

## Senate Executive Committee Meeting (3/10/2022)

Attendees: Dinesh Pinisetty (Chair), Bets McNie (Vice Chair), Matthew Fairbanks (Secretary), Christine Isakson, Leah Wyzykowski (Student Rep), Frank Yip, Keir Moorhead, Wil Tsai, and Provost Lori Schroeder

- Minutes
  - *3/3 minutes approved by unanimous consent.* Isakson motioned for approval, McNie seconded.
  
- Title IX Training Updates
  - We're addressing some emailed questions from VP McMahon about TIX trainings.
  - TIX training inquiry from VP of Cadet Affairs McMahon: Is implementing the training for cruise faculty in April as a preface to rolling it out to all faculty ok?
  - McNie thinks it's a very good idea. It could even have some advantages in terms of it being administered to a limited population first.
  - Next question from McMahon: should we do the trainings for department chairs? Answer: Yes, good idea.
  - Next questions: can we find a cruise faculty to serve as deputy Title IX officer for the cruise and get them trained by May 4<sup>th</sup>?
  - Provost Schroeder offered some information: There is a proposal for additional pay for this person. It doesn't necessarily have to be a faculty member, though that would be good.
  - Pinisetty noted that cruise faculty have a heavy load on cruise and are pretty burned out from the schedule over the last couple years. It might be difficult to find a volunteer.
  - Some comments from Provost and Isakson that we could consider non-faculty. Isakson suggested hiring someone external. Moorhead wondered about combining cruise counselor and the Title IX (TIX) position. Provost Schroeder clarified that because of how the TIX role would have to work, those positions in particular need to be separate.
  - Isakson clarified that she's not against a faculty member being in the role, but that we need someone with significant background or expertise in TIX (or something related) if people are going to think we're taking the issue seriously.
  - Provost Schroeder suggested that in our response to VP McMahon to inquire about using Grand River Solutions (or the like) for supplying this external position.
  
- CommUNITY Day
  - Pinisetty: Has heard about some students/faculty maybe not taking the day as seriously as they should and considering using it as a day off. We all need to make sure that we emphasize to everyone the importance of the day and attending its activities. (This was met with general agreement from all in attendance.)
  - Dean Van Hoeck will be doing a presentation on the Day and has shared the slides with us.
  
- Open Floor

- An IT survey has gone out to all faculty: please fill out the survey. The Chancellor's Office is helping with it.
- Fairbanks asked whether A/V stuff can be addressed in the survey even though that's nominally handled by a different department. Answer: Yes, A/V can and should be included.
- Committee on Exceptional Service have made their recommendations. Awardees will be announced shortly. They will receive release in either the fall or spring (their choice) - 3 units of release.
- Yip commented that the flexibility is really good and useful. Isakson noted that the awards are meant to reward exceptional service, but this can also come from service to the teaching profession. The committee got some applicants in this category. It would be good if students had the opportunity to nominate their professors for the award.
- Pinisetty, in related news, said the nominations for exceptional service, teaching, and research will go out to campus soon from AVP Benton.
- McNie: returning to the TIX position on the ship, it's important to point out that if the TIX coordinator isn't on the ship, then whoever is communicating with a remote TIX coordinator would not be confidential because of the clearance needed for the satellite internet connection.
- Others responded that they think the idea is definitely to have an actual person (Grand River Solutions or no), so hopefully the concern would not come up.
- Pinisetty noted that he's waiting for our feedback on the academic certificates policy. Please send it to him by Sunday. Monday meeting is when he needs to present to administration.
- Yip asked if folks had a chance to review his draft resolution on hiring. Many had read it. One suggestion was to attempt to shorten it if possible, though that may be difficult given its level of detail.
- Pinisetty shared his screen so that all could review it and outlined its purpose to the Provost and Wyzykowski who hadn't seen it.
- Provost Schroeder said that she's been in conversation with the President on the Captain hiring issue in particular. There's not going to be a separate track for faculty candidate in this process. There's meant to be a public call for candidates. Michael Martin is running the process. Provost Schroeder will be staying on the issue to make sure it moves along apace.
- Moorhead shared that there still seems to be a parallel process. There's invitations for "meet and greet" meetings for two candidates. Provost Schroeder said that was news to her, and she will inquire about these.
- There was some discussion of this. It was noted that this hire is an interim appointment, which is commonly done, but we've had significant problems on cruise, and this selection process is very important to be run appropriately.
- Tsai suggested that we cite to the Chancellor's Office policy on interim hires in the resolution.
- Moorhead noted that we did this interim appointment process last year and it ended poorly. We shouldn't be doing the same thing again.

- Yip spoke quite passionately with carefully selected words in support of a proper hiring process in these situations.
- Isakson: some context - when you're talking about maritime interim hires, maritime people don't view this as interim – jobs of this length are not unusual. These are contracts that are normal, regularly used.
- From chat: McNie - We can afford to take two more weeks to do a rapid and widespread search before we begin interviews. And any qualified captain will be able to go to work ASAP.
- Isakson noted that we don't want a situation where the captain is not recognized as “captain” on the ship, but officers need to check everything through Captain Pecota on shore. This occurred on the second cruise last year, and it is very different than what happens anywhere in maritime.
- Moorhead: notes that the captain of the ship is his [Moorhead's] boss while at sea, not his Dean. This is more than an interim and very important.
- Provost: President has made it increasingly clear that Marine Programs exist to support academic programs. Proposals about cruise and marine programs need to come through the Deans (Maier and Neto), then to Provost Schroeder, then to the President. President Cropper has told her that in his opinion Senate Exec should be involved in the Captain selection process.
- Others said that we also should have heavy involvement from licensed/sailing faculty. Isakson's and Scott Green's names have been put forward for faculty reps on the selection committee. Pinisetty noted that we definitely want people other than Moorhead and McNie to step up for these things – though they are great, we need others involved too. He'll send the faculty names to Provost Schroeder so that Michael Martin can know who is participating.
- Tsai added [after some diligent internet searching] that it might be a campus policy on interims not the Chancellor's Office.
  
- Tsai: I've heard that we're going to be losing two more staff in very short order. He wonders whether there are little things we can do (limited virtual days to reduce commute costs, quality-of-life stuff) to ease staff's working life and hopefully retain people.
- From chat: Provost Schroeder – “Cabinet was told that HR is going to be sharing ‘best practices’ re Flexible Scheduling with us.”
- Tsai was asked whether the gas prices/commute was the pain point. Answer: not specifically, I'm just brainstorming about what we can do for people that is low cost.
- Provost Schroeder thinks we have the ability to give that flexibility, but it's not implemented yet.
- McNie – it might be good to have something like a task force on retention. Maybe not immediately, but it's a problem. Provost Schroeder offered that the issue is part of the current strategic planning groups, and should be a focus.\
  
- Wzykowski: are the lifeboats on the TSGB going to be ready for cruise? No one in the meeting knows. The Provost will ask the Deans. Pinisetty will ask Steve Browne about the lifeboats' status.
  
- Isakson described a situation where people have to climb down a ladder in a life jacket. Normally, there are stanchions that section off the top of the ladder and can be held so that

folks can position themselves to get on the ladder safely. Here, we've got a couple rings on the deck and the instructor's hands to hold people. It's super awkward and quite dangerous. This has been brought to the attention of the ship's staff, but nothing has been done. Perhaps it's an expense issue?

- Provost Schroeder asked Isakson to email Craig Dawson about the issue and please copy her and Michael Martin.
  - Pinisetty: next week Tuesday is the last Commandant interview. *Push back the Senate Exec meeting so we can attend? Yes was the consensus.*
  - McNie brought one more issue to the full docket for next week's General Senate meeting: the Curriculum Committee policy first reading. Pinisetty will shoehorn it in.
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- Meeting Adjourned