

Lee, Lori

From: Lee, Lori
Sent: Wednesday, March 25, 2009 1:03 PM
To: Lee, Lori
Subject: OFFICERS AGENDA - Ranking of fixed term faculty

From: McKinnon, Hunt
Sent: Wednesday, March 25, 2009 12:09 PM
To: Tovey, Janice
Cc: Lee, Lori; Wilson, Ken; Walker, Marianna
Subject: FW: Ranking of fixed term faculty

Jan, how would you put this on the agenda for our next meeting please ?
 Hunt

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March 25, 2009 9:41 AM
To: Wilson, Ken; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty

I had to leave at three when the good questions started to come. Basically, there has to be a ranking (not 20, 19, 18...) but categories of who we consider high priority to hire and who is low priority. He reiterated that this is to determine the order of hiring, but I consider that simply a rhetorical device, in really we are telling him who should be fired. He also indicated that we cannot reduce the number of student credit hours, even if we fire faculty, which of course means either increasing class size or increasing teaching loads.

In Spanish, where all our courses are already at 30% enrollment over what is recommended by the profession and where all our classes are always full, that probably will mean all tenured faculty going to a 4-4 teaching load. It is crazy and irresponsible of the administration to say that we cannot reduce our student credit hours.

But we did our ranking, because we are good soldiers. The PC in my department (and not at my instigation) is ready to strike. Seriously, the word was mentioned! They asked me what they can do to protest and they asked me too (again, I did not instigate this) why the Faculty Senate Officers are not protesting and demanding cuts for administrative salaries or organizing the faculty better.

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3/26/2009

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From: Wilson, Ken
Sent: Tuesday, March 24, 2009 4:32 PM
To: Martinez, Purificacion; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty

How did the meeting with the Dean go? Ken....

From: Martinez, Purificacion
Sent: Tuesday, March 24, 2009 11:47 AM
To: Tovey, Janice; Wilson, Ken; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty

This is my list of questions for the dean. I have already sent him a copy

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From: Tovey, Janice
Sent: Tuesday, March 24, 2009 10:35 AM
To: Wilson, Ken; Martinez, Purificacion; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty

I had a meeting with the Dean yesterday. He explained the situation and his plan for offering fixed term contracts. Please ask him about it today in the meeting with Senators.

jan

*Janice Tovey, PhD
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From: Wilson, Ken
Sent: Tuesday, March 24, 2009 9:39 AM
To: Martinez, Purificacion; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori

3/26/2009

Subject: RE: Ranking of fixed term faculty to be fired

We don't have a similar situation so I may be reading something into the Dean's comments but my understanding is that the Dean is committed to considering the Department's wishes as a very important factor when making these decisions. My guess is that if he really wanted a vertical cut in FL, then he would have take with you about it by now. However, I would love to know how he answers when asked about it directly. Ken....

From: Martinez, Purificacion

Sent: Tuesday, March 24, 2009 9:29 AM

To: Wilson, Ken; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt

Cc: Lee, Lori

Subject: RE: Ranking of fixed term faculty to be fired

NO. But for example, my department has 5 different programs. We are arguing whether we should try to protect fixed term faculty in French over fixed term faculty in Spanish. But if the Dean decides that the vertical cut will happen in French, then what is the point of tearing apart a department arguing which language deserves protection? This discussion of ranking can very bad in a department with as many different specialties as mine.

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From: Wilson, Ken

Sent: Tuesday, March 24, 2009 9:25 AM

To: Martinez, Purificacion; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt

Cc: Lee, Lori

Subject: RE: Ranking of fixed term faculty to be fired

Are you arguing for vertical cuts to protect fixed term faculty? Ken...

From: Martinez, Purificacion

Sent: Tuesday, March 24, 2009 9:22 AM

To: Wilson, Ken; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt

Cc: Lee, Lori

Subject: RE: Ranking of fixed term faculty to be fired

I know the problem is not with him. That is why I think that it will be good that the faculty at the college be behind him and support him on this.

Regarding vertical cuts, take into consideration that according to the BoT framework all colleges will have to cut 5%. This is a mandate.

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From: Wilson, Ken

Sent: Tuesday, March 24, 2009 9:20 AM

To: Martinez, Purificacion; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty to be fired

Good questions and I am glad you are meeting with Dean White today. We have a meeting with the Chancellor at the same time and we will definitely raise these issues.

From the Dean's comments last week, he does not believe that "vertical cuts" are justified in A&S since our units are all part of the academic core. He also noted that vertical cuts produce long term savings but will not help very much next year since the only positions that can be eliminated quickly are those that are vacant or up for re-appointment.

He told us that he would protest all tenure track faculty who are up for re-appointment. I think this is a very good commitment.

I was impressed with Dean White's thoughtful analysis of a very bad situation. I don't think the problem is within A&S. I do think we need a much clearer explanation of how much is coming from code units and how much is coming from other parts of the university. Ken....

PS -- I would greatly appreciate your summary of the Dean's comments at the meeting today.

From: Martinez, Purificacion
Sent: Tuesday, March 24, 2009 8:54 AM
To: Wilson, Ken; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty to be fired

I don't have an exact idea. But I remain deeply concern about these cuts about faculty but I don't hear anything about cuts of administrators. Can someone explain to me/to us why is it necessary to cut so many faculty positions? They should be able to explain to us exactly what other cuts they are making and proof to us that the cuts are not being made mainly in faculty positions. Also how are we going to increased number of students without these faculty, the only way I see is increasing teaching loads and then what happens to tenure-track faculty and the requirements for tenure? Is it absolutely necessary to eliminate all multiyear contracts? According to the framework for the BoT, the cuts are vertical , in what departments and programs are they going to happen?
 As you see I have a lot of questions, not many answers.

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From: Wilson, Ken
Sent: Monday, March 23, 2009 8:26 PM
To: Martinez, Purificacion; Tovey, Janice; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt
Cc: Lee, Lori
Subject: RE: Ranking of fixed term faculty to be fired

Dean White was at our faculty meeting last week and told us to expect this. He explained that if the budget cuts keep getting worse over the next few months, the budget cuts will be so deep that faculty cuts will be necessary. The exact number is unknown and these cuts will be limited to fixed term faculty whose contracts are up. He hopes that the budgets passed by the legislature will make these cuts unnecessary. However, he also wanted

departments to have input. To give you my guess of the answers to these three questions:

All Colleges and School to be asked to cut their budget once the legislature passes the budget.

The number of people who are not rehired will not be known until we see the budget. No one will be fired since there are no immediate budget saving in firing people.

People expect the university budget to be cut between 5 and 15 percent next year. In the worst case, we could lose over half our fixed term positions.

What kind of strong faculty action do you have in mind? Ken.....

From: Martinez, Purificacion

Sent: Monday, March 23, 2009 7:32 PM

To: Tovey, Janice; Wilson, Ken; Walker, Marianna; Robinson, Zachary; McKinnon, Hunt

Cc: Lee, Lori

Subject: Ranking of fixed term faculty to be fired

Dear Senate officers and representative on the Budget Task Force:

The Dean of the College of Arts and Sciences has requested all the departments in the college to produce a ranking of the order in which the fixed term faculty in each department will be hire/fired. I would like to know the following:

1. If this is a university wide request
2. How many people they are anticipating firing
3. The exact reason behind the request

It is time to fight for our fixed term faculty. We cannot let this ranking happen without strong faculty action. We cannot meekly comply.

Puri

PD The deparments are supposed to comply by Wednesday, so timely action on this matter is important. I only remember Zach being in the task force, if there are other faculty representatives, I apologize for not including them in this, but I am writing this quickly.