

Norton School of Family & Consumer Sciences Meeting Minutes 9/11/17
Conversation with Dean Burgess

FCS: How does RCM (Responsibility Centered Management) work?

SB: RCM stops at the college. It's only about the college's budget and doesn't affect your school's budget. The RCM formula is not rolled down to school's departments because the Provost has requested it to be that way. With RCM, we aren't gaining as much money as we should be, but we aren't going negative. (For more info see the Provosts website <http://rcm.arizona.edu/>)

FCS: There is pressure to increase credit hours and enrollment.

SB: There are disproportionate reasons that CALS students enroll in our college. Some are first-generation students where it's a family decision, and others are students deciding for themselves. There's a strong correlation between Modified Total Direct Cost (MTDC) and student credit hours. To quote the Red Queen in *Through the Looking Glass*, "You've got to keep running to stay in place."

FCS: Where does Research fit into credit hours and enrollment?"

SB: Researchers cost money, but it's part of our 3 missions (*Teaching/Research/Extension*) to do research. We are SCH (student credit hours) contributors, so we do have pressure to grow our mission (grow enrollment). Do we want to be part of the college or stand alone? Ultimately, we want to focus on our mission delivery.

FCS: Where does President Robbins stand regarding RCM and the Land Grant mission?

SB: I'm not sure where he stands. Unlike ASU, we are a Land Grant University. The President will think about it if we can parlay it to be important. FCS has approximately 25% of the budget for Extension. As to his Strategic Plan (his version of President Hart's "Never Settle"), President Robbins told the Deans that he is working with an outside consulting firm and he expects to have a plan in about 1½ years. (BACKGROUND: A land-grant university is an institution of higher education in the United States designated by a state to receive the benefits of the Morrill Acts of 1862 and 1890. Officially titled "An Act Donating Public Lands to the Several States and Territories which may provide Colleges for the Benefit of Agriculture and the Mechanic Arts," the Morrill Act provided each state with 30,000 acres of Federal land for each member in their Congressional delegation.)

FCS: ASU's President Michael Crow announced specific steps in regards to the recent announcement of the Justice Department's plan to end DACA (Deferred Action for Childhood Arrivals) in March 2018. However, the response by UA's President Robbins did not address ways to assist the DACA students. Will we be receiving a plan from either UA or CALS?

SB: UA has 45 DACA students, and I am required to follow the directive of President Robbins, and he is to follow the directive of ABOR. It's never wrong to do the right thing, but you need to do the right thing right. We can't use UA resources to legislate change but I encourage you to send me a formal request regarding the handling of DACA (*what we can and can't say*), and I can take it from there. Perhaps a donor will come forth with a gift to support the DACA students. Perhaps better online options are needed to support DACA students. AZ Attorney General Mark Brnovich is suing ABOR regarding the tuition increases, contending that they are ignoring a constitutional requirement that tuition for Arizona residents be "as nearly free as possible." (Additionally, the Attorney General is challenging ABOR's decision to consider DACA recipients as legal AZ residents and therefore charge them the in-state tuition.)

FCS: What value does the Norton School bring to CALS in your opinion?

SB: What's really important is the heritage the Norton School brings to CALS. There is no other unit in our college that brings heritage. We are not STEM (Science, Technology, Engineering, and Math); we're about people. Another value is that we are able to bring people from the outskirts and bring primary people to the college. You're one of the most innovative programs at UA regarding social justice, women's issues, and inclusivity. Norton has always been about inclusion. Norton School is a leader in being inventive about the general education of the students in this entire university. The Norton School should be picking up the students who are not accepted at Eller into the RCSC program and from Nursing into the FSHD program. There is high employability for Norton School graduates. CALS is the "Human Health and Welfare College."

FCS: What about the Provost's announcement from the President that raises will be implemented in 2018?

SB: The University doesn't give money for a mandatory pay raise – it comes from the College. Raises are about 2% of our CALS budget. The Deans are told how to do this and 2% could be high or low based on budget. The good news is that no one will lose their jobs this year. Four units in the college are subsidizing the remaining six units in CALS. Raises generally fall under market, merit, or equity. The budget for raises is linear, and it may turn out that in order for someone to get a pay raise, someone else will have to lose their job. We should look at the market to fix salary compression. The top performers need to be recognized as top performers.

FCS: Advising is not designed to fully serve or retain the students at the current ratio of (on average) of 1 advisor (per major) for 500 students.

SB: Bring Mike Staten in regarding an advisor increase for the Norton School. Advising goes along with TA support, currently at a 1:70 ratio. TAs are a priority budget wise; TA's are ranked higher than salary compression fix.

FCS: How can we simplify the APR process?

SB: I am in agreement to simplify faculty APRS. No numbers are needed. You can do whatever you want in your school but it has to be consistent: have to show equity in work, have to have faculty rules, and make clear expectations. I hope to transition to "Shane's version of Career Conversations". (Jana will send out a blank template of the Unit Head APR as a sample to be discussed at an upcoming faculty meeting.)

FCS: Have any staff members been affected by the upcoming rescinding of DACA?

SB: That's a good question. Not that I'm aware of.