

## EXECUTIVE COMMITTEE MINUTES

**Present:** Baesu, Bearnese, Billesbach, Eklund, Gay, Herstein, Kolbe, Krehbiel, Minter, Weissling, Woodman, Zuckerman

**Absent:** Buan

**Date:** Tuesday, October 5, 2021

**Location:** Zoom

**Note:** These are not verbatim minutes. They are a summary of the discussions at the Executive Committee meeting as corrected by those participating.

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### 1.0 Call (*Kolbe*)

Kolbe called the meeting to order at 4:18 p.m.

### 2.0 Announcements

#### 2.1 Update from Covid Taskforce

Kolbe reported the number of positive Covid cases on campus continues to decrease and currently our positivity rate is just below 1%. He stated that the number of faculty who have completed the vaccine registry is now 84%.

### 3.0 Approval of September 28, 2021 Minutes

Approval of the minutes was postponed until the next meeting to check with Professor Bloom about revised language.

### 4.0 Unfinished Business

#### 4.1 Incentives for Service on the Faculty Senate (Gay)

Kolbe stated that he would like to see more incentives in general for faculty members who do service work. He noted that these faculty members should receive recognition for their work, and doing so could encourage more people to serve on university-wide committees.

Billesbach asked whether the Executive Committee needs to develop a plan to present the idea of providing incentives, either a course release or compensation, for the Senate officers to the administrators. Woodman stated that he is concerned that providing a monetary incentive for serving on the Executive Committee could motivate people to serve for the wrong reason. Weissling stated that she thinks the administration would be supportive of incentivizing people to serve, but if the incentive is monetary funds to support these incentives would need to be found. Zuckerman noted that the Executive Committee members are elected by the Senate and candidates could be asked to specifically address why they want to serve on the Executive Committee.

Baesu stated that it makes sense to provide those faculty members who serve on the Executive Committee with a course release since the Committee meets nearly for three

hours each week. Woodman stated that this could be problematic for non-tenure track faculty members whose primary responsibility is teaching because their chairs may not be willing to give them the course release. Gay stated that he thinks the members of the Executive Committee are engaged in sacrificial service to the university and he is glad that people are willing to do it, but it is not fair to take advantage of these people.

Kolbe noted that Weissling's comments in an email were accurate in that service work is discouraged in part due to the small service apportionment most faculty members have. He stated that he would be in favor of putting together an ad hoc committee to work on a proposal addressing service incentives and adjustments in apportionments for service work. He pointed out that it may come down to a policy change that would be needed at the local level to adjust the service apportionment to a more realistic level.

Zuckerman stated that we should not only value participation of faculty members who do service work, but we should also recognize who the faculty leaders are on our campus. She suggested that there should be a specific category of service and leadership for promotion and tenure files. Woodman reported that faculty service and leadership are already included in promotion and rehiring decisions in his department. Kolbe stated that there needs to be a more uniform promotion process across the campus.

Gay stated that the biggest concern that should be focused on for now is appreciating and incentivizing service work. He noted that people should have the proper service apportionment according to the service work they do, and if service work is more highly valued, more people will be willing to participate. He suggested that Executive Committee members should have their service apportionments adjusted first and then work on the concept more broadly.

Baesu asked what incentive would be provided for a faculty member that does not teach. She stated that there should be an incentive other than a course release. Woodman stated that he liked Weissling's idea of providing cash or something equivalent to a course release. Weissling noted that there is a baseline amount of work that needs to be done in a department and that a course release is not always an option often these tasks (service) become extra work and if extra work is done above the apportionment, she would like the option to be paid for that work. Billesbach stated that he thinks it would be best if people were just provided with additional pay for their work because having too many other options could be problematical.

Gay suggested that he could draft a proposal and forward to the Executive Committee members by email for their feedback. Minter moved for Gay to draft the proposal and to share it by email, motion seconded by Herstein and approved by the Committee.

## **5.0 New Business**

### **5.1 Agenda Items for Chancellor Green and VC Boehm**

The Executive Committee identified the following agenda items for the upcoming meeting with Chancellor Green and VC Boehm.

- Update on the number of Code of Conduct complaints of faculty/staff/students who are not complying with the mask policy.
- Building access through entrances not monitored by Wellness Attendants
- How are people selected for the Academic Leadership Program and the Faculty Leadership in Academia program
- Extension Educators Having Difficulty in Obtaining Supplies from Admissions to Distribute to Potential Students
- Does the UMR contract come up for renewal this year?

The meeting was adjourned at 5:19 p.m. The next meeting of the Executive Committee will be on Tuesday, October 12, 2021, at 2:30 pm. The meeting will be held in 201 Canfield Administration Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Kelli Herstein, Secretary.