

UNIVERSITY SENATE
Executive Committee

AGENDA

Sept. 9, 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 [June 7, 2022 Senate Executive Committee Minutes](#)
- Communications
 1. New Senator Orientation will be held virtually on Fri. Sept. 16
 2. Two luncheons will be provided on the College Avenue Campus this November to support Senator connections and networking, as campus restrictions allow. Both luncheons precede the meetings scheduled for that day. The Executive Committee Luncheon is scheduled for 11:45 AM on Fri. Nov. 4 ([222 SC&I](#)). The full Senate Luncheon is scheduled for 11:30 AM on Fri. Nov. 18 (Location TBD on College Ave campus).
 3. Policy Updates
 - University Policies [50.3.1](#) and [50.3.14](#) were rescinded and merged to form [University Policy 50.3.19: Patent Policy](#)
 - [University Policy 90.1.1: Sponsored Programs Facilities and Administrative Costs Policy](#)
 - [University Policy 100.3.1: Immunization Policy for Covered Individuals](#)
 - [University Policy 100.3.3: Housestaff Immunizations and Health Requirements](#)
 - [University Policy 80.1.1: Permission for External Companies to Film, Videotape, and Photograph at Rutgers](#)
 - [University Policy 60.3.22: Flexible Work Arrangements for Regularly Appointed Staff](#)
 4. Administrative Responses
 - [Response](#) to S-2107: Review of the University Policy 20.1.22 - No Smoking
 - [Response](#) to S-1909-1: Searches for University Leadership
 - [Response](#) to Resolution on Academic Freedom and Racial, Gender, and Social Justice
 - [Response](#) to S-2113: PTL Pay and Recognition
 - [Response](#) to Recommendation to Upgrade/Update the Presentation of Rutgers University's Annual Budget
 - Requests for Follow-up

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

Chancellor Report – Dr. Brian Strom, RBHS Chancellor, and introduction of Dr. Amy Murtha, Dean of Rutgers Robert Wood Johnson Medical School

Appointment of University Senate Parliamentarian

Big Ten Media Revenue

Enrollment Concerns at Rutgers-Camden

Adding a Report to the Senate on the State of Collective Bargaining

Standing Committees/Panels

2022-2023 Committee Chair Positions

ASRAC: Lucille Foster and Robert Schwartz

BFC: Sean Valverde and Carolyne White

FPAC: Farid Alizadeh and Joseph Markert

ITC: Katie Anderson and Adrienne Esposito

ICAC: Natalie Borisovets and Taryn Cooper

RGPEC: Detlev Boison and Monica Mazurek

SAC: TBD

USGC: Perry Dane and Kevin Schroth

Proposed Charges:

Proposed Charge on TIAA's Divestment from Fossil Fuels – Submitted by David M. Hughes, Professor of Anthropology, School of Arts and Sciences-New Brunswick

Charge: *The Faculty Affairs and Personnel Committee should investigate the means of communicating to TIAA the desire of the University community that it 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, 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 on Assuring Students Continued Access to Student Academic Records
– Submitted by Michael Van Stine, Graduate School-Camden, Student

Charge: Many student records are kept as paper files and various storage locations. In recent years, many courses have utilized changing online platforms, on which all matter of student academic records become housed. These range from academic course materials and resources, syllabi, research, and work assignments both given and submitted for grading including student tests and papers and other forms of course documents and records. In electronic locations, these classes have been organized in the past both on Sakai and Blackboard platforms which have undergone university-wide consolidation into Canvas. In many if not most cases, students have assured continued access to these records after class completion. This is not always the case. And it is unclear what are prevailing access protocols for students after they graduate. There needs to be a uniform policy that assures continued access to these records in accordance with good academic policy and compliance with applicable laws.

Rationale: The Family Educational Rights and Privacy Act of 1974 (FERPA) is the federal law that governs the rights of students and institutional responsibilities with respect to student records. The University keeps a policy iteration on this law at: <https://scarlethub.rutgers.edu/registrar/ferpa-information/confidentiality-security/> Among other things, the law provides students with the right of access to their education records (even after graduation), the right to inspect, review, and obtain

copies of records, and the right to know what records are kept, under whose jurisdiction, and for what period of time. Some preliminary research indicated that this policy would extend to all student records kept both in paper form stored in various locations as well as on academic online platforms. The only exclusion seems to be confidential personal notes that might be made and kept by professors that otherwise would not be in any accessible files. All else should be maintained as ongoing accessible.

Proposed Charge on Equitable and Transparent Policies for Academic Performance Grading and Appeals – Submitted by Michael Van Stine, Graduate School-Camden, Student

Charge: *Rutgers does not have one comprehensive grading policy. It has one that designates grading concepts and symbols by the academic unit and allows for substantial diversity between undergraduate and graduate applications as well as unique characteristics among classifications and units. While grading characteristics may logically need to differentiate as they do, it is troubling that prevailing policies may not be in relative conformity with peer institutions. Whatever may be the grading policy, there needs to be a reasonable appeal policy in all applications to insure fairness and transparency in grading decisions.*

Rationale: There are many examples of extremely closed system grading policies among various academic units. In some cases, these policies are not in reasonable conformance with our peers. While it should be respected that there needs to be diversification of policies among units and student classes, there needs to be found some compromise that in all cases assures reasonable equity and transparency in all cases. Undergraduate and graduate policies by varied academic units need to be compared to peer equivalents and recommendations need to be made where policy updates are warranted. It should be assured that in all cases there is a reasonable mechanism for fair objective grade appeal submission and review.

Proposed Resolution on Labor Relations – Robert Boikess, School of Arts and Sciences-NB, Faculty

Background: Every senator and indeed virtually every member of our academic community, administrators, faculty, staff, and students, share a common goal: to make Rutgers as good as it can be. The articulation of this goal in terms of a “Beloved Community” is a very important step forward and a break with the past. But an even more important step would be the recognition and implementation of the principle that all of us, administrators, employees in collective bargaining units, and students are on the same team.

We are now at a moment in time when this principle is being sorely tested. The collective bargaining agreements of all the faculty unions and many of the staff unions expired this past June 30. Indeed, at this time, more than 15000 workers at Rutgers,

represented by 17 bargaining units are working under expired contracts. Despite many attempts by unions to begin negotiations earlier, they are only now underway. Collective bargaining inevitably will have some adversarial aspects. But a focus on the “same team” principle and a recognition that we have many mutual interests are especially important now.

Unfortunately, some members of the administration who are directly or indirectly involved in labor relations are taking actions that are moving us in the wrong direction. Here are some examples.

- Rutgers has retained the law firm of Jackson Lewis, the leading anti-union law firm in the United States, to advise on labor relations.
- RWJ Medical School has made an agreement with RWJ Barnabas under which all new Professional-Practice Track faculty hired by Barnabas will not be members of the faculty union."
- Serious demoralization of many of our staff has resulted from a number of the aspects of negotiations and interactions between the labor relations administrators and the 13 staff collective bargaining units. When staff feel undervalued and believe that there is no concern for their fundamental needs, the resulting work environment is not only bad for the staff, but also for the students and faculty to whom they provide essential services.
- A number of faculty bargaining units have voted to merge into one unit in order to be covered by one faculty contract. The labor relations administrators refuse to recognize such a new unit.
- More than 2/3rds of the faculty has no job security or health insurance. Many are even working semester to semester. Such working conditions have a negative effect on student learning conditions. Attempts by the unions to reach agreement on improvements to these conditions have been rejected.
- The principle of “Equal pay for equal work” regardless of campus or faculty title or gender or race, has long been embraced by Rutgers unions. But only in the previous collective bargaining agreement with full time faculty was any slight consideration given to this important principle.

Transparency is an especially important feature of an academic community. Yet negotiators for the administration have objected vigorously to union members attending bargaining sessions remotely and have canceled bargaining sessions for that reason.

Resolved: The University Senate calls upon the University Administration and all the Employee Collective Bargaining Units to work as quickly and collegially as possible to reach new collective bargaining agreements that best serve the interests of the entire academic community and reflect principles and values previously endorsed by the University Senate.

Committee Reports/Resolutions

None.

Old Business

Proposed Charge on Student Representation on the President's First Amendment Advisory Panel – Submitted by Michael Van Stine, Graduate School – Camden (S)

New Senator Orientation and Senate Mentorship Program

New Business

University Senate September 23, 2022 Agenda

- President's State of the University Address
- [ITC Report on S-2109 Communication Mechanisms Regarding Major Changes in IT Applications](#)
- Introduction of, and Comments By, Standing Committee Chairs

Adjournment