

Minutes of the SAS and Affiliates Faculty Meeting, 6 May 2020 FINAL

This meeting was via Webex. Participants are listed in Tables 1 and 2 below.

1. SAS Executive Dean March called the meeting to order at 10:08 am.
2. *Acceptance of the agenda:* The motion was raised, seconded, voted on and approved.
3. *Acceptance of the minutes of the meeting 12 December 2019:* The motion was raised, seconded, voted on, and approved. Text of minutes can be viewed at <https://sas.rutgers.edu/resources/25-faculty-a-staff/1611-sas-faculty-meeting-minutes>.
4. *Report from the Curriculum Committee:* (Dennis Bathory, Committee Chair) This committee met six times, and reviewed a large number of courses from a wide variety of disciplines. Prof. Bathory reviewed highlights of exciting curricular changes. The language center is taking over sponsorship of some language courses. Curricular changes are detailed at <https://sasoue.rutgers.edu/curriculum-courses/archive-of-faculty-reports/66-policies-resources/sas-affiliates-faculty-meetings/1-upcoming-meetings/233-may-6-2020>. Voting on changes will take place on line on 7 and 8 May 2020.
5. *Report from the Core Requirements Committee:* (Kathleen Scott, Committee Chair) A wide variety of courses were approved for the core, including for courses for new curricular goals. Furthermore, minor changes were made to existing courses. Keep in mind that the CRC assesses minors from schools other than SAS. Fifteen courses will be retired from the core, in many cases because these courses will no longer be sufficiently regularly offered. The current CRC report is posted on the SAS website at <https://sasoue.rutgers.edu/curriculum-courses/archive-of-faculty-reports/66-policies-resources/sas-affiliates-faculty-meetings/1-upcoming-meetings/233-may-5-2020>. Voting on changes will take place on line on 7 and 8 May 2020.
6. *Report of Executive Dean, SAS:* (Peter March)
 - (a) Covid-19 Timeline: Classes were suspended 12 March, and resumed on-line after Spring Break. Dean March is proud of the faculty's quick transition to on-line teaching. We successfully moved 4000 classes serving 25000 students to remote instruction. In-person on-campus research, except for Covid-19 research, was suspended. Equitable access of students to tools they need to access virtual instruction remains an issue. Moving from Spring to Summer and Fall, on-line instruction must become more intentional. Rutgers is suffering from a significant loss of revenue, and the next budget must be constructed under changing circumstances.
 - (b) Report from Susan Lawrence, Vice Dean for Undergraduate Education: Dean Lawrence also shares gratitude for faculty efforts in this transition. The earliest effect of Covid-19 was that foreign students traveling over the break had difficulty returning. Study abroad was disrupted early in the semester. Remote teaching was instituted at approximately the semester break. Dean Lawrence thanked the SAS Teaching, Learning, and Assessment Team, and SAS Advising and Academic Services. Faculty should remember to submit general letter grades this semester. SAS and departmental staff are currently engaging in remote advising. Attendance by incoming international students is likely to be disrupted. Planning for academic continuity and disrupted arrival is ongoing. SAS and departments are planning for Fall instruction. Even if Rutgers reopens for in-person instruction, much of this teaching will be on-line to allow for student who can not or choose not to come to campus. Contingencies for entirely on-line instruction for Fall are being planned for. Quality of remote instruction must be maintained. The Curriculum Committee has responsibility for certifying appropriate conversion of on-line courses to remote teaching; this authority is temporarily delegated to departments. No change to schedules should be made beyond those that would routinely be made. Carolyn Moehling is moving to New Brunswick Vice Provost for Undergraduate Education after 5 years as Senior Associate Dean for Undergraduate Education in the School of Arts and Sciences, and is thanked for her contributions.
 - (c) Report from Jean Baum, Vice Dean for Research and Graduate Education: Faculty were required to provide research transition plans to demonstrate compliance with CDC guidelines, and to provide graduate mentoring plans. Dean Baum thanks the faculty for their quick

compliance. Animal studies in particular were adversely affected. Planning for restarting lab research is now ongoing. Reopening will be in phases. Following up with graduate student advisees is very important. Graduate courses will also have on-line contingency plans; undergraduate and graduate on-line contingencies will be planned jointly. David Hughes raised questions about shared governance. Dean Baum notes that this shared governance comes through faculty committees and other venues. SAS paused the spending of research funds, and impacts of this pause were discussed.

- (d) Report from James Masschaele, Executive Vice Dean: Much of the normal SAS work is successfully continuing. Dean Masschaele thanks SAS and departmental staff for their ongoing efforts. Sabbaticals and CFL activities are still transitioning. NTT faculty promotions are continuing. The tenured and tenure track faculty promotion processes has been temporarily modified. The minimum number of letters has been reduced from 7 to 5 (although it becomes more important that each of these fewer letters more completely represent arms-length assessment). Current-semester course evaluations will be excluded from promotion consideration, and classroom observation requirements are relaxed. Assistant professors and PTLs have the option of excluding the 2019-2020 from their probationary time, with recognition that research activity this year might reasonably be impeded. Currently-considered candidates for promotion will continue moving forward.
- (e) Comments from Dean March on Budgeting: Budgets are impacted by state tax receipt shortfalls. The state is not able to fulfill its contribution plans. State appropriations are dramatically cut. The last allotment is halved. Housing, dining, and parking fees were refunded. University-affiliated health care providers are facing budget shortfalls. The total budget his is \$200,000,000 out of a \$4,000,000,000. There are some cost savings (ex., commencement). Our goal is to fulfill our existing commitments on less revenue while not raising the projected shortfall. Dean March outlines the following three steps:
 - Assess cuts vs. costs not incurred.
 - Identify SAS dean's resources to help meet this shortfall.
 - Apportioned the remaining shortfall across departments and centers.

PTL staffing will be added only with with care. The value of RCM under crisis circumstances was questioned. Dean March considers RCM still a useful budget model, even, or perhaps even more, under these trying circumstances. Questions were raised about whether non-academic entities, including cost pools, are paying their fair share, and about whether there are unrestricted reserves that could be applied. Dean March does not have information about whether these reserves are actually available for use.

The meeting adjourned at 12:02.

Respectfully submitted, John Kolassa, Secretary of SAS

Table 1: Participants: A-N
Last Name | First Name | Department

SAS All Faculty and Affiliates Meeting Participant List

May 6 2020

Last Name	First Name	Department
Al-Dewachi	Omar	Anthropology
Alami	Myriam	French
Allender	Eric	Computer Science
Anderson	Cori	GREELL
Anderson	Erica	Advising and Academic Services
Anderson	Maria	OED
Arroyo	Milagros	OAAS
Asefa	Tewodros	Chemistry and Chemical Biology
Aubert	Anne	french
Barragan	Yesenia	History
Bartynski	Robert	Physics & Astronomy
Bates	Marsha	Kinesiology and Health
Bathory	Dennis	Political Science
Battle	DuWayne	Social Work
Baum	Jean	SAS Deans office
Behrmann	Nicola	German
Behrmann	Nicola	German
Bell	Rudolph	History
Bellany	Alastair	History
Berg	Ulla	Latino and Caribbean Studies
Bishop	Karen	Spanish&Portuguese
Blau	Eliza	OUE
Boikess	Robert	CCB
Borrmann-Begg	Carol	OAAS
Brennan	John	CCB
Britton	Akissi	Africana Studies
Brzustowicz	Linda	Genetics
Brzycki	Matthew	Kinesiology and Health
Burger	Joanna	CBN
Clemens	Paul	History
Coleman	Vanessa	OUE
Connolly	Serena	Classics
Cooper	Barbara	History
Cornilliat	Francois	French
Covey	Lori	SAS Dean's office
Cubero	Victor	OAAS
D'Arcangelo	Gabriella	Cell Biology & Neuroscience
de Jong	Hylke	Anthropology
Decena	Carlos	LCS
Delauro	Diane	SASOAAS
DeLosSantos	Jenevieve	SAS OUE/Art history
Diamond	Robin	OAAS
Dobrynio	Wendy	Kinesiology and Health
Donaldson	Kara	SAS
Eisenzweig	Uri	French
Elkhateeb	Hebatalla	English
Ellen Schwartz	Marcy	Spanish and Portuguese
Ellison	Christopher	Genetics
Fatima	Shaheen	SAS advice
Feeney	Michelle	Deas Office
Fei	Jia	MBB

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Feibel	Craig	Anthropology
Field	Williamd	Political Science
Figueira	Thomas	Classics
Fishbein	Leslie	American Studies
Flores	Tatiana	Latino & Caribbean Studies
Fruchtman	Diane	Religion
Gallagher	Karalyn	Dean's Office
Gallo	Catrina	SAS OAAS
Gambarota	Paola	ITALIAN
Gang	Ira	Economics
Gangino	Nicole	SAS OUE
Gerson	Judith	Sociology and WGSS
Ghassem-Fachandi	Parvis	anthro
Glascock	Charlene	SAS Dean's Office
Goldman	David	SAS OUE
Haar	Kristy	OAAS
Haberl	Chuck	AMESALL
Han	Zhengchao	Math
Hanebrink	Paul	History
Haviland	Martha	Division of Life Sciences
Heiman	Gary	Genetics/SAS
Helfer	Martha	GREELL
Hogan	Courtney	SAS Advising
Houser	Nicole	English
Hughes	David	anthropology
Israel	Paul	Edison Papers
Jiang	Tao	Religion
Jones	Jennifer	History
Kan	Sophie	Mathematics
Karl	Regina	GREELL
Keeton	Charles	P&A/ SAS Honors Program
Kiledjian	Mike	CBN
Kim	Suzy	Asian Languages and Cultures
Kitzinger	Chloe	GREELL
Kolassa	John	Statistics
Koznecki	Dale	SAS HR
Kukrek	Ahmet	Chemistry
Lane	Rosemary	SAS-HR
Lawrence	Susan	SAS OUE Poli Sci
Leichenko	Robin	Geography
Leon	Jennifer	Deans office
Li	Jie	OAAS
Lopez	Kathleen	LCS
March	Peter	OED
markowitz	norman	history
Masschaele	James	OED
Matise	Tara	Genetics
Mazrui	Alamin	AMESALL
McCrossin	Trip	Philosophy
McGinley	Dugan	Religion
McGlew	James	classics
McQuinn	Kristen	Physics and Astronomy

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Michael Beals	R.	Mathematics
Monahan	Kevin	MBB
Mountain	Gregory	Earth + Planetary Sciences
Neigeborn	Lenore	OAAS
Nester-Watt	Moriah	SAS OAAS Academic Standing
Nguyen	Thu	SAS Dean's Office
O'Brassill-Kulfan	Kristin	History
Ojha	Lujendra	EPS
OKeefe	Paul	Geography
Ortiz Tepedino	Vanessa	SAS OAAS
Otero-Torres	Damaris	Spanish and Portuguese
Pairet	Ana	French
Palombit	Ryne	Anthropology
Parker	Andrew	French
Pasley	Christina	SAS
Pennock	David	Computer Science
Piroux	Lorraine	French
Poggi	Kristina	SAS
Prusa	Tom	Economics
Ransome	Ronald	Physics & Astronomy
Rashed	Doaa	The Language Center
Rears	Monica	Kinesiology and Health
Rendsburg	Gary	Jewish Studies
Rennermalm	Asa	Geography
Ricci	Dana	Dean's Office
Ritch	Wendy	WGSS
Rossman-Murphy	Lisa	Kinesiology and Health
Sadeghipour	Mitra	CBC
Safir	Ken	Linguistics
Schalow	Paul	Asian Languages & Cultures
Schellenberg	Susanna	Philosophy
Scherer	Chris	SAS
Scott	Robert	Anthropology
Scott	Kathleen	CBN
Sears	Tamara	Art History
Shaffer	Rebecca	OAAS
Shandler	Jeffrey	Jewish Studies
Sidlauskas	Susan	Art History
Sidossis	Labros	Kinesiology and Health
Simmons	Richard	Asian Languages and Cultures
Somers	Sherri	OUE
Spaeth	Andrea	Kinesiology and Health
St Martin	Kevin	Geography
Stephens	Tom	Spanish and Portuguese
Stephens	Michelle	SAS OED/English
Stine	Matthew	Computer Science
Stoerger	Sharon	SC&I
Stone	Matthew	Computer Science
Syrett	Kristen	Linguistics
Tamas	Jennifer	french
Tartakoff	Paola	Jewish Studies
Tesar	Bruce	Linguistics

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Thuno	Erik	Art History
Trancucci	Jennifer	SAS OAAS
Trigg	Mary	WGSS
Vershon	Andrew	MBB
Vettori	Alessandro	Italian
Vicario	David	Psychology
Vogel	Erin	Anthropology
Vosseler	Tom	Dean's Office
Walker	Janet	Comparative Literature
Washington	Tanya	OAAS
Weingart	Michael	Mathematics
Williams	Tee	SAS Development
Woodward	Chris	Mathematics
Yu	Calvin	DLS OUGI
Yu	Lei	Genetics
Zimmerman	Dean	philosophy
Zipkin	Iris	SAS OAAS