

COMMITTEE NAME: EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS)
MEETING DATE & TIME: FRIDAY, NOVEMBER 5, 2021, 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 Emeritus)	
R	Cathy Cox (University President)	
P	Jennifer Flory (CoAS, ECUS Vice-Chair)	
P	Catherine Fowler (CoHS, ECUS Chair)	
P	Karl Manrodt (CoB, ECUS Member)	
R	Lyndall Muschell (CoE, ECUS Member)	
P	Lamonica Sanford (Library, ECUS Member)	
P	Costas Spirou (Provost)	
GUESTS		
Shea Council (Administrative Assistant of the 2021-2022 University Senate)		
Carolyn Denard (Chief Diversity Officer and Member of the 2021-2022 DEIPC)		

Legend

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 Catherine Fowler (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 1 Oct 2021 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 — Catherine Fowler

1. **Motions** Awaiting President’s action on 2122.FAPC.003.P To revise the Qualifications for Faculty Appointments in the Faculty Handbook, 2122.FAPC.002.R Motion to request local campus authority to require masks in the classroom; 2122.ECUS.001.R A Call for Increased Local Control of Campus Health and Safety Measures, Including Measures Necessary to Address COVID-19
2. **Meeting Format** The format (face-to-face or online) of the January 2022 governance meetings are to be determined.

Presiding Officer Elect Report — Jennifer Flory

1. Election Oversight

- a. CoB election process and constituency designations was received 10/22/21.
- b. The CoB Strategic Management Committee decides how the University Senate seats given to the CoB will be allotted. Currently, there are 4 departments in the CoB so each department elects one senator, and the other two senators are elected by the CoB faculty at-large.
- c. We are still awaiting info from CoAS and CoHS. I will send reminders to the deans and associate deans in the next week.

2. USG Faculty Council

- a. The Executive Board has drafted a resolution (based on resolutions passed by other institutions in the USG), and this resolution passed and was sent directly to the Chancellor and USG Administration related to the Tenure and Promotion policies.
- b. I am a member of the State University tier in the USG Faculty Council. I will also be serving on a subcommittee yet to be determined. I will share information about any of these committees as we meet.

V. Unfinished Business

1. 2021-2022 Governance Calendar Catherine Fowler reported that the calendar is a work-in-progress.
2. University Senate Handbook On behalf of the work group including Alex Blazer and Catherine Fowler, Hauke Busch reported that the updates to the University Senate Handbook were complete.
 - a. A Motion to approve the handbook was made and seconded. **The motion was approved.**

VI. New Business

1. COVID-19 Clinics There will be one more COVID-19 clinic in November.
2. BOR Tenure Changes Guidance is needed on implementing the changes. Provost Spirou reported that the recent meeting of USG Provosts discussed the changes. He will create a task force, including many members of University Senate, to review our policies and propose updates as needed.
3. Diversity Action Plan Dr. Carolyn Denard, Chief Diversity Officer, presented the Diversity Action Plan. The previous Diversity Action Plan created campus structures for working on diversity issues, including the Office of Diversity and Equity (now called the Office of Inclusive Excellence) and Diversity Leadership Teams. The proposed Diversity Action Plan builds on those structures and focuses on people. Actions include accountability, staff cross-training, and dinner with twelve strangers, and mandatory training. Accountability includes meeting with responsible persons. The plan has been vetted by Deans Council, DEIPC, President's Cabinet, and the campus community (request for feedback was shared on FrontPage). The price of the plan is \$700,000 (\$400,000 for an Assistant Director of the Cultural Center, Cluster Hires, and a

Community Liaison; \$300,000 for funds distributed across departments). Dr. Denard seeks a recommendation for the plan from DEIPC, ECUS, and University Senate.

a. **ECUS Discussion**

- i. Question: Do you have budget approval? Answer: Yes, there is an itemized budget, and some items come from the Office of Inclusive Excellence and some items come from departments. In other institutions, when the DAP is approved and launched, funding is sought through separate, special budget items, for instance, from University Advancement. Here, we are attempting to obtain budget commitments from departments and programs.
 - ii. Question: Could you clarify the cluster hire? We used to hire three faculty in a department, and this seems to be hiring across the university. Answer (CDO): The cluster hire will be thematic rather than department based. For example, a hire will meet curriculum needs in two or three departments rather than one department. A cluster hire could be made for advancing issues of underrepresented students. Answer (Provost): Department cluster hires are driven by research universities with resources. For our institution, cluster hires will be driven by underrepresented students and faculty.
 - iii. Comment: We need to think of the DAP as a university priority, like the faculty salary study and the staff salary study.
 - iv. Comment (CDO): How do we invite and encourage faculty of underrepresented backgrounds who we can retain? We have a better changes of meeting our diversity goals through faculty and student areas of interest. A cluster hire for ethnic studies might attract faculty and students.
 - v. Comment: I am excited about the potential of the recruitment plan, particularly for Early College, and the retention efforts.
 - vi. Question: Will the mandatory training be generic or individualized? Answer: The mandatory training will be both general and personalized.
4. **Academic Freedom** APC refer the issue of academic freedom to FAPC. ECUS recommends that FAPC survey the faculty and define the issue.

VII. Open Discussion

1. **Tobacco Surcharge**

- a. USG Faculty Council Voting Representative Jennifer Flory presents a “Resolution to Fix the OneUSG Benefits Enrollment System, and Refund Employees to Whom the Tobacco Surcharge Was Applied In Error.” This was passed unanimously by Georgia Gwinnett College Faculty Senate and Kennesaw State Faculty Senate, attached below.
 - i. **Follow Up: This item is directed to RPIPC.**
- b. Two accounting professors at Kennesaw State University published a study from on USG’s tobacco surcharge. The study does some great legwork. It assesses smoking rates, looks at the literature on surcharge programs and their efficacy,

and includes some data requests they made. Their conclusion: the current system is ineffective, needlessly punitive, and should be opt-in.

VIII. Next Meeting

1. Calendar

- a. University Senate Meeting – Friday, November 19, 3:30 p.m., Webex
 - b. ECUS Meeting – Friday, January 7, 2:00 p.m., Webex
 - c. ECUS+SCC Meeting – Friday, January 7, 3:30 p.m., Webex
 - d. University Senate Meeting – Friday, January 21, 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. **Catherine Fowler will ensure that such items (if any) are added to the agenda of a future meeting of ECUS or ECUS-SCC.**

IX. Adjournment

1. 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 3:00 p.m.**

X. Supporting Documents

1. There is one supporting document.
 - a. *SupportingDocument-DiversityActionPlan.docx*
 - b. *SupportingDocument-DiversityActionPlanHighlights.docx*
 - c. *SupportingDocument-KennesawSUBenefitsResolution.pdf*
 - d. *SupportingDocument-TobaccoSurchargeStudy.pdf*
 - e. *SupportingDocument-USGFCBORTenureResolution.pdf*

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: CATHERINE FOWLER (CHAIR), JENNIFER FLORY (VICE-CHAIR), ALEX BLAZER (SECRETARY)

ACADEMIC YEAR: 2021-2022

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	9/3	10/1	11/5	1/7	2/11	3/4	4/8	P	R	A	
Alex Blazer <i>EFS, CoAS ECUS Secretary</i>	P	P	P					3	0	0	
Hauke Busch <i>EFS, CoAS, ECUS Chair Emeritus</i>	P	P	P					3	0	0	
Cathy Cox <i>University President</i>	NA	R	R					0	2	0	
Jennifer Flory <i>EFS, CoAS ECUS Vice-Chair</i>	P	P	P					3	0	0	
Catherine Fowler <i>EFS, CoHS ECUS Chair</i>	P	P	P					3	0	0	
Karl Manrodt <i>EFS, CoB ECUS Member</i>	P	P	P					3	0	0	
Lyndall Muschell <i>EFS, CoE ECUS Member</i>	P	P	R					2	1	0	
Lamonica Sanford <i>EFS, Library ECUS Member</i>	P	P	P					3	0	0	
Costas Spirou <i>Provost</i>	P	P	P					3	0	0	