023

Dean's Remarks





## Dean's remarks

- 1) CHSS FY24 and FY25 budget reduction planning update
- 2) update on LAU faculty workload guidelines development
- 3) save the dates – and Patriot Pantry drive

# CHSS Budget Reduction Planning FY24-25

**Target: 3.747M; achieve 50% in FY24**

**Guiding principle: minimize disruption**

## **Tactics:**

FY24: Return vacant lines with funding to state (10 position, \$1.5M)

Delay faculty and staff hiring actions (8 positions, \$500k)

Reduce part-time (adjunct) budget while sustaining enrollment capacity and high-quality instruction (\$800k)

FY25: Temporarily move department research admin positions to indirect; eliminate IDC incentive to cover?

Move college and LAU expenses from E&G to indirect and foundation accounts (as possible/appropriate)

Achieve savings through re-organizations and business process improvements (?)

# FY25 Budget Planning – Recalibration

Tactics will achieve budget reduction and some spending decreases in E&G through “all-funds”

Need plan to achieve college-level and unit-specific budget reduction and additional spending reductions

**College forecast to overspend E&G ~ \$500k toward 50% of cut in FY24; will need to cut spending further in FY25 and subsequently to meet 100%.  
Reminder: budget reductions are permanent.**

FY25 budget reductions in CHSS will not be across-the-board

Engage unit leadership in unit-specific spending reductions

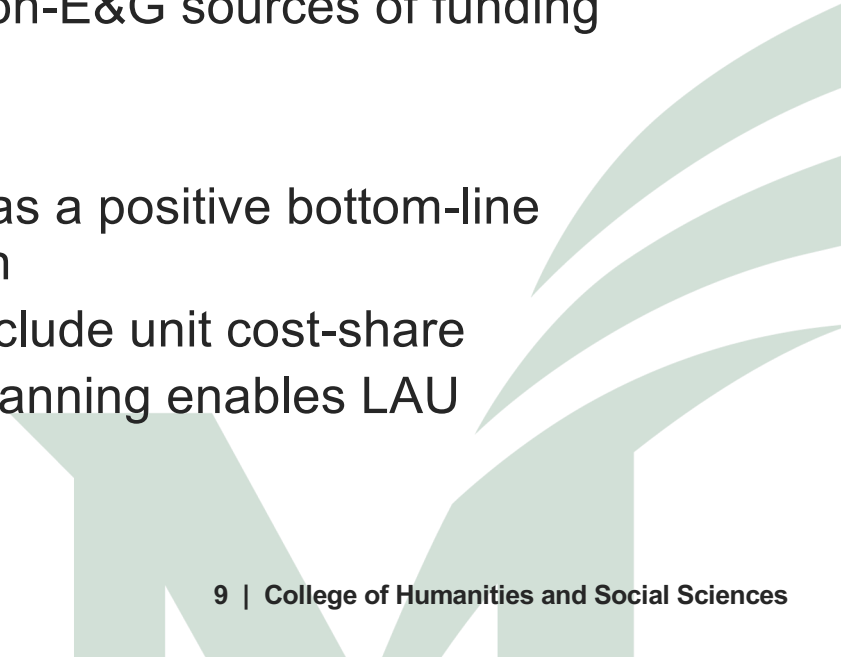
Recalibration continued - focus on equity in faculty and GA workload and reduction in E&G spending





## FY25 Budget Planning Process

Local Academic Units to prepare:

1. Spending reduction scenarios
    - 4% and 8% E&G spending reduction planning
  2. Plan an increase in spending on non-E&G sources of funding - either temporarily or permanently
  3. Budget Request
    - Tenure-line hires - only if unit has a positive bottom-line **and** FY22-24 enrollment growth
    - One-time requests – need to include unit cost-share
    - Term hires – only if reduction planning enables LAU resourcing
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## FY25 Budget Planning Process

College-level budget reduction planning process mirrors LAU reduction planning:

1. Spending reduction scenarios
  - 4% and 8% E&G spending reduction planning
2. Plan an increase in spending on non-E&G sources of funding - either temporarily or permanently

# Cost/value/impact self-assessment exercise

High cost (people, time, \$)  
Low value  
Low impact

High cost  
High value  
High impact

Low cost  
Low value  
Low impact

Low cost  
High value  
High impact

# CHSS Workload Guidelines Timeline and Sequence

## AY 20-21:

Dean's Office announced (April 2021 all-College meeting; September 2021 Faculty Assembly meeting) the need to develop new CHSS workload guidelines that:

- 1- Pertain to instructional term faculty, tenure-track and tenured faculty;
- 2- Include the nuances of workload assignments recognized in the AY20-21 CHSS Term Faculty Affairs Committee draft workload guidelines;
- 3- Address visible, as well as less-visible, aspects of faculty workload; and,
- 4- Provide an opportunity for local academic units (LAUs) to engage their faculty in crafting LAU-specific workload guidelines leading to proposals for specific solutions to faculty workload issues that are appropriately informed by their national professional organizations' recommendations and incorporate Diversity, Equity, and Inclusion (DEI) objectives.

## AY 21-22:

Approval and Adoption of CHSS Faculty Workload Guidelines (Spring 2022)

[Faculty Senate Taskforce Report, "Reimagining Faculty Roles and Rewards" \(Fall 2022\)](#)

[2022 COACHE Executive Summary and Key Findings](#)

# CHSS Workload Guidelines Timeline and Sequence Cont.

## **AY22-23**

Fall 2022: CHSS LAUs form and charge ad hoc committees or working groups to begin developing Faculty Workload guidelines

Spring 2023: Re-set of Deadline for Submission of LAU Faculty Workload Guidelines Drafts: from May '23 to Dec 15, 2023

## **AY23-24**

Fall 2023: CHSS continues to receive workload guidelines drafts from LAUs

Nov-Dec: Wrap-Up Sessions with Faculty Affairs Associate Dean to finalize Workload Guidelines drafts

Dec 15: Deadline for Submission of all Workload Guidelines Drafts from LAUs

Spring 2024: Finalization and Posting of all LAU Workload Guidelines



# Save the Dates

Nov 30, 3-5pm HUB Ballroom

## **“Listening and Learning On Our Campus: The War in Gaza”**

Moderators: Maria Dakake and John Turner

Speakers: Bruce Aft, Amal Amireh, Hatim El-Hibri, Marc Gopin, Bassam Haddad, Ahmet Tekelioglu

Dec 5, 10am George's – Johnson Center 3rd floor

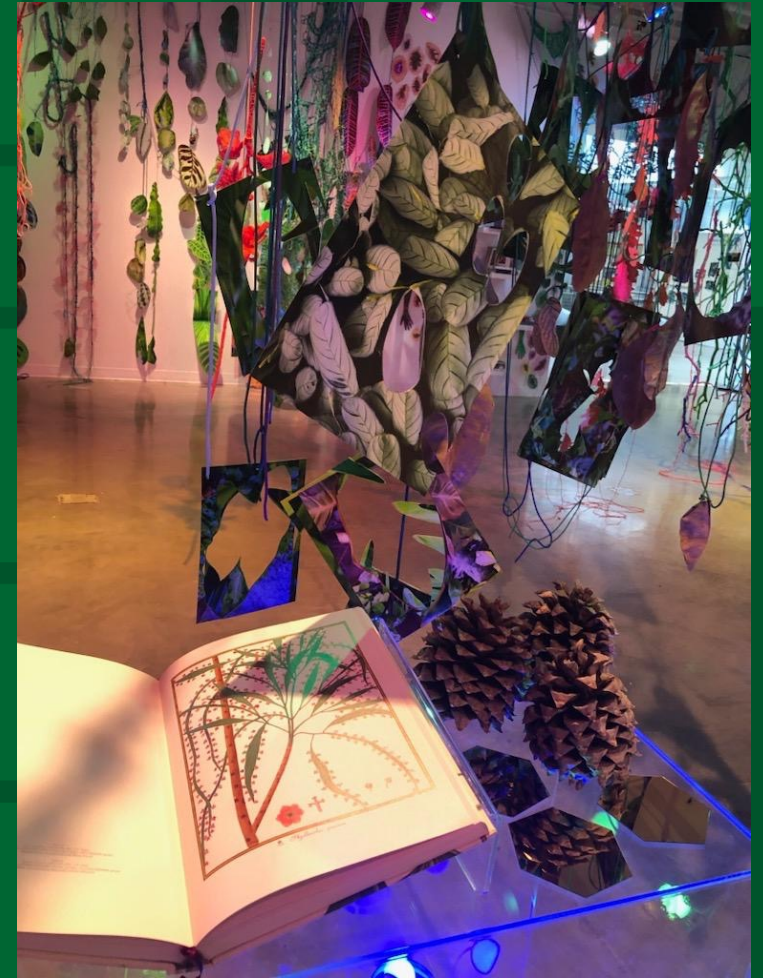
## **Mary Roper award celebration**

Dec 6, 9am 6th floor Horizon Hall kitchen

## **CHSS Coffee Hour – and conclusion of CHSS Patriot Pantry drive**



# Questions?

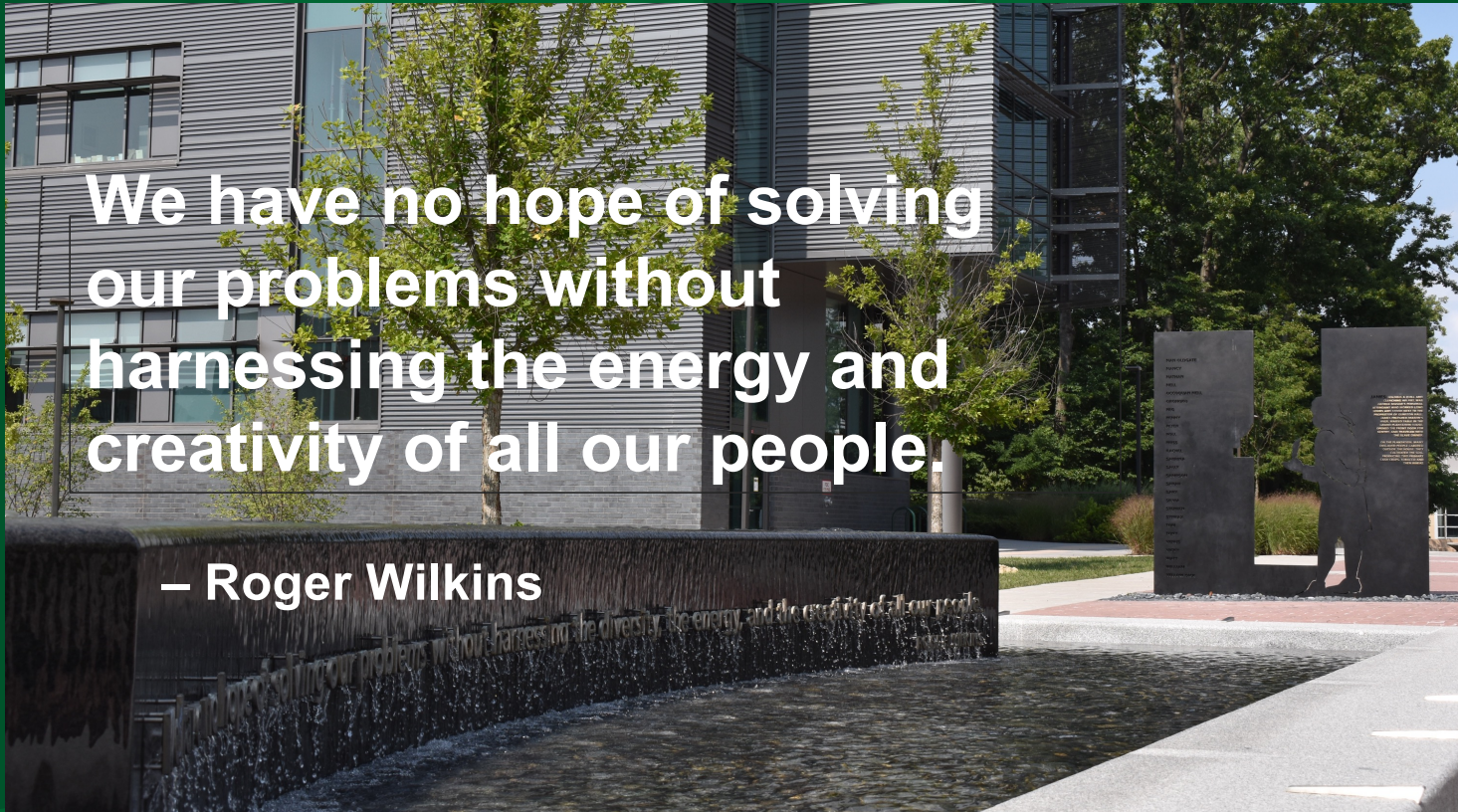




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We have no hope of solving  
our problems without  
harnessing the energy and  
creativity of all our people.

— Roger Wilkins





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## Announcements from the Chair

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## Spring 2024 Faculty Assembly Meetings

- Wednesday, January 31, 3-4:30pm
  - Wednesday, March 13, 3-4:30pm
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New Business

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Discussion of the status of CHSS colleagues  
at MK [bios attached with agenda]

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## Committee Reports

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## Comments for the Good of the Faculty

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Adjournment

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