

**Regularly Scheduled Meeting of the Executive Committee**  
**Tuesday, October 5, 2021**  
3:00- 4:15 p.m.  
Zoom Conference

**Called to order 3:04 pm**

- *In attendance* (N = 11):
  - JaRena Whitehead, Kate Hawkins VP for Academic Affairs, Brenda Johnson Asst Dir of HR for Benefit SVC, Nina Gonser Assoc VP for Academic Affairs, Chairman John Sokolowski, Secretary Corrin Gillis, Senator David Burdige, Senator Wie Yusuf, Vice Chair Michael Carhart, Senator Lynn Tolle, Library Representative James Rhoades

**Agenda**

1. Early/phased retirement info – Senator Burdige et al.
  - 22% response rate based on research/teaching faculty + adjuncts
  - Health insurance support identified as a key factor
  - Things that CANNOT be changed
    - Apply to non-tenured faculty
    - < 10 years of service
    - Elimination of 6-month waiting period
      - Have to wait 6 months from time you step down from full-time to be part-time
      - This waiting-period applies to if you retire as well
    - Phased level decrease beyond 50%
2. Faculty Covid-19 Sanction Issue
  - After the FS discussion, Chairman Sokolowski met with Provost Agho to share the outcome of the discussion
  - As of last week, only 2 faculty refused to honor the policy at all
    - The sanctions apply to these 2 faculty only
    - Individuals who are not vaccinated, whether they have the exemption or not, MUST submit to weekly testing
  - The Provost shared discussion with President
  - President sent broadcast email that took into account the input from FS
  - Need to make sure the policy is enforced expediently
3. Faculty Workload Update
  - Chairman Sokolowski met with Nina Gonser to discuss the data she analyzes
  - The way Faculty Workload (FW) has been implemented is very disparate across colleges
  - Nina Gonser shared her data collected for BCAL
  - Discussion centered around the disparity between Banner and reality
    - Chairman Sokolowski will talk to Nina Gonser about doing a sampling to verify data reliability

- The data is used to request more funding and faculty lines
  - The relation between # of faculty and # of students should not necessarily be a 1 to 1 positive correlation. In order to serve the needs of our students, increasing # of faculty lines shouldn't have to equate to more students enrolled.
  - Strategic plan could help define the rolls of different faculty lines in order to better allocate resources and FW
4. Broderick Retirement Tribute
    - Going to do a tribute on October 28<sup>th</sup> for J & K Broderick
      - Advocate for faculty
      - Advocate for ODU as a whole
        - Brought ODU to base funding and adequacy
  5. Draft PPI Process
    - FS will need to review it
    - Send to Ex Comm for initial review
      - We will provide an official input back to him
    - Will aim for a 2-week timeline for review and input from FS
  6. Issues for President/Provost Meeting
    - Phased retirement
      - Timeline for roll-out
    - COVID
      - Appreciation for honoring faculty input
      - Accountability of faculty
    - Strategic Plan Update

**Meeting adjourned 4:16 pm**