

UNIVERSITY SENATE  
Executive Committee

**AGENDA**

Nov. 4, 2022 – 12:00 noon

<https://rutgers.zoom.us/j/99068164783?pwd=VHV1YUphLzJmWVgrUDM0VGcyUE01Zz09>

**Chair's Report**– Adrienne Simonds, Senate Chair

**Secretary's Report**– Vicki Hewitt, Senate Executive Secretary

- Approval of Agenda
- Approval of the [Oct. 7, 2022 Senate Executive Committee Minutes](#)
- Policy Updates
  - [University Policy 10.1.14 Endowed Faculty Positions](#)
  - [University Policy 80.1.3 Purchase of External Advertising](#)
  - [University Policy 80.1.7 Rutgers University Website Policy](#)

**Administrative Report** – Dr. Prabhas Moghe, Executive Vice President for Academic Affairs

**Discussion** – Dr. Francine Conway, New Brunswick Chancellor-Provost

**Administrative Requests for Follow-Up**

- [S-2105: Exam Conflict Policies](#)
- [S-1909-1: Searches for University Leadership](#)
  - [FPAC Proposed Request for Clarification](#)
- [S-2113: PTL Pay and Recognition](#)
  - [FPAC Proposed Response](#)

**Faculty and Personnel Affairs Committee Co-Chair**

**Standing Committees/Panels**

**Proposed Charge:**

**Divestment of Retirement Funds from Fossil Fuels** – Submitted by David M. Hughes, Professor of Anthropology, School of Arts and Sciences-New Brunswick (revised and resubmitted)

**Charge:** *The Faculty Affairs and Personnel Committee should investigate the desirability and the means of communicating to TIAA and other investment carriers that they should divest our retirement funds from coal, oil, and gas firms – and possibly reinvest the same funds in more socially responsible sectors.*

**Rationale:** Institutions are increasingly divesting their assets from coal, oil, gas corporations (as well as from banks and other corporations that provide ancillary services to the fossil fuel sector). This activism rests on three principles: 1) one should not support planetary-scale environmental and social destruction; 2) divestment will undercut these firms social license to operate and ability to influence Congress; and 3) in the fiduciary sense, the expected transition away from fossil fuels is already eroding the value of these holdings. In making these judgments, In making these judgements, universities have played out-sized role: we have generated the science undergirding divestment, and we act upon a robust mission and conscience.

In 2021, Rutgers University announced that it would divest its endowment (the Rutgers University Foundation) and its reserves from fossil fuels. In July 2022, the American Federation of Teachers – which represents the plurality of Rutgers employees – will vote on a resolution encouraging the divestment of all its members retirement funds from fossil fuels.

In virtually all cases, entities have considered other strategies besides divestment, chiefly stockholder resolutions. They have found that those mechanisms – especially when attempting to change the core product of a firm – do not work. In the course of divesting from fossil fuels, entities have also considered whether and how to reinvest in renewable energy, in low- and moderate-income communities, and/or in employment creation for workers displaced from fossil fuels firms.

Currently, Rutgers faculty, administrators, and many staff invest their retirement funds in the Teachers Insurance and Annuity Association of America-College Retirement Equities Fund (TIAA, formerly TIAA-CREF). That not-for-profit firm provides financial services in academic and governmental fields and manages \$1.4 trillion dollars in total assets. Although TIAA has taken steps towards socially responsible investment, it has not publicly addressed or explained its investments in the fossil fuel sector. Rutgers employees who invest in TIAA, therefore, have no choice but to contribute financially to coal, oil, and gas.

**Proposed Charge:**

**Implementing Democratic Standards for University Senate Committee Governance –**  
Submitted by Paul Boxer, Senator (School of Arts and Sciences - Newark, Faculty)

**Charge:** *At present the guidelines per the Senate Handbook for determining the leadership (chairship) of Senate committees are extremely vague and limited and require only that the Executive Council appoint chairs each June. I would like the committee to consider recommending a more democratic process that reflects the spirit of shared governance that the University Senate as a whole reflects.*

**Rationale:** The University Senate reflects some of the best qualities of shared governance in academia, with numerous stakeholder groups all taking part in formulating, discussing, deliberating, and recommending policy across a wide range of topics and administrative issues. Each year the Senate devotes a large segment of time to electing leadership for multiple Senate governing positions. Yet the leadership of the multiple standing committees of the Senate is not chosen in this manner. Rather, committee chairs are simply appointed in June as a matter of course by the Executive Committee. There are no known guidelines for how chairs are selected, whether committees have any recourse to select their own chairs, or how long the chair term should last. I am requesting that we develop democratic procedures for nominating and electing committee chairs on a yearly basis.

**Committee Report and Recommendations:**

**Ad Hoc Committee on Examining the Efficacy of the GRE – Richard Dool (New Brunswick SC&I-Faculty), Adam Kustka (Senator, School of Arts and Sciences-Newark Faculty), Suja Patel (Senator, Newark Staff), Lucille Foster, (Vice Chair and Senator, Newark Staff), Co-Chairs**

[Report on S-2203: Examining the Efficacy of the GRE](#)

The Ad Hoc committee was charged as follows:

*Examine the effectiveness of the Graduate Records Examination (GRE) and its impact on Rutgers University's graduate programs. Investigate other peer aspirants.*

**Committee Report and Recommendations:**

**Instruction Curricula and Advising Committee (ICAC) – Natalie Borisovets and Taryn Cooper, Co-Chairs**

[Report on S-2106: Office of Disability Services](#)

The ICAC was charged as follows:

*Consider the work of the Office of Disability Services and how it has been affected by the pandemic. Examine the patterns of responsibility and interaction between the office, undergraduate and graduate students, and faculty. Identify any perceived issues that might impact ODS's mission to provide and maintain equal opportunity and access across the University, and potential strategies to support their work.*

### **Open Charge Request:**

#### **S-2114: Review of Interim Code of Student Conduct Policy**

***ASRAC, FPAC, and SAC were charged as follows: Investigate proposed changes to the current code of student conduct policy based on the report from the Cannabis Decriminalization Impact Task Force.***

The Faculty and Personnel Affairs Committee has reviewed charge S-2114 Review of student Conduct Policy and questions if the charge would be better served if it was assigned to the student Affairs Committee.

We request the Executive Committee review charge S-2114 Review of student Conduct Policy and possibly reassign it to Student Affairs. If the decision is to leave the charge with the FPAC, we request the intent or logic of the assignment.

### **Open Charge Request:**

The Budget and Finance Committee requests an extension to March 2023 for the following charges:

- S-2002-1: Challenges Related to Parking and Transportation
- S-2010-1: Evaluation of the RCM Implementation at Rutgers

The following were charged to the Budget and Finance Committee without a deadline. The Executive Committee is requested to set a deadline for:

- S-2206: Socially Responsible Investment
- S-2207: Office of Climate Action

### **Old Business**

- **Proposed Charge on Masking Policy During Instruction** – Submitted by Viraj Patel, Student, School of Arts and Sciences

**Charge:** *Recalibrate masking policy to conditions existing in the majority of public places.*

**Rationale:** Currently, university policy requires facial coverings in all indoor teaching spaces, libraries, and clinical settings. Such a policy does not reflect the reality of covid-19 having endemic status as well as being treatable in the majority of cases. Additionally, the demographic of the university is predominantly made up of young adults(who are vaccinated as well as boosted) who are known to possess, especially relative to older populations, greater ability to combat infections in general and covid-19 specifically; furthermore, the current policy does not take into account the relative effectiveness of various facial coverings(as certain studies suggest that there is great

variation in the benefit of different kinds of facial coverings with some being highly effective, others not as effective, and other still being outright counterproductive) ; Add to this the incoherence of the policy when examining masking in the university's transit(busses) which anecdotally is scarce to none; Considering these factors the seemingly only sensible policy, to me, seems to be to allow masking policy to be determined at professorial discretion, since aged instructors would be the most obvious protected group of the current policy, additionally the university could provide more effective countermeasures to immunocompromised individuals specifically.

- Zoom Settings – Chat
- Student Access to Reproductive Health Care

### **New Business**

### **University Senate November 18, 2022 Agenda**

- Regular Senate Meeting on Zoom

### **Adjournment**