

Ohio University Faculty Senate
Monday, June 4, 2012
Room 235, Margaret M. Walter Hall, 7:10 p.m.
MINUTES

In attendance:

College of Arts and Sciences: T. Anderson, C. Elster, S. Hays, D. Ingram†, L. Lybarger*, J. McLaughlin†, G. Negash, R. Palmer, B. Quitslund, L. Rice, A. Rouzie, H. Sherrow*, S. Wyatt

College of Business: B. Roach, T. Stock

College of Fine Arts: C. Buchanan*, D. McDiarmid, M. Phillips†, A. Reilly†, E. Sayrs, D. Thomas*

College of Health Sciences and Professions: M. Adeyanju, D. Bolon, T. Basta*

Group II: RA Althaus*, D. Duvert*, M. Nern†, M. Sisson†

Heritage College of Osteopathic Medicine: H. Akbar, J. Wolf

Patton College of Education: D. Carr*, A. Paulins†, V. Vanderveer

Regional Campus—Chillicothe: N. Kiersey, R. Knight†

Regional Campus—Eastern: J. Casebolt

Regional Campus—Lancaster: G. Shioni for S. Doty

Regional Campus—Southern: D. Marinski

Regional Campus—Zanesville: J. Farley, A. White*

Russ College of Engineering: J. Giesey†, J. Dill, R. Pasic, B. Stuart*

Scripps College of Communication: B. Bates, B. Debatin, J. Lee, G. Newton†, J. Slade

Voinovich School of Leadership and Public Affairs: none present

Excused: R. Boyd, S. Doty, G. Brooks*, K. Brown†, T. Franklin, J. Gilliom†, V. Marchenkov, K. Sullivan*, M. Tomc, K. Uhalde*

Absent: B. Branham, L. Hoshower†, S. Patterson, A. Ruhil, G. Van Patten†

*starting term in AY 2012-13

†ending term at end of AY 2011-12

Overview of the Meeting:

- I. President McDavis and Executive Vice President & Provost Benoit
- II. Roll Call and Approval of the April 16, 2012, and May 14, 2012 Minutes
- III. Chair's Report
 - Updates and Announcements
 - Upcoming Senate Meeting: September 10, 7:10 p.m.
- IV. Professional Relations Committee—Sarah Wyatt
 - Resolution to establish a Clinical Faculty Track to Include the College of Health Sciences and Professions—First Reading
 - Resolution to Reconcile Handbook Language—First Reading
- V. Educational Policy & Student Affairs Committee—Allyn Reilly

- VI. Finance & Facilities Committee—John Gilliom
- VII. Promotion & Tenure Committee—Joe Slade

- Resolution on Linking Tenure and Promotion
- VIII. New Business**
- Joe McLaughlin
- IX. Adjournment**
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Faculty Senate Chair Elizabeth Sayrs called the meeting to order at 7:10 p.m.

I. President McDavis and Executive Vice President & Provost Benoit

- **President McDavis** noted that this was an historic week, the last one that OU would be on quarters during the regular academic year; in the fall we return to semesters (the calendar on which he spent his freshman year here). He also introduced three topics:
 - 1) Task Force on Technology Transfer and Commercialization: This year's report on conditions in higher education will be accomplished by the Task Force created by Chancellor Petro and the Board of Regents and charged with developing a statewide commercialization ecosystem that hopes to benefit the state by moving university research into commercial application. The President chairs the Academia subgroup, which has assessed factors and practices leading to successful commercialization; identified barriers to success; determined the current, baseline level of technology commercialization in Ohio; and developed strategies for improvement and metrics to measure progress. Findings will be finalized this summer and reported to the Governor. Finalizing findings for task force, report this summer to governor and widely across state. Conditions report on higher ed every year, this year on tech transfer and commercialization. (<http://www.ohiohighered.org/commercialization>.)
 - 2) Q2S: The President acknowledged the work of faculty in this four-year endeavor, and expressed appreciation for the time and effort required to make the transition as smooth as possible.
 - 3) Thanks to Joe McLaughlin: McDavis commended McLaughlin's service as Chair of the Senate, noting his creativity, collegiality, and dedication to higher education.
- **Provost Benoit** spoke on four topics:
 - 1) Parental leave: The implementation team to finalize details for a two-year pilot program will come together soon. For more information about the program, see <http://www.ohio.edu/compass/stories/11-12/5/parental-leave-pilot-2012.cfm>.
 - 2) RCM over the summer: Phases of the transition to RCM planned for the summer include cleaning up and refining some data sets (e.g., space allocations), continuing conversations with deans on large outstanding issues (e.g., cost centers, some cost allocators), and continuing to refine the infrastructure for responsibility centers.
 - 3) Enrollment: Freshman enrollment is up 2.3% over last year, in line with the strategic plan. Compared with last year's, the housing deposit pool shows 87 more freshmen; 44 more transfer students (a 35.2% increase); out-of-state/international up by 104 (23.1%); an increase of 62 ethnic diversity students (14.9%); an average ACT of 24.02 (nearly .5 higher than last year); and average GPA of 3.38 (up over 2%). Most colleges also have increases in enrollment. Although total enrollment numbers are not

yet available, the Athens campus is predicted to be down slightly for undergraduates, while the system as a whole will have higher enrollment.

- 4) Commendations for accomplishments: The Provost acknowledged **Sarah Wyatt** and the PRC particularly for its work in creating multi-year contracts for Group II and a clinical track for OU-HCOM. She noted that **Joe Slade** had led the P & T Committee in considering a number of very difficult tenure and reappointment cases with great professionalism. **John Gilliom**, backed by the Finance & Facilities Committee, she thanked for his help with RCM and input on several other important issues. She also thanked **Allyn Reilly** and EPSA for their massive efforts on behalf of the semester transition process. Finally, she commended **Joe McLaughlin** for his dedication to making OU a better place; despite some disagreements, he demonstrated integrity, fairness, and concern for faculty and the University community as Chair of Senate.

Questions and Discussion:

Joe Slade asked how the Technology Transfer Task Force would safeguard the openness of academic research, so that proprietary interests in commercialization did not threaten academic work. The President said that faculty have presented viewpoints on the issue to the Subcommittee, and that a continuing dialogue between academia and private industry about safety, proprietary information, and related issues will be needed.

Other senators expressed appreciation for the just-announced revisions to the ComDoc program, and asked for further clarification. **Judith Lee** noted that while the new memo allows for desktop printers to facilitate confidentiality of student and employee records, it did not mention other confidential documents (e.g., journal editors' correspondence). The Provost said that a short communication could not be comprehensive, and that deans would be able to authorize other exemptions. **Bernhard Debatin** regretted the timing of the announcement, given that decisions about adopting the program should come from departments rather than from their deans. The timing, Benoit responded, was due to the complexity of the issues, and that deans had agreed that a June 30 deadline was workable. Full-scale department meetings shouldn't be needed to determine relevant costs, just conversation with the chair or head and their dean.

ScanTron testing and evaluations also came up. **Lee** wondered if she had heard correctly that the Test Score Office would no longer be processing ScanTron exams. The Provost suggested that the rumor might have come from the imminent move to new course evaluation software. **Slade** hoped that a rumor that training for the online evaluations took two days was equally specious, but **David Ingram** noted that two A&S Associate Deans had each spent 14 hours in the training. Benoit offered to look into the question. (For FAQs on the changes, see <http://www.ohio.edu/oit/news/test-score-questions-and-answers.cfm>.)

Finally, there were a couple of questions about the finances of Q2S. The Provost promised to try to compile data about the final cost, but noted both that such costs were widely dispersed and that the costs in time to faculty especially were ultimately impossible to calculate. When **Lee** asked how OU would make up the SSI loss in for the lower graduation requirement under semesters, the Provost noted that we hadn't had a choice about the transition, but that the subsidy loss might be mitigated by further revisions to the SSI calculations. Listening to Columbus, she said, suggests that other factors like graduation rate—a measure by which OU does very well—will increasingly play a role in the state subsidy. The President remarked that while data had led us to prepare for a drop in

enrollment the first year after the transition, OU is not experiencing that, possibly because all other quarter schools in OU are also transitioning.

After a surprising and unwonted silence from the Senate, the President wished faculty a great summer.

II. Roll Call and Approval of the April 16, 2012 and May 14, 2012 Minutes

Joe Slade moved the approval of both sets of minutes, seconded by **Sarah Wyatt**. Each was approved by a voice vote.

III. Chair's Report

- **David Descutner** spoke to the accomplishments of the OU Press. Just over two years ago, the Provost formed a review committee, headed by **Tom Carpenter** (Classics) to reorganize the Press in response to budget pressure. In addition bringing in outside editors for advice, the committee recommended linking the Press more closely to the University by creating an Interim Executive Editor position drawn from the faculty—currently **Kevin Haworth** (English)—and a Managing Board consisting of staff and academic members. This year, overall revenue is up 21.6%, library sales are up 10.6%, and retail sales are up 24.3%. Among the 65 other university presses in the OU Press's sales class, annual net sales decreased on average 5.3% this year, while ours increased 26.53%. **Judith Lee** noted that she had heard high praise of Editorial Director **Gill Berchowitz** from the editor of another press.
 - Evaluations of the Provost and President were announced as due on Friday, June 8.
 - The call for standing committee nominations was predicted; these University committees are staffed over the summer. Because of the buy-out, OU is losing an unusually large number of senior faculty and their institutional knowledge, so we need to rebuild that in younger faculty. Senators were urged to nominate colleagues or selves.
 - Preference forms for Senate committees were requested as soon as possible.
 - The Executive Committee announced its meeting with the Chair and Vice Chair of the Board of Trustees on June 21. Last year, our conversation led to a year-long focus on academic quality on the part of the Trustees. Senators were encouraged to send suggestions for issues to raise.
 - All resolutions from the previous month had been signed. The Provost declined to sign the March Resolution on University-wide Printing and Purchasing, but there has been substantial movement on the ComDoc issue (in part because of lots and lots of meetings between Senate leadership and the Provost). We will continue to work on the details.
 - Q2S thanks and acknowledgments: Noting that it is hard for any of us individually to understand all the pieces that went into our transition process, Sayrs thanked **Jeff Giesey** for his leadership of the Q2S Office; **Ken Brown** for scouring the Faculty Handbook to identify quarter-specific language; **EPSA** and **UCC** for their efforts with academic policies and curricular revision; the **P & T Committee** for giving us semester-appropriate deadlines for those processes; and the **Registrar's Office and staff**, from whom far too many late-night emails have been sent. She noted that the work has paid off in the sense that OU is ahead of its peers in the transition process, especially with TDCPs.
- a. Upcoming Senate Meeting: September 10, 7:10 p.m., room TBA

IV. Professional Relations Committee—Sarah Wyatt

a. Year-End Report

The Committee passed a number of significant resolutions this year. Thanks to **Ken Brown**'s help, it revised PRC-related dates in the Handbook, and also eliminated the “6-quarter-rule” in favor of a rule requiring that part-time faculty hired for two years at .5 FTE or more be offered Group II contracts for continued service. A series of resolutions worked to improve the status of non-tenure-track faculty: clarifying the role of Group II (including allowing for full-time contracts), creating multi-year Group II contracts, and creating a Clinical Faculty track for OU-HCOM. Wyatt thanked the Committee for their service.

b. **Resolution to establish a Clinical Faculty Track to Include the College of Health Sciences and Professions**—First Reading

CHSP has discovered that it would benefit from having a clinical track for certain disciplines in which they have trouble finding faculty to teach clinical aspects of the professions. This resolution would extend the Clinical Faculty section of the Handbook beyond HCOM to CHSP, and removes the word “medical” from the definitions of Clinical Faculty. No other parameters have changed, and clinical tracks in these disciplines are common nationally. Concerns centered on whether broadening exceptions to Group I status would dilute the importance and centrality of tenure track faculty. Wyatt responded that the current faculty in such positions are not Group I, but rather a kind of badly-defined Group II. Further discussion also clarified that accrediting bodies also strongly recommended clinical faculty (e.g., in nursing). Comments were requested to wyatts@ohio.edu.

c. **Resolution to Reconcile Handbook Language**—First Reading

After passing recent resolutions on Group II and Clinical Track contracts, the Committee came across places in the Handbook that are now inconsistent with intended policy, including the statement that there be no full-time non-tenurable faculty ranks and that term contracts can last no longer than three years. There was some discussion of when practice began violating the prohibition on non-tenurable full-time faculty; clearly violations have existed in practice with regard to Group II, but Group IV contracts should also theoretically have been impossible. There was some discussion about whether the language regarding Group IV contracts would also need revision, but the question was referred to future consideration.

David Thomas moved that the rules be suspended to in order to allow a vote on the resolution, seconded by **Benjamin Bates**. The motion passed by a show of hands. The resolution passed by a voice vote.

V. Educational Policy & Student Affairs Committee—Allyn Reilly

a. Year-End Report

Most of EPSA's work during the year involved Q2S, including deadline changes, the revision of the “two-hour rule,” and experiential learning; the Committee also brought forward the policy allowing students who met the semester graduation hours requirements to graduate in August. The most significant resolution drafted by the Committee passed in October, creating JE courses to help distribute the Tier I- J requirement across disciplines; a number of courses are already being proposed. The Committee considered and responded to two policies, on classroom/lab scheduling and

on video surveillance in and around residence halls. Future issues include online learning and how to mark credit on transcripts given for Contracted Articulated Transfer Agreements (CTAGS). Reilly thanked the Committee for their dedication. Thanks were seconded by **David Descutner**, who noted that the list could not adequately convey the amount of work undertaken by EPSA in the transition.

VI. Finance & Facilities Committee—Elizabeth Sayrs for John Gilliom

In reporting on the year's activities, Sayrs noted that much of their work is behind the scenes consulting so that the Committee Chair can fulfill his various mandated positions: as a member of the Resource Committee of the Board of Trustees, where Gilliom has been very involved in decision-making, and also as a member of the Budget Planning Council and the Benefits Advisory Committee. The Committee researched and drafted an important sense-of-the-Senate resolution on fracking this year, with a special subgroup, led by **Bernhard Debatin**, helping coordinate information for the University and larger community. Last year, the Committee proposed a resolution encouraging the adoption of a parental leave policy, and, although the Provost did not sign it, that helped precipitate the formation of this year's Task Force and the new pilot program. The Committee has also been wrestling with the health benefits section of the Handbook, work that will continue next year. She thanked the Committee for their work during a time of changing budget realities and difficult negotiations.

VII. Promotion & Tenure Committee—Joe Slade

- Year-End Report

The Committee primarily responds to tenure and promotion disputes, serving three constituencies: the candidate who has been denied, the academic unit involved, and the University. Its role is not to adjudicate merit, but due process: it considers failure to observe policies and procedures, failure to observe due consideration, and violations of academic freedom. The Committee has dealt with eight cases this year, two of which were quite contentious and went to special committees of the senate for appeal hearings. Slade thanked the Committee for their extraordinary conscientiousness in the unusually large number of appeals this year.

- **Resolution on Linking Tenure and Promotion—First Reading**

The resolution is prompted by a situation that has come up more than once this year, in which a unit has approved a candidate for tenure but not promotion to Associate. In the Committee's view, this is a result either of a misunderstanding of the near-certain outcome of such a vote or of a desire to avoid making a difficult decision.

Views were diverse and discussion lively. Several senators agreed that the phrase "only in exceptional circumstances" allowed a substantial loophole for separating promotion and tenure, but there was disagreement about whether that was a good thing. Slade clarified that the Committee was primarily thinking of promotion before tenure as a possible exception, e.g. when extraordinary research productivity made promotion an obvious step before the faculty member had been at the University long enough to warrant tenure. Rewording to make that explicit but disallowing tenure without promotion was suggested. Some senators suggested that forcing all tenure decisions for Assistant Professors to include promotion would hurt some candidates, especially in professional fields where research and scholarship are not traditional academic products

or in sciences where the reduced availability of funding might curtail productivity even for good researchers. Others argued in response that promotion guidelines ought to be matched to tenure guidelines, and that units are responsible for creating guidelines that are reasonable given the state and nature of the field and the resources available. There was also discussion about whether stating that “one vote” should be held for both tenure and promotion was unwarranted interference in the workings of departments and schools. Slade said that the Committee had not intended to reduce units’ autonomy, but felt that it was reasonable to ask why a unit would consider a candidate appropriate for tenure but not for promotion. There was further disagreement about whether separating the criteria for tenure and promotion represented disciplinary wisdom or a de facto two-tier system for tenure track faculty. The possibility of a tenurable teaching faculty was raised.

Discussion also focused closely on the regional campuses. It was asserted that regional campuses had until fairly recently routinely separated tenure and promotion (“teach to tenure and research for promotion”), and that any “policy” against their separation was an imposition of new and unwritten preferences on the part of administrators. Although Arts & Sciences has generally required that tenure votes be linked to promotion, other parts of the University have had other practices. There was general agreement that regional campus teaching loads leave little time for research; suggestions included modifying P&T guidelines for regional faculty, better mentoring, and teaching loads more in line with research expectations for promotion.

To the question of whether the resolution simply asked the Senate to endorse the administration’s preference, Slade noted that it was worth asking what the faculty’s preference in fact is. Comments are still welcome to slade@ohio.edu.

VIII. New Business

a. Joe McLaughlin: acknowledgements from former Chair

McLaughlin noted the collective work of the Senate over the last year, and extended particular thanks to the committee chairs and the Executive Committee. He also recognized **Allyn Reilly** and **Ken Brown**, who are both retiring from the University this month after long and repeated terms in the Senate, as wonderful colleagues and models for students of what it means to be an engaged scholar and teacher.

b. RHE Dean’s Evaluation

In response to a question from a regional campus senator, there was discussion of the extent of the Senate’s control over the evaluation for the Dean of Regional Higher Education. McLaughlin said that he thought it was a collaboration between the Senate and Provost, but that PRC should be consulted, and it was established that the Senate contributes a set of “extra” questions.

IX. Adjournment

Michael Nern moved to adjourn, seconded by **Jared Farley**. The meeting was adjourned at 8:46 p.m.