Meeting of the Camden Faculty Council  
**Minutes of the April 27, 2020 Meeting**  

WebEx meeting, 11:25 AM  

**Attending Chair:** Julie Still  

**Attendees:** Bonnie Jerome Demilia, Paul More Jr, Sam Rabinowitz, Chris Lim, Shauna Shames, Edwina Haring, Perry Dane, Bernardo Hiraldo, Kate Epstein  

**Administration:** Phoebe Haddon, Chancellor, Interim Provost Dan Hart, Loree Jones, Chief of Staff  

**Absent:**  

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**Agenda**  

1. Call to Order  

2. Approval of the minutes  

3. Approval of Agenda  

4. Report by the Chancellor or other member of the administration  

5. Announcements and Updates  

6. Old business  

7. New business  

8. Adjournment  

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1. **Call to Order**
   Chair Julie Still called the meeting to order at 11:25 AM.

2. **Approval of the minutes**
   Motion to approve minutes of the Camden Faculty Council (CFC) from March 23, 2020 was raised, seconded and approved unanimously.

3. **Approval of Agenda**
   Motion to approve current meeting agenda of the Camden Faculty Council (CFC) was raised, seconded and approved unanimously.

4. **Report by the Chancellor or other member of the administration**
   Loree Jones reported on the following:
   - University Communications and decision making
     - University started an emergency operating center in late February with team leads/reps. from various areas across Rutgers university- they provide insight and general updates to the campus community
     - All the Chancellors meet with the President biweekly to serve as a governing body for the emergency operation group
     - Rutgers Camden started meeting with a small working group regularly in March
     - Rutgers Camden Leadership Team plus meet for Covid 19 briefings
   Dan reported on the following:
   - Budget
     - Changes daily, no estimate on how much the cuts will be
     - Currently unstable and difficult to forecast
     - May not know what the state appropriations will be for Rutgers until Sept
     - Spending Freeze
     - Deficit
   - PTLs and controlling cost (in response to Julie’s question about PTL updates)
   - Travel ban and other cuts
   - Nursing teaching loads (in response to Bonnie’s question about the three and two workload)
   - Enrollment
     - Looks good for next year
     - We’re ahead with incoming students compared to last year
     - Expecting less international students
     - Waiting for information from the University about Fall teaching method and the effect it will have on enrollment
     - Difficulty with Social distancing with current classroom setup

   Chancellor Haddon answered questions from the (CFC) and reported on the following:
   - Re-opening and fluidity
   - Camden’s reporting is two weeks behind in the development of the virus
• Camden late with testing
• Nursing school outlook for the Fall
• Strong enrollment in Fall to engage with students
• Nursing positions hiring freeze and appeals (in response to Bonnie’s question about Nursing down six positions)

5. **Announcements and Updates**

Bonnie discussed the union’s perspective regarding personnel and efforts to prevent layoffs.

Kate asked if there were any information about layoffs, furloughs for tenured faculty. Dan responded, the administration was not consulted about this thus far and expecting to hear more information in the next couple of weeks.

Loree discussed the preparation and investment that is going toward possible remote instruction in the Fall. Faculty are asked to remain flexible.

Shauna discussed student mental health—students not motivated and heavier workload. Dan suggested faculty email Mary Beth Daisey if they know a student that is struggling with the transition. Dan also mentioned, Jason Rivera’s staff have been reaching out to students and the availability of health services.

Loree asked the (CFC) if there were a better way for teams who meet with student to communicate with faculty.

Julie made a request for the (CFC) to meet in the summer to keep the lines of communication open. Possibly May, June, July and August. Everyone was in favor and Julie will have meetings scheduled for every 3rd or 4th Monday.

Edwina asked if the personnel decisions by June 15th applies to fall PTL contracts. Dan assured the (CFC) that the Deans are making decisions now and there would be more clarity in two weeks for the fall.

Kate asked Administration the following two questions:

• If there was discussion of cutting benefits and pensions to address the fiscal crisis—Chancellor Haddon replied “No”
• Metrics that Administration will focus on for university cuts and the best ways departments can strengthen themselves—Dan’s response was the decision will come
through the Deans within academic units; Chancellor Haddon added, this would be a decision by the Deans and CFO (Larry Gaines)

Shauna initiated a discussion about Administrators numbers and salaries regarding the budget. Chancellor Haddon, Dan and Loree spoke about how lean we are Administratively, Administrator cuts, Camden’s earlier budget challenges and the structures that were put in place to control cost prior to the current crisis.

Loree discussed the university decision to not have an in-person commencement ceremony in May. Task force is working on a virtual ceremony in late May/early June. Looking at in-person ceremony in December. Decisions were made with input from our students via focus groups, online surveys, etc.

Sam mentioned the campus commencement committee meeting this afternoon and the agenda item- December in-person ceremony.

Dan made an appeal for faculty to email Administration with their questions to help the lines of communication stay open.

6. **Old Business**
   
   Julie reported on Residential houses, housing groups and outside the classroom curriculum
   
   - Housing currently booked and will get back to (CFC) in May
   - Julie will schedule meetings and seeking (CFC) interest in attending meetings

7. **New Business**
   
   Julie discussed elections for At-Large and PTL seats and let Kate know she had the opportunity run again.

8. **Adjournment**
   
   Meeting adjourned at 12:35 PM

   **Next Meeting**

   TBD
   Minutes prepared and submitted by,
   Celeste Williams
   Secretary to the Camden Faculty Council (CFC)