

COMMITTEE NAME: EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS)
MEETING DATE & TIME: FRIDAY, NOVEMBER 6, 2020, 2:00-3:15 P.M.
MEETING LOCATION: WEBEX

ATTENDANCE:

MEMBERS		“P” denotes Present, “A” denotes Absent, “R” denotes Regrets
P	Alex Blazer (CoAS, ECUS Secretary)	
P	Hauke Busch (CoAS, ECUS Chair)	
R	Steve Dorman (University President)	
P	Catherine Fowler (CoHS, ECUS Vice-Chair)	
P	David Johnson (CoAS, ECUS Chair Emeritus)	
P	Karl Manrodt (CoB, ECUS Member)	
P	Lyndall Muschell (CoE, ECUS Member)	
P	Costas Spirou (Provost)	
P	Jennifer Townes (Library, ECUS Member)	
GUESTS		
Shea Council (Administrative Assistant of the 2020-2021 University Senate)		

Legend

Italicized text denotes information from a previous meeting.

*Denotes new discussion on old business.

Highlighted text denotes follow-up.

Bold denotes action or recommendation.

I. Call to Order: The meeting was called to order at 2:00 pm by Hauke Busch (Chair).

II. Approval of Agenda: A **Motion** to approve the agenda was made and seconded. **The agenda was approved.**

III. Approval of Minutes: A draft of the 2 Oct 2020 minutes of the Executive Committee had been circulated to the meeting attendees via email. A **Motion** to approve the minutes was made and seconded. **The minutes were approved.**

IV. Reports

Presiding Officer Report — Hauke Busch

1. **Budget** No spending is anticipated for the university budget at the present time.
2. **President’s Request to Address Senate** Dr. Dorman requested that he address the senate on the resolution to “Condemning Unsafe Return to Face-to-Face Instruction.”
3. **ECUS Discussion**
 - a. **President’s Request to Address Senate** The committee discussed parliamentary procedure regarding rules of debate and noted that such an address cannot be made once debate is closed because Senators might want to comment or might need to inquiry or clarify. **Hauke Busch will follow up with President Dorman to determine an appropriate place for his address on the agenda.**

Presiding Officer Elect Report — Catherine Fowler

1. **2021-2022 Elections** We are awaiting election procedures from the deans and library director.

V. Unfinished Business

1. **Spring 2021 Academic Calendar** There is a small correction on Thanksgiving Break, specifically, no classes are held but the campus is open on the Wednesday prior to the Thanksgiving Holiday.
2. **2021-2022 Governance Calendar** The final draft of the calendar is ready. A **Motion** to approve the 2021-2022 Governance Calendar was made, seconded, and approved.
3. **Inclusive Excellence Policy Committee**
 - a. **Recommendation** The work group, comprised of David Johnson (chair), Alex Blazer, and Catherine Fowler, sought additional input from Veronica Womack, former Chief Diversity Officer; Craig Turner, former Presiding Officer of University Senate; and faculty members of color who have served on leadership positions on campus and Senate. The work group recommends that the committee composition include the Chief Diversity Officer, the Director of Admissions, faculty, staff, and students. The work group recommends the establishment of a permanent committee devoted to issues of diversity and inclusive excellence.
 - b. **Standing Committee or Subcommittee** There are two paths to establishing a diversity committee. The first route is a standing committee, which would be very impactful and make a statement by having one of Senate's standing committees deal exclusively with this issue. Following this route would necessitate review of the scope and size of other standing committees. The second route is a subcommittee that reports to RPIPC, which would not require changes to other standing committees. A subcommittee is not "less" of a committee; it simply fits within our Senate structure in which subcommittees are designed to focus attention on an important issue within a standing committee.
 - c. **ECUS Discussion**
 - i. Question: Many diversity issues have to be addressed in the standing committees anyway, since diversity is such an integral part of everything we do, so how does creating a separate committee affect other committees' work? Comment: It's like teaching ethics: do you teach it in one class or all classes. Answer: A subcommittee is the route that would have less impact on standing committees.
 - ii. Comment: We need to think about the kind of statement we want to make.
 - iii. Comment: All of our committees should include diversity issues; however, a number of issues are not getting attention and diversity needs a singular voice, such as a permanent committee. ECUS with SCC will continue to route issues; sometimes there is overlap but we do our best to find the right fit.

- iv. Comment: Many other universities have diversity committees as standing committees. Answer: Agreed, other university senates do not have subcommittees on diversity. However, we have a different senate structure than most. Those senates have nine or ten committees while we have four. The important thing is that the work gets done on either a standing committee or subcommittee.
- v. Question: How does, or how could PCOD work become part of Senate structure? Answer: PCOD has about 25 members who could meet to gather ideas and then inform the Senate diversity committee to recommend policy. PCOD is an information hub rather than a policy recommending body.
- vi. Question: Will there be enough business? What are example issues? Could we create an ad hoc committee? Answer: The hate speech vandalism issue last year would have been an appropriate time for Senate to compose a resolution condemning hate speech, but the campus was silent because we did not have a method or scope. A CARE team response initiative could be crafted in such a committee, which represents faculty, staff, and students across the university, as well.
- vii. Question: Could a resolution commence in RPIPC? Answer: RPIPC's plate was full and the committee was attending to other business. A permanent diversity committee would pay attention to and address these issues.
- viii. Comment: Perhaps we can survey Senate.
- ix. Question: Could we have an ad hoc committee? Answer yes. We could include it as a third option in a Senate survey.
- x. Comment: Ad hoc suggests temporary.
- xi. Follow Up: ECUS will seek feedback from SCC; Hauke Busch will announce the diversity committee idea to University Senate and encourage Senators to report to their constituents. David Johnson will create an email survey for Senators.

4. Online Senate Meeting Operating Procedures The operating procedures have been updated to better accommodate online debates and voting for Motions, etc.

- a. **Senate Website** All information will be posted 8 days before the meeting with links to the senate website.
- b. **Senators** Please review the motions before the senate meeting, if you have any questions about clarification, corrections, etc. please email the standing committee chairs directly before the meeting. (For debate pertinent questions please see below.)
- c. **Standing Committee Chairs** Please respond to those questions as needed, provide a summary of those question/answers as you finish introducing the motion during the senate meeting.
- d. **Senators** During the debate please send a chat with a short form of your questions so that everyone can see the question, this will help reducing duplicate questions. You will be called on in the order you placed your question.

- e. **Voting** Voting will be done via Webex with a verification from our parliamentarian and the senate secretary. (Qualtrics, via email would be a backup vote.)

VI. New Business

1. **USG Faculty Council** The meeting was held virtually on October 23.

a. **Questions for the Chancellor and USG Representatives**

- i. What evidence did the BOR use to judge that students or faculty need/want more in-person classes for Spring?
- ii. Does the BOR statement that notes “hybrid instruction includes a vast majority of in-person interactive instruction where appropriate and safe” change the definition of hybrid used by USG (no more than 49% online class days)?
- iii. How does the USG plan to enforce/oversee the BOR expectation of 50% classes (or once a week) in person in the Spring?
- iv. What are USG plans to mitigate a repeat in January of August/early Sept when we had thousands of cases and community spread?
- v. What is the budget picture for rest of this fiscal year and the next as we enter into legislative session in January?
- vi. Do USG know of any faculty deaths related to Covid?
- vii. With CDC changing definition of close contact, will that change class sizes for social distancing?
- viii. When do you expect a report from the new Post-Tenure Review committee?

b. **USGFC Representative Catherine Fowler’s Meeting Notes**

- i. Dr. Steve Wrigley, Chancellor
 - 1. Budget: “not a lot new”; Fiscal year July 1, 2020- June 30, 2021 budget submitted by September 1. Approved for the exempt formula; anticipate a formula increase; asked for \$61 billion for fiscal 2022. Will have an answer on budget approval when the 2021 legislative session commences; the state revenue is the single most important indicator to track- July and August are both up; September was down 3.5%; the October data comes out around November 10. The sunset provision is being carried forward; legislators have many questions about tuition and fees, and we have provided them regular updates.
 - 2. Salary: USG faculty salaries are aligned with Southern Regional Education Board (SREB). The state has past challenges with 2009-2019, and no salary increase for about half of those years. We ARE behind in salary and increases. A 1% increase in salary costs the state about 140 million dollars. There must be a fund source for the salary increases- there is a decline in state revenues. He did not

have much clarity- he did say “this continues to be an important issue.”

3. COVID 19: Continued emphasis on in-person format, and to minimize online offerings (but this does not mean the system undervalues online education). “We were not de-emphasizing online education prior to the pandemic.” “Face to face is a richer, fuller experience, and the vast majority of parents and students want it.” They hold weekly meetings with university presidents. Testing: worked with GEMA and DPH; provided all PPE and necessary supplies, and set up classrooms for distancing. Distributed 200,000 saliva test kits. Was a challenge to get supplies for PCR test kits. Four R1 institutions have the labs to process testing, but, they cannot handle the volume from all schools. Newer CDC guidelines- accommodations are decided at each institution, but do follow new guidelines and CDC guidelines on age and conditions. Plans to mitigate- follow the same guidelines as in Fall- “August plans worked, except for 3 institutions” (GC is one). “Within 3 weeks, the big numbers began to decline- significant decreases in case counts.” Continue to communicate with students, faculty, staff. Perhaps the BOR could give us a **STRONG** statement on wearing masks—if people on campus are not compliant, report to department heads, then the provost and president. If classrooms are not set up for distancing, we need to speak up, as this is a major requirement set forth. Hybrid/F2F- do we need a change in definition- from the 49%?? Boedy: “the reality is that students are not showing up for classes.” Many participants agreed- they are teaching to one, or none, or a few in person. The rest are online. The system is hearing complaints from parents that teachers are not showing up in the classroom to teach- in other words, Dr. Wrigley said the system is hearing very different reports, vs. what faculty see on the ground!
- ii. Dr. Tristan Denley, Executive Vice Chancellor for Academic Affairs and Chief Academic Officer
 1. General Education: On hold. We will continue with the process of not using SAT/ACT, for now.
 2. Post-Tenure Review: A continuing process. Each campus has specific processes.
- iii. Dr. Stuart Rayfield, Vice Chancellor for Leadership and Institutional Development
 1. COVID 19: We are staying with CDC guidelines, regarding age and medical conditions. Under age 65- need to get documentation from your health care provider. They are working with DPH to clarify CDC guidelines. Current change in definition for “close

contact”- it is 15 cumulative minutes within 6 feet of a positive or exposed individual. For overweight and obese definitions and criteria- work with your health care provider to acquire documentation. Statement from Matt Epps- chair-elect- “for those who do NOT meet qualifications, but are wildly uncomfortable with exposure.” the gold standard is 6 feet apart- must STOP if the classroom is not set up that way. Regarding plans for UV- no clear response. Epps- “schools need surveillance” ...campus needs to tell the system what their needs are.

- iv. Yvonne LeRoy-Landers, Assistant to VP of Finance & Administration, Valdosta State University
 - 1. Bereavement Policy: They are looking at bereavement policy changes- to be discussed in Feb. 2021.
 - 2. Tuition Assistance Program: Discussion regarding the ability to transfer TAP funds to spouse, child, significant other.
- v. Natasha Webb-Prather, Equity and Compliance Investigator
 - 1. Grievance Procedures: Ongoing discussions regarding grievance procedures/tenured faculty- Live hearing will be required for student/employee grievances.
- vi. Dr. Juanita Hicks, Vice Chancellor of Human Resources
 - 1. Open Enrollment: Virtual benefits fair this year.
 - 2. Flexible Spending Account: Must re-enroll in FSA.
 - 3. Tobacco Surcharge: Re-certify on tobacco use every year.
 - 4. Spouse Surcharge: In place again; but looked at every year.
 - 5. Accolade: Diabetes initiative and weight management initiative- both free with Anthem. A whole person approach to self-management.
 - 6. Paid Family Leave: No timeline for an answer on paid family leave.

VII. Open Discussion

- 1. None

VIII. Next Meeting

1. Calendar

- a. University Senate Meeting – Friday, November 20, 3:30 p.m., Webex
- b. ECUS Meeting – Friday, January 8, 2:00 p.m., Webex
- c. ECUS+SCC Meeting – Friday, January 8, 3:30 p.m., Webex

2. **Tentative Agenda:** Some of the deliberation today may have generated tentative agenda items for ECUS and ECUS-SCC meetings. Hauke Busch will ensure that such items (if any) are added to the agenda of a future meeting of ECUS or ECUS-SCC.

IX. Adjournment: As there was no further business to consider, a **Motion** to adjourn the meeting was made and seconded. **The motion to adjourn was approved and the meeting adjourned at 3:11 p.m.**

Distribution: First, these minutes will be sent to committee members for review; second, they will be posted to the Senate website.

COMMITTEE NAME: EXECUTIVE COMMITTEE OF THE UNIVERSITY SENATE (ECUS)

COMMITTEE OFFICERS: HAUKE BUSCH (CHAIR), CATHERINE FOWLER (VICE-CHAIR), ALEX BLAZER (SECRETARY)

ACADEMIC YEAR: 2020-2021

AGGREGATE MEMBER ATTENDANCE AT COMMITTEE MEETINGS FOR THE ACADEMIC YEAR:

“P” denotes Present, “R” denotes Regrets, “A” denotes Absent

Acronyms	EFS = Elected Faculty Senator CoAS = College of Arts and Sciences; CoB = College of Business; CoE = College of Education; CoHS = College of Health Sciences										
Meeting Dates	9/4	10/2	11/6	1/8	2/12	3/5	4/9	P	R	A	
Alex Blazer <i>EFS, CoAS</i> <i>ECUS Secretary</i>	P	P	P					3	0	0	
Hauke Busch <i>EFS, CoAS</i> <i>ECUS Vice-Chair</i>	P	P	P					3	0	0	
Steve Dorman <i>University President</i>	R	R	R					0	3	0	
Catherine Fowler <i>EFS, CoHS</i> <i>ECUS Member</i>	P	P	P					3	0	0	
David Johnson <i>EFS, CoAS</i> <i>ECUS Chair Emer.</i>	P	P	P					3	0	0	
Karl Manrodt <i>EFS, CoB</i> <i>ECUS Member</i>	P	A	P					2	0	1	
Lyndall Muschell <i>EFS, CoE</i> <i>ECUS Member</i>	P	P	P					3	0	0	
Costas Spirou <i>Provost</i>	P	P	P					3	0	0	
Jennifer Townes <i>EFS, Library</i> <i>ECUS Member</i>	P	P	P					3	0	0	