

**RUTGERS UNIVERSITY SENATE  
EXECUTIVE COMMITTEE  
M I N U T E S  
April 17, 2020**

**MEMBERS PRESENT:** Bachmann, Boikess, Borisovets, Dasari, Gillett, Gould, Hunter, Kane, Matto, Oliver (Chair), Parsa, Shobut, Thompson, Van Stine

**ALSO ATTENDING:** A. Kashilakar (*Board of Governors Student Representative*), V. Lamar (*Board of Trustees Graduate Student Representative*), B. Lee (*Senior Vice President for Academic Affairs*), M. Mickelsen (*University Senate Executive Secretary*), B. Paskhover (*Board of Trustees Faculty Representative*), M. Spiegel (*Board of Trustees Faculty Representative*)

The regular meeting of the University Senate Executive Committee was held on Friday, April 17, 2020 at 12:00 p.m. remotely via WebEx.

**1.Chair’s Report**– Jon Oliver, Senate Chair

Senate and Executive Committee Chair Jon Oliver called the meeting to order at 12:00 p.m. He welcomed all to the meeting and expressed his appreciation for the dedication and commitment displayed by the EC and the entire Senate during the current social distancing restrictions. He also expressed his gratefulness for all the healthcare workers on the front lines of the COVID-19 fight, especially the employees of RBHS.

**2. Secretary’s Report** – Mary Mickelsen, Executive Secretary of the Senate

- **Agenda:** The meeting [agenda](#) was approved
- **Minutes:** The [Minutes of the March 6, 2020 Senate Executive Committee](#) meeting were approved.
- Communications:
  - Mickelsen shared the updates provided by the [Camden](#), [Newark](#), and [New Brunswick](#) chapters of the NJPIRG
  - 20-21 Senate Calendar was distributed following changes made after suggestions from the March 6 EC meeting
  - Mickelsen announced the 2<sup>nd</sup> Annual New Senator Orientation will take place on September 11, 2020 on the Cook Campus (pending University Operation status)
  - The Following University Policies have been updated in the University Policy Library:
    - [Policy 50.2.1: Senate Membership and Organization](#)
    - [Policy 50.2.1: Senate Membership and Organization Strikeout Version](#)

**3. Update on the Implementation of Canvas** – Michelle Norin, CIO and Charlie Collick, Associate Director of Information Technology

Norin and Collick submitted a [previously recorded presentation](#) on the implementation of Canvas as the university-wide learning management system. Mickelsen played the video via screen sharing on WebEx and asked the EC to submit any questions to her to be forwarded to Norin and Collick.

#### **4. Administrative Report** – Barbara Lee, Senior Vice President for Academic Affairs

Senior Vice President for Academic Affairs Barbara Lee presented an administrative report, which included comments on:

- COVID-19 Update
  - FDA has granted emergency approval for the saliva testing method developed by Rutgers
  - All teaching will be via remote instruction for the spring and summer
  - All grades for spring and summer will be offered the pass/no credit option after seeing their grades
  - There will be no summer grant and research programs held on or off campus
  - IT infrastructure was able to handle the load of students and faculty utilizing the remote learning environments
  - Rutgers has been loaning equipment to students without access to computers or internet access
  - Faculty who are candidates for tenure have been granted a 1-year extension to their clock Student evaluations will be conducted, however the faculty has to authority to include or not include them in their packet
  - Lee and provosts and deans are working together to develop contingency plans for the fall semester
  - Commencement committee has been formed to look at ways to honor graduates and still abide by social distancing protocol
- Rutgers [Dance Marathon](#) was held virtually on April 4th and raised more than \$1million for the [Embrace Kids Foundation](#)
- MGSA Art & Design Professor Steffani Jemison and SAS-NB Professor of Philosophy and Cognitive Science Susanna Schellenberg were named 2020 Guggenheim Fellows
- Several student awards including 6 Fulbright Awards, Goldwater Scholar, Humanity in Action Summer Fellows Program, Truman Scholar, Princeton in Latin America Scholar
- 2 successful Symposia presented virtually, both attracted over 100 participants
  - [Moving Beyond Legal Compliance: Sexual Harassment Prevention and Culture Change](#)
  - [Global Islamophobia in an Era of Populism](#)
- Rutgers lost two extremely influential women leaders. Tributes to their lives will be paid after the social distancing restrictions are lifted.
  - Former Rutgers Eagleton Institute of Politics Director, [Professor Ruth Mandel](#)
  - Zora Neale Hurston Professor of English, [Cheryl Wall](#)

Lee then responded to comments on the above topics as well as the following:

- Mention of the Rutgers COVID-19 saliva test by President Trump during a White House briefing;
- Senator Karen Thompson asked SVP Lee if she would place in writing the administration's decision on placing student evaluations in teaching evaluation packets, up to the professor, especially as it concerns PTLs. Lee responded that this has been communicated to the PTL unions and another message was slated to go out on April 17;
- Thompson also suggested PTLs get compensated for the extra work that needed to be done in order to transition from in-class to online instruction;
- Whether the pass/fail option would affect student financial aid packages – Lee answered that this will not affect their GPA and therefore will not affect financial aid;
- Widespread layoff possibilities due to the COVID-19 pandemic;
- The \$200M financial deficit the university has incurred since the pandemic started and what the administration plans to do with its reserves;
- Email regarding the hiring/promotion/in-grade raises freeze released from SVP from University Human Resources Vivian Fernandez, due to COVID-19, particularly how it relates to PTLs.

## **5. Standing Committees/Panels**

### **Method for populating the new Information Technology Committee**

Chair Oliver gave background on the IT committee and asked the EC their thoughts on populating it. It was decided to poll new and old senators on their interest and move those from their current committees who wish to participate.

### **Proposed Charges:**

**Proposed Charge to the Instruction Curricula and Advising Committee (ICAC) on Lessons Learned from the University-wide Online Learning** – Submitted by Jon Oliver, Senate Chair/NB Staff

***Charge:** Evaluate the current policies, practices, plans and outcomes for remote instruction across the University in response to the COVID-19 pandemic. Assess any lessons learned from the transitioning to online learning because of the pandemic.*

Oliver gave some insight as to where this charge originated from. It was discussed as to whether ICAC could get something useful completed in order for the administration to make changes for the fall semester. It was decided ICAC will work outside of the normal schedule, via WebEX, to present an interim report to the EC on June 5. They may continue their work with the new 20-21 Senate ICAC and a final report deadline for December 2020.

**Proposed Charge to the Information Technology Committee (ITC) on Evaluation of University Continuity of Operations – Submitted by Jon Oliver, Senate Chair/NB Staff**

**Charge:** *Evaluate the IT implications of remote instruction, research and telecommuting necessitated by the COVID-19 pandemic. Examine issues and make any recommendations to ensure the continuity of the mission and operations of the university during this and future crises.*

Oliver gave background and reasoning for the charge. The wording of the charge was discussed and it was determined the following needed to be added: “including the range of instruction tools offered to students and the transition to canvas” after “Examine issues...” in the second sentence. The amended charge was issued to the ITC with a reporting deadline of December 2020.

**Amended Charge:** *Evaluate the IT implications of remote instruction, research and telecommuting necessitated by the COVID-19 pandemic. Examine issues, including the range of instruction tools offered to students and the transition to canvas, and make any recommendations to ensure the continuity of the mission and operations of the university during this and future crises.*

**Resolution on Part-Time Lecturer Healthcare – Submitted by Karen Thompson, PTL-NB (F) and Boris Paskhover, NJMS (F)**

*As our world continues to change around us, we as Rutgers faculty have to adapt and adjust to what our community needs. In the past few weeks/months we as a group have completely restructured our daily lives to help provide essential services. In the coming weeks, many of us will be asked to place ourselves on the front lines, including providing care outside our scope of practice in order to save lives. We consider this change a necessary part of our roles as healthcare providers. Those of us who primarily teach, part-time lecturers in particular, have upended their lives taking on unusual responsibilities and extra work beyond our paid assignments. We take these new roles on in our students interest as educators. The University Senate [or EC or ?] would like to make it clear that the faculty will do whatever is necessary to protect and support our population but Rutgers leadership also must step up regarding our contractual concerns. When a significant portion of faculty are not guaranteed healthcare and the contractual terms of faculty are still in the air, the added uncertainty provides an extra level of stress. A good faith statement from the administration that once the acute emergency resolves, we will all be treated fairly and appropriately for our sacrifices and efforts is the least we can expect.*

Thompson and Paskhover gave background on the resolution and reasoning for the expediency. It was agreed the resolution on PTL Healthcare would be docketed for the Senate meeting on May 1, however the language needed to be crafted and approved by the EC via email. Robert Boikess agreed to assist in creating the actual resolution with Thompson and Paskhover. Thompson then requested Peter Gillett assist in editing it for final approval, of which he agreed.

## Committee Reports

### **Academic Standards, Regulations, and Admissions Committee (ASRAC) [Report on S-1910: Grade Inflation](#)** – Robert Schwartz, ASRAC Chair

ASRAC was charged as follows: *Investigate the extent of grade inflation at Rutgers over the past 20 years. Determine what factors contributed to whatever grade inflation exists and make appropriate recommendations.*

Robert Boikess, ASRAC EC Liaison, gave background on the committee's work and the development of the recommendations. It was agreed that due to the work that was needed to make the report presentable for the Senate, and that this issue is non-urgent, it will be returned to the ASRAC for finessing and then be docketed for the September 2020 Senate meeting.

### **Faculty and Personnel Affairs Committee (FPAC) [Report on A-1912: Consensual Relationship Policy](#)** – Joseph Markert and Farid Alizadeh, FPAC Co-Chairs

FPAC was charged as follows: *Review the draft University Policy Prohibiting Consensual Relationships in Academic Settings and the accompanying Mitigation Plan for Consensual Relationships Template. Make any appropriate recommendations.*

Karen Thompson, FPAC EC Liaison, gave background on the committee's work and proposed recommendations. There was discussion surrounding the recommendation that the definition of consensual relationship be changed and the need for an explanation as to why that was recommended. The Executive Committee then agreed to docket the report for the May 1 meeting after suggesting to the FPAC chairs some tightening of the background and explanation. \*Note: After the meeting and communicating to the FPAC Chairs the will of the EC, Markert and Farid decided to let the committee continue their work and present the report in the fall to an in-person Senate, considering the remote nature of the May 1 meeting due to the COVID-19 social distancing protocols.\*

### **Instruction, Curricula, and Advising Committee (ICAC) [Report on S-1809: Student Success/Advising and Career Services](#)** – Natalie Borisovets, ICAC Chair

ICAC was charged as follows: *Examine issues relating to undergraduate advising and career services across the university and make appropriate recommendations.*

Borisovets reviewed the background on the committee's work and recommendations. After some discussion and a recommendation to make minor grammatical edits, the report was docketed for the May 1 Senate meeting.

### **Student Affairs Committee (SAC) [Report on S-1913: Health and Wellness Support for Rutgers University Students](#)** – Elizabeth Matto and Oluwatobi Omotoso, SAC Co-Chairs

SAC was charged as follows: *Investigate health and wellness services available to students and the initiatives utilized to promote awareness across the university and make recommendations.*

Matto commented on the background and recommendations the SAC have proposed. After some discussion the report was docketed for the May 1 Senate meeting.

#### **6. 2020-21 Nominating Panel Update – Ann Gould, 20-21 Nominating Panel Chair**

Gould reviewed the [charge](#) of the Nominating Panel and gave an update on their work thus far. Executive Secretary Mickelsen reviewed the new process for online voting. Gould continued with a discussion around candidate statements and how they would be presented. The Executive Committee approved the process.

#### **7. Old Business**

[Resolution to Celebrate President Robert Barchi](#) – Jon Oliver, Senate Chair

The Resolution was approved by the Executive Committee and Ann Gould committed to presenting it during the May 1 regular Senate meeting under New Business.

#### **8. Agenda for the 2020-21 Organizational Meeting and May 1 Senate Meeting**

- 2020-21 Organizational Meeting on May 1
  - Meeting held remotely via WebEx
  - 10:15 a.m. start
  - Elections conducted electronically with candidates giving statements prior to their respective election
- Last Regular Senate Meeting of the 2019-20 Senate on May 1
  - Meeting held remotely via WebEx
  - 1:10 p.m. start
  - Caucuses held remotely at 12 p.m.
  - No committee meetings
  - Reports/Resolutions to be presented:
    - ICAC Report on S-1809: Student Success/Advising and Career Services presented by Natalie Borisovets, ICAC Chair
    - SAC Report on S-1913: Health and Wellness Support for Rutgers University Students presented by Elizabeth Matto, SAC Co-Chair
    - Resolution on PTL Healthcare presented by Karen Thompson, PTL Member of the EC
    - Resolution Celebrating President Robert Barchi presented by Ann Gould, NB Faculty Member of the EC

#### **9. Adjournment**

The meeting adjourned at 4:39 p.m.

Minutes written and submitted by,

Mary Mickelsen  
Executive Secretary of the University Senate