



**Faculty Senate
Minutes of the Executive Committee**

Presiding: Jeffrey G. Marchetta

Date: February 16, 2021

Secretary: R. Jeffrey Thieme (Secretary)

Members Present: Jeffrey G. Marchetta (President), Jill A. Dapremont (President-Elect), Thomas E. Banning (Past-President), R. Jeffrey Thieme (Secretary), Mark Sunderman (Parliamentarian), and W. Pat Travis (At-Large)

Members Absent: None

Guests: Ombudsperson Gloria Carr

The meeting was held on Tuesday, February 16, 2021 via the Zoom video conferencing platform due to restrictions imposed in response to the COVID-19 global pandemic.

02.16.21.01 Call to Order

President Jeff Marchetta called the virtual meeting of the Executive Committee (EC) to order with a quorum at 2:35 pm.

02.16.21.02 Approval of Agenda

The agenda was approved as written with a correction for the date of the minutes to be approved to January 19, 2021.

02.16.21.03 Approval of Minutes

(Executive Committee January 19, 2021)

The minutes of the January 19, 2021 Faculty Senate (FS) Executive Committee meeting were approved as written.

02.16.21.04 President's Report

Search Waiver Policy Update

President Marchetta reported that since Tiffany Baker, Director, Institutional Equity & Chief Compliance Officer, started in the Office of Institutional Equity (OIE) she has been making substantial changes for improvement. One of her efforts is to reform and standardize the search process. There is currently a draft revision that is circulating. In that draft, there shouldn't be any waivers of searches for academic positions of deans and below and only limited waivers for Academic Affairs. University President M. David Rudd wanted flexibility to

hire his President's Council. The Provost can no longer appoint permanent deans. The draft includes greater transparency and equity. Past-president Tom Banning expressed some concern about waivers for searches for President's Council positions. President Marchetta replied that it's not an automatic waiver for every opening. Also, this is consistent with current policy for the President's Council positions.

Search Committee Training and Policy Updates

President Marchetta reported that Ms. Baker is also implementing training for search committees. He has been through the training and had a positive experience. President-elect Jill Dapremont asked if there was a discussion about the diversity of the candidate pool in the training. President Marchetta replied that the training does include such a discussion. Parliamentarian Mark Sunderman expressed concern that the training was made available too late in the process. President Marchetta replied that Ms. Baker wasn't ready with this training in the fall, but it is ready going forward. Parliamentarian Sunderman added his concern about the composition and diversity of the committees. Sometimes it's not feasible in smaller departments. President Marchetta replied that in a lot of departments that are not sufficiently diverse, they have reached out for someone from other departments to serve on the search committee to increase its diversity.

Raise Pool and Reminder of Charge to B&F Committee

President Marchetta reported that the potential salary increase raise pool is in the governor's proposed budget and is subject to change by the time it works through the state legislature. He has asked Senator Zabi Rezaee, chair of the Budget and Finance Committee, to review the most recently passed salary raise recommendation and bring a motion to the Faculty Senate. Senator Rezaee is working on this with the Committee. Parliamentarian Sunderman reported that Senator Rezaee brought this issue up with University President Rudd in a breakfast meeting. University President Rudd replied that the pool would be partially unfunded and the university would be responsible for part of the raise. President Marchetta replied that if it is written into law the University will be forced to find those additional funds. The University might use attrition to fund the raise. The EC discussed cost of living adjustments (COLA), COLA caps, and the performance review process.

TUFS Report on Faculty Workloads and 2020 Faculty Evaluations

President Marchetta reported that everyone in the EC should have received the TUFS report on faculty workloads via email. He asked if the EC should release it to all faculty or only Senators. The EC decided to wait to send it out to all faculty along with the data specific to the UofM when it comes out in about a month. The EC discussed the impact of COVID-19 on faculty performance in 2020. After further discussion, the EC decided to release the TUFS report this week to all faculty, President Marchetta will discuss it in his President's Report in the FS meeting and then a follow-up with UofM specific data will be distributed to Senators when we get it in about a month.

Ombudsperson Search Timeline

President Marchetta reported that he circulated a timeline for the Ombudsperson search and put it up on the FS webpage. There were no objections from the EC to the timeline.

Data security update

President Marchetta reported that Robert Jackson, Chief Information Officer (CIO), has been tasked with ensuring that the university has additional safeguards in place to prevent a repeat of the data breach this past fall. They are exploring an expansion of the search capabilities of current software that is used to scan university owned computers for sensitive information. He expects the FS to review any recommendations before moving forward.

02.16.21.05 Old Business

There was no Old Business.

02.16.21.06 New Business

(M2020.21.21) Motion to Amend Faculty Handbook Section 4.20.3 – Faculty Policies Committee

President Marchetta initiated discussion of the motion to amend the faculty handbook. The EC decided that President-elect Dapremont will reach out to Senator Eugene Buder, chair of the Faculty Policies Committee, about some details about this motion with respect to clinical faculty. The EC agreed to place this motion on the agenda for the February FS meeting.

(M2020.21.22) Motion to Recommend Elimination of Faculty Signature for Graduate Student Termination– Administrative Policies Standing Committee

The EC agreed to place this motion on the agenda for the February FS meeting.

(M2020.21.23) Motion to Approve Recommendations to Eliminate Systemic Racism and Racial Inequity Among African Americans and People of Color – Special Committee on Anti-Racism

The EC agreed to place this motion on the agenda for the February FS meeting.

(M2020.21.24) Motion to Recommend Salary Raise Pool Distributions for FY22 – Budget and Finance Committee

The EC agreed to place this motion on the agenda for the February FS meeting.

Brief Update Report of Executive Committee, Mihalis Golias, and Melissa Janoske McLean

President Marchetta reported that Senator Melissa Janoske McLean will give a brief report on the Graduate School changes. The EC agreed to place this report on the agenda for the February FS meeting.

Library Policies Standing Committee Report

The EC agreed to place this report on the agenda for the February FS meeting.

Budget and Finance Committee Report and Presentation on KPIs and Dashboard

The EC agreed to place this report on the agenda for the February FS meeting.

President Marchetta reported that Bridgette Decent, Director of Institutional Research, will be demonstrating the dashboard of key performance indicators (KPIs).

02.16.21.07 Discussion Issues

Polling and voting in Zoom

President Marchetta led the EC through testing of the polling feature in Zoom. The EC decided to include a motion regarding the Canvas “go live” date (summer 2022 or fall 2022) in the February FS meeting. The motion will follow a poll in Zoom on the two options. President Marchetta to draft the specific language of the motion and distribute to the EC for approval/revision.

Senator Elections

President Marchetta reported that the guidelines for Faculty Senator elections need to be followed. Deans and chairs cannot appoint Senators.

Ombudsperson Report-Carr

President Marchetta yielded to Ombudsperson Gloria Carr who reported that she would be giving an Ombudsperson report in the March FS meeting. She will provide a copy to the EC for the March EC meeting to review.

Trustee Report-Kemme

There was no Trustee report.

Trustee Selection Process

President Marchetta reported that there are two applicants: Dr. David Kemme and Dr. Thomas Hrach. The EC accepted these two applicants as a slate and a motion to approve the slate will be placed on the February FS agenda. President Marchetta to moderate the open forum with candidates and University President Rudd. The meeting will be on Zoom and an all faculty email will be sent with the link.

Review Draft Agenda for January Faculty Senate Meeting

President Marchetta reviewed FS agenda items with the EC.

02.16.21.08 Adjourn

The meeting adjourned at 4:38 pm.