

preparation that our new students coming to the university are being affected by the COVID effects. These have been presented and posted, as well as being describe6(b)- b

arrival of the new administration, those we are not waiting for. We are starting those now and we hope to have some proposals coming up for this budget cycle this term. The budgets will be approved by the board by the end of the next meeting which will be in June, which means before that we hope that these plans will be able to be implemented and boarded into the budget. Now bear in mind that those corrections that happen will not be instantaneously. It's a plan and it will be a multi-step plan. I don't have the plan, this is something that Interim CFO is working on which he is giving his input and support. I will obviously be including the senate and others to participate in this process as it gets going, but the actual implementation is likely to be a few years to make this adjustment. There are two levels of the adjustment. One is the baseline, to make it overall more competitive and which varies between different areas. The other are the disparities within the different positions that can happen due to variations in terms of hiring, which we find and we try to correct and adjust them. So these efforts are on the way and I believe that we may be able to have updates for you before the end of the fiscal year by June. That is the approval time. This means that the decision has to be done a little before and I hope that we'll have updates for you.

We continue with the hiring process for faculty. Our faculty population, we are trying to recover as there has been a lot of turnover. Several positions are still ongoing with a target we had of close to 20 more positions across the board and some of them are coming to me for approval, are approved, and they're being set now as part of the new Budget Review. As we close this process, when we recoup the positions of faculty, we hope to be able to enter the planning mode which will come with the new administration as well. We recoup are baseline, we adjust the salaries, and then you can put together a more strategic growth plan such as which areas you are going to expand in, how you're going to expand, etc. We are not there yet. We're still playing catch up and trying to build the population back up, build the areas back up, and put the salaries adjusted. We are making progress, but not as fast as we would like it to be.

We are not going into the details about the Presidential search, but as you know we're now in the process of talking with the candidates and many of these decisions and many of these plans, we'll be presented, discussed, and included with the finding of that person that is selected. By the time that happens, which means that by the beginning of the execution of their term, which will be July 1st. They will already be briefed and they will already be included in a lot of those discussions which will also include the process for the replacement or position for the provost. The new provost assuming in July 1st, I don't have a plan for yet because this is something that will be included as part of those discussions when the new President is selected, and we anticipate this will happen with enough time before July that we allow for this conversations.

Now speaking about our financial health, we continue with

Old Business

Committee Reports:

1. Excellence Awards Committee: Senator Julie Costopoulos says she would like to remind everyone to encourage your faculty to nominate themselves. The applications are due Friday by 5pm and we're already get some applications and

minutes of the Board of Trustees meeting. He also mentioned that he reminded the Board of Trustees about the fact that we are still waiting on an official response on the COLA resolution that we passed in April of last year. The board is very busy with the

proposed. He will share these slides with the faculty after. Nothing is going to be voted on at this point. We're just having discussions today.

What is the current situation for senators? Our current policy, as defined in our by-laws, article one, section one states: the members of the faculty voting by academic unit for their individual representatives shall elect members of the Faculty Senate for a three year term.

President Turgut responds. He said the he did ask a couple (two) deans and they would like this rotation, they support it. And his experience shows that it can work yes. Senator Poole (who is a new faculty and a new senator at the same time) comments that she does like the concept of bringing in new fresh faces. By being a senator as a new full-time faculty she comments that it is a good opportunity for her to learn the institution from the perspective of the senate and contribute. She says that she has talked to a couple of people in her department about their thoughts and concerns about term limits and all its impacts. From what she is hearing it seems like not having a cap on time is what they may be interested in, but also having because we're a smaller department we don't have quite as many people to rotate in and out, but we do seem to have plenty of people that have interest like I was totally interested when I was offered the opportunity. I actually feel like being put in this position right away, gave me a better perspective on the inner workings of the University itself, coming in as a new person I've learned in the past year an abundance of inform72.0243(tio)6(n)-3seer

