

Ohio University Faculty Senate
Monday, May 4, 2015
Room 135, Margaret M. Walter Hall, 7:10pm
Meeting Minutes – FINAL

Meeting called to order by Beth Quitslund (Faculty Senate Chair) at 7:15PM

In attendance

- *College of Arts and Sciences*: E. Ammarell, N. Bernstein, S. Carson, H. Castillo, C. Elster, S. Hays, G. Holcomb, G. Kessler, N. Manning, K. Mattson, J. McLaughlin, R. Palmer, B. Quitslund, N. Reynolds, L. Rice, C. Snyder, S. Wyatt
- *College of Business*: K. Hartman, T. Luce, Z. Sarikas
- *College of Fine Arts*: K. Geist, A. Hibbitt, D. Thomas
- *College of Health Sciences and Professions*: T. Basta, A. Sergeev, B. Sindelar
- *Group II*: D. Duvert, C. Schwirian
- *Heritage College of Osteopathic Medicine*: S. Inman, S. Williams
- *Patton College of Education*: G. Brooks, S. Helfrich
- *Regional Campus – Chillicothe*:
- *Regional Campus – Eastern*: K. Spiker (substitute for J. Casebolt)
- *Regional Campus – Lancaster*: S. Doty, L. Trautman
- *Regional Campus – Southern*:
- *Regional Campus – Zanesville*: A. White
- *Russ College of Engineering*: J. Cotton, D. Masel, G. Suer
- *Scripps College of Communication*: B. Bates, B. Reader
- *Voinovich School of Leadership and Public Affairs*:

Excused: R. Althaus, C. Buchanan, D. Carr, J. Casebolt, F-C. Jeng, D. Marinski, A. Ruhil, B. Schoen, D. Tees, K. Uhalde,

Absent: J. Andrews, A. Babrow, C. Bartone, L. Black, O. Carter, K. Machtmes, B. Stuart, J. Taylor, B. Trube, S. Walkowski

MEETING AGENDA

I. Associate Provost Howard Dewald

II. Preferred Name Policy: delfin bautista, LGBT Center Director

III. Roll Call and Approval of the April 13, 2015 Minutes

IV. Chair's Report—Beth Quitslund

- Updates and Announcements
- Upcoming Senate Meeting: May 4, 2015

V. Executive Committee—Beth Quitslund

- Sense of the Senate Resolution to Endorse U.S. H.R. 275—Second Reading

VI. Educational Policy & Student Affairs Committee—Ruth Palmer

- Establishing the Minimum Requirements for Clinical/Professional Doctoral Programs—Second Reading

VII. Professional Relations Committee—Sarah Wyatt

- Resolution to Revise Language in the Faculty Handbook Regarding the Role of Group III Faculty—Second Reading

VIII. Promotion & Tenure Committee—Kevin Mattson

- Resolution on Approval of Group II Promotion Criteria—First Reading

IX. Finance & Facilities Committee—Ben Stuart

X. New Business

XI. Adjournment

I. Associate Provost Howard Dewald

- ❖ Topic 1: State of Ohio Budget Update. Dewald discussed the budget for the state of Ohio. The House passed its version of the budget. The Senate is now in the process of making changes. It is anticipated that there will be additional discussions in June. As such, the budget process is continuing
- ❖ Topic 2: Enrollment / Admissions. Dewald provided an update about enrollment for 2015-16. The following figures – with comparisons to the same date last year – are provided to date (May 4, 2015): 20,913 applicants (+41); 15,406 admitted students (+18); and 4,431 confirmed students (i.e. students who have sent housing deposits) (+89)
- ❖ Topic 3: Teaching Awards. Dewald explained that the Presidential Teacher Awards are normally announced at commencement, but were not announced at this year’s commencement ceremonies due to the shortened program. The four finalists for the Presidential Teacher Award were Gary Coombs (Management), Robert Klein (Mathematics), Lauren McMills (Chemistry), and Tresa Randall (Dance). This year’s recipients were Klein and Randall. A reception and ceremony is being planned for the fall semester. Dewald also noted there are plans to implement the Group II Teaching Award next year. Currently, Dewald is accepting ideas for naming that award.
- ❖ Topic 4: Distinguished Professor Award. During OHIO’s Master’s and Doctoral Commencement ceremony on Friday, May 1, Gerardine “Gerri” Botte was recognized as the recipient of the 2015 Distinguished Professor award. Botte is a Russ Professor of Chemical and Biomolecular Engineering and is the 55th Distinguished Professor award. Dewald noted that Botte is the third woman to receive this award; she is also the first female research scientist to be a recipient of this award.
- ❖ Topic 5: Promotion and Tenure. For Athens, there were 30 Group I promotions including 19 for promotion to the rank of Associate Professor with tenure. For Regional Higher Education, there were eight Group I promotions including six for promotion to the rank of Association Professor with tenure. For Athens, there were 20 Group II promotions including 12 to the rank of Senior Lecturer. For Regional Higher Education, there were 3 Group II promotions.
- ❖ Topic 6: Faculty Fellowship Leaves (FFL). For the Athens campus, there were 40 FFLs approved for a total of 59 semesters. For Regional Higher Education, there were seven FFLs approved for a total of eight semesters. The approved FFLs will be presented to the Board of Trustees for a vote.
- ❖ Topic 7: Spring Semester Grades. On behalf of the Registrar’s Office, Dewald reminded the Faculty Senate that spring semester grades are due on Wednesday, May 6, 2015 at 12:00PM (noon).

Questions and Discussions

- None

II. Preferred Name Policy: delfin bautista, LGBT Center Director

- ❖ Topic: Preferred Name Policy. Delfin bautista provided a summary of OHIO’s preferred name policy. The following provides highlights from the presentation.
 - *Who else has this policy?* There is a growing number of universities with a preferred name policy including (but not limited to) Universities of Vermont, Michigan, Wisconsin, Massachusetts, California, & North Carolina.

- *Why might a Bobcat prefer to change a name or pronoun?* A number of reasons were provided: trans identity students (pronoun examples), international students, students who go by a different first name, and last name changes (marriage, divorce, abuse, other personal reasons). This policy would be inclusive of both legal & non-legal name changes. Campus Care as well as Counseling and Psychological Services already have this policy in effect.
- *Why should we have such a policy?* According to the presentation, the number one reason was to respect and support all Bobcats. This is especially important given OHIO's commitment to diversity and inclusiveness. The policy should also be helpful to students just coming into their identity. Finally, the policy reflects a safety and equal rights issues with specific reference to anti-discrimination. For example, this policy may allow students' rights in instances when professors might not support name or pronoun preferences. In extreme cases, the policy is a small step toward protecting students against hate crimes and sexual assault.
- *What to expect?* The policy passed the Graduate Student Senate in November 3, 2014 and should go into effect Fall Semester 2015 (assuming that necessary IT systems can be adjusted). The preferred name / pronoun will be used in lieu of legal name (when it is not necessary for legal name to be used). The goal is to make this happen across campus where possible. For example, systems related to Admissions, My OHIO Center, PeopleSoft, Financial Aid, Advising Lists, Class Rosters, and Blackboard.
- *What can faculty do?* Actions we can take to support every Bobcat are:
 - Include policy info in the syllabus
 - Attendance: call role by last name and ask students to say their preferred name and pronoun
 - In introductions with students/faculty/staff, make a point to share your own preferred name/pronoun
 - Commit to using people's preferred name/pronoun outside of classroom
 - If you make a mistake, that is ok – apologize, correct it, and move on
- *Who should faculty contact with questions?* For questions, faculty members are encouraged to contact lombardi@ohio.edu, bentond@ohio.edu, and/or bautista@ohio.edu.

Questions and Discussions

- **Hays** asked for clarification about whether or not professors should still ask students their preferred name policy after the policy that allows students to change their name is implemented. In response, bautista noted that everyone may not be aware of the new policy during the fall semester. As such, they encouraged faculty to continue asking students their preferred name.
- **Ammarell** asked if it was safe to assume that this policy would remove Fnu as a last name (which actually means family name unknown). Bautista stated that this has not been discussed yet intends to mention it to group and noted that there are a number cultural differences related to names that are not easily handled in OHIO systems such as two last names or no last name.
- **Reader** asked about possible abuses of the policy. For example, can this policy be abused such that students change their name in order to avoid being linked to or held accountable for previous academic misconduct (or other problem behavior)? In response, bautista stated that this has not been specifically discussed but agrees mention it to the group. However, it was also noted that changing one's preferred name will not remove the legal name (or the association with the legal name). However, bautista did note that the OHIO Police Department has been involved in the discussion; there were questions about what name would be on student's OHIO identification card.
- As someone with a relative who has a trans identity and who is entering college this fall, **Basta** thanked bautista for their effort to create a safe environment for students.

- **Sergeev** asked if there was a system to prevent students from using profanity as a name. Bautista explained that there is such a system. Specifically, there are two filters for name changes: the Registrar and the Dean of Students. In addition, it was noted there have not been problems at other universities. Arguably, this may be due to the time and effort it will take to change a name.
- **Quitslund** asked a question on behalf of a faculty member who contacted her prior to the meeting. Is the preferred pronoun required by faculty members according to University policy? Quitslund further asked if the preferred pronoun policy is required by the Department of Justice interpretation of Title IX (as part of avoiding sex discrimination). Bautista noted that the University's own non-discrimination policy indicates that faculty would need to respect the preferred pronoun. However, bautista also remarked that there are many instances in which mistakes will and can happen. **Hays** noted that there are few instances in which the third person is used when addressing a student in class. Instead, faculty addressing students directly would often use the gender-neutral "you". **Basta** remarked that the third person pronoun is used when discussing a student with others.
- **Doty** asked for clarification about whether or not this policy will apply to the Regional campuses and, if so, what office should Regional campus students visit to change his/her names. Bautista responded by stating that the policy would be in effect on the regional campuses yet was not sure which office would process the information. However, the assumption is that it would probably be the same offices that were currently responsible for legal name changes.
- **Thomas** asked if there were facility planning issues (i.e., restrooms). Bautista remarked that the University is committed to putting in gender inclusive restrooms – which would also serve as the family and accessible restrooms – in all new constructed as well as all renovated spaces. In addition, the University has put together a Restroom Committee. In addition to restrooms, this committee is also looking into more gender inclusive spaces. For example, the only way to get to pool in the Aquatic Center is through either the male or female locker rooms. Currently, there are only two gender inclusive restrooms on campus; both are located in Baker Center. To the best of their knowledge, there are no gender inclusive restrooms on the Regional Campuses; this will be something that will be reviewed this summer.

III. Roll Call and Approval of the April 13, 2015 Minutes

- ❖ Roll call (Hartman)
- ❖ **Bates** moved to approve the minutes, seconded by **Doty**. The minutes were approved by a voice vote.

IV. Chair's Report (Beth Quitslund)

- ❖ Topic 1: Updates and Announcements
 - **Commencements.** As of May 4, 2015, three out of four commencement ceremonies have happened. Notably, at the afternoon ceremony on Saturday, OHIO gave its first honorary degree to a former OHIO faculty member Samuel Crawl. Crawl served as Dean of University College and as both Secretary and Chair of Faculty Senate.
 - **Recommendations from Graduate Council regarding the graduate faculty role.** Last month, the Grad Council distributed a set of draft recommendations for departments (and implicitly colleges) on establishing nomenclature and roles for Graduate Faculty to all Directors of Graduate Study. Because this seemed to a number of people to involve the Handbook-prescribed responsibility of the Faculty Senate and to have possible effects on curricular issues, David Thomas (Vice Chair of Faculty Senate) and Beth Quitslund (Chair of Faculty Senate) met with Chris Mattley (Chair of the Graduate Council) and Joe Shields (Vice-President for Research and Dean of the Graduate College) to discuss the recommendations. Based on feedback from programs and concerns that Thomas and Quitslund raised, full recommendations will wait until

fall 2015. A representative from Graduate Council will speak to the Faculty Senate about the purpose and extent of those recommendations. It is likely that there will be handbook language about this topic in the next year.

- **AQIP.** Quitslund provided an update regarding AQIP. OHIO's re-affirmation of accreditation review visit will occur next fall semester in November. In late April, a team of eight people attended a multi-day strategy forum (in a location near Chicago). During the conference, the team discussed action plans. (Note: The Higher Learning Commission tends to organize accreditation around a University's successful action planning process.) The team's task was to present a successful action plan (i.e., one that was accomplished) and to create a new action plan that could be achieved within the next 12 months. The team presented the Q2S transition as OHIO's successfully achieved action plan. For the new action plan, the team developed a strategy about the foundational elements for a culture of proven student academic success. In practice, this involves thinking about how OHIO can better use assessment across the university, developing an assessment culture, highlighting stories involving the successful use of assessments to improve teaching and learning, and sharing best practices across the University. Specific actions may include 1804 grants, developing assessment communities, and/or providing peer-to-peer workshops. Because the action plan must be finished within 12-months, the action plan is purposefully narrow in scope.
- **ACA impacts on Early Retired (ER) and retired faculty teaching.** Last month, the Faculty Senate approved a resolution creating the categories of "ER ACA Qualifier" and "Group III ACA Qualifier." There is now more clarity about how those will work and how OHIO's use of ER faculty will be affected. Any faculty member who has been on contract for .75 FTE or more for the term preceding retirement is eligible for health benefits under the ACA unless they have a 26-week break in employment. In practice, that means that any ER faculty member who teaches in the summer or fall of the first year after retirement will cost her or his unit a 6-month portion of the \$12,000 benefits-eligible upcharge regardless of how many hours per week s/he is working in retirement. The same is true of faculty members (Group I or II) who fully retire on .75 FTE or above and then come back immediately as Group III. (Please note: The benefits would extend through the end of the faculty member's continuous employment or through March 31, whichever is shorter.)
- **Recognizing departing senators:** Quitslund thanked all senators who served the college and university by their work here this year. In addition, Quitslund particularly thanked those who are rotating off the Faculty Senate.
 - RuthAnn Althaus (Group II)
 - Tania Basta (College of Health Sciences and Professions)
 - David Carr (Patton College of Education)
 - Jim Casebolt (Regional – Eastern)
 - Charlotte Elster (College of Arts & Sciences)
 - Steve Hays (College of Arts & Sciences)
 - Deb Marinski (Regional – Southern)
 - Ruth Palmer (College of Arts & Sciences)
 - Ben Stuart (Russ College of Engineering)
 - Kevin Uhalde (College of Arts & Sciences)

❖ Topic 2: Upcoming Senate Meeting. Monday, September 7, 2015

Questions and Discussions

- None

V. Executive Committee (Beth Quitslund)

- ❖ Sense of the Senate Resolution to Endorse U.S. H.R. 275—Second Reading
 - The sense of the senate resolution is offered the Executive Committee to endorse H.R. 275, which is a bill introduced in United States House of Representatives designed “To establish a commission to identify and examine issues of national concern related to the conduct of intercollegiate athletics, to make recommendations for the resolution of the issues, and for other purposes.” The sense of the senate resolution will be forwarded to members of Congress representing congressional districts in which Ohio University maintains campuses and to the senators representing the State of Ohio.
 - ✓ Resolved passed by a voice vote.

Questions and Discussions

- A senator asked for clarification about who votes for Resolutions because new, returning, and leaving Senators were in attendance at the meeting. Quitslund explained that everyone is eligible to vote at this meeting.
- A senator told a story about a conversation s/he had with a colleague about OHIO’s current need to finance a number of projects such as building renovations. According to the senator, his/her colleague remarked that there is not one place in which the University could save the kind of money necessary to finance such needs. The senator noted that his/her colleague was wrong (and told him/her as much). Specifically, the senator noted that Intercollegiate Athletes (ICA) was a potential area for cost savings and further stated that, as such, this is an important Sense of the Senate Resolution. Specifically, the senator remarked that some University’s in similar situations to OHIO (i.e., the ICA subsidy model) may feel locked into some aspects of Division I athletics that cost the University a substantial sum. As a specific point of reference, the senator asked the Faculty Senate to visit a counter (available at <http://oudialogues.com>) that depicts OHIO’s investment of student tuition and fees in NCAA sports as well as the net lost on that investment since 2004-05. As of the meeting, the investment totaled approximately \$205M with a net loss of approximately \$155M.

VI. Educational Policy & Student Affairs Committee (Ruth Palmer)

- ❖ Establishing the Minimum Requirements for Clinical/Professional Doctoral Programs—Second Reading
 - The resolution is sponsored by the Graduate Council and offered by the EPSA Committee to change the minimum number of semester hours for conferral of a clinical / professional doctoral degree beyond the bachelor’s (master’s) degree to be 70 (36) semester hours when this number of credit hours meets or exceeds the standards of the disciplinary accrediting board or the national norm for the doctorate.
 - ✓ Resolved passed by a voice vote.
- ❖ Topic 2: Associate of Technical Study Resolution. At the last meeting, EPSA offered a resolution about the Associate of Technical Study program for first reading. For the May 2015 Faculty Senate meeting, this resolution has been officially withdrawn by EPSA until further notice. Although the resolution was modified based upon the comments from the last meeting, there was still one issue that has not yet been currently resolved. Specifically, the concern is about whether or not OHIO would be permitted to decide which programs would be eligible for the Associate degree. In other words, whether or not OHIO would offer it for other programs beyond the limited number programs currently being considered. The concern has been raised with the Ohio Board of Regents. Because the Ohio Board of Regents has not yet addressed the concern, the resolution is postponed. The resolution will return if possible in the fall.

Questions and Discussions

- Quitslund noted that EPSA did a tremendous amount of work on the withdrawn resolution since the last meeting. However, it was not until the end of last week it was clear that it needed to be withdrawn. As such, depending upon the response to the concern, it may be ready for the next meeting.
- For Senators, Palmer provided a brief description about what EPSA is and what EPSA does.
- Quitslund thanked Palmer for her dedication and service as the EPSA chair. Faculty senators acknowledged the service with applause.

VII. Professional Relations Committee (Sarah Wyatt)

❖ Resolution to Revise Language in the Faculty Handbook Regarding the Role of Group III Faculty—Second Reading

- The resolution is offered by the PR Committee to revise language in the Faculty Handbook regarding the role of Group III faculty.

In Section II.C.3.c: Group III positions should be 1) temporary, part-time positions to fill an unanticipated need, not a continuing need across multiple semesters or 2) a longer term, part-time position to provide an expertise otherwise not available to a department or regional campus”.

In Section II.C.3.c.iv: If the teaching load fulfilled by Group III faculty in a department or regional campus becomes more long term (more than 4 consecutive semesters) or consistently rises above 0.5 FTE and could be filled by a full-time or nearly full-time (0.75 FTE or above) position, a department or regional campus must request a Group I or Group II position and fill it according to the hiring policy of the department or regional campus and university standards for hiring full time employees. FTE is calculated according to the workload policy of the individual department or regional campus in question.

- ✓ Resolved passed by a voice vote.

Questions and Discussions

- For Senators, Wyatt provided a brief description about what PRC is and what PRC does.
- Quitslund thanked Wyatt for her dedication and service as the PRC chair. Faculty senators acknowledged the service with applause.

VIII. Promotion & Tenure Committee (Kevin Mattson)

❖ Resolution on Approval of Group II Promotion Criteria—First Reading

- The resolution is offered by the P&T Committee to establish procedures for approving Group II promotion criteria. Specifically, the following language will be added to Section II.C.3.b.vi:

Department/school/division criteria must originate in that unit in consultation with the dean. Faculty should review these criteria periodically (at least every five years) in consultation with the dean of the college or regional campus. These criteria and any changes made to them must be approved by separate majority votes of the Group I and II faculty of the department/school/division. If a college or regional campus has additional promotion criteria, these criteria and any changes made to them should originate in a faculty committee agreed upon by the unit. That committee must have Group I and Group II representation (if that unit includes both Group I and Group II faculty at the time). The criteria made by this committee must be approved by separate majority votes of Group I and II faculty in the college or campus. In the

event of an impasse between the department/school/division or the college faculty and the dean, the standing Committee on Promotion and Tenure of the Faculty Senate shall act as arbiter.

Questions and Discussions

- For Senators, Mattson provided a brief description about what P&T is and what P&T does.
- A senator explained that s/he has some experience with Group II promotions due to his/her involvement with Group II promotion committees. The senator notes that the expansion of the language is a positive step toward the development of policies. However, there were points that potentially need clarification: (1) better describe the faculty committee agreed upon by the unit such that proportions for Group I and Group II members are articulated and (2) recommendations for how to form the committee.
- With reference to Mattson's previous comment that this resolution might not be acceptable to OHIO's administration (Deans or otherwise), as senator asked for explanation about why this might not be the case. Quitslund explained that she expressed caution to the committee about the language. Specifically, when the Faculty Senate drafted and passed the Group II resolution two years ago, it was a long process involving a number of issues. As examples, PRC had negotiations about how the voting takes place and who acts as an arbiter. In the resolution two years ago, Group I had veto power while Group II did not. In this resolution, both Group I and Group II have veto power. In addition, the original resolution stated that P&T would act as the mediator and the Provost would act as arbiter in the event that a decision could not be reached. For this resolution, P&T has not had a chance to have a conference with Deans.
- A senator asked about a situation in which a department only had one or two Group II faculty members. In that situation, there is some concern about the practicality of having those one or two people possibly acting with veto power. Suggestions were adding alternatives to putting together a committee in circumstances in which there are too few Group II faculty members. Senators specifically mentioned similar policies related to promotions to full professor when there were too few qualified persons within a department or unit.
- A senator asked whether or not Group II faculty are voting faculty across various departments and indicated that Group II faculty in his/her department are not voting faculty. Some indicated yes while some noted no. Discussions mentioned that there was no University standard. Another senator mentioned that there are wide-ranging differences among the roles and responsibilities of Group II across departments units. Mattson noted that this resolution is limited to Group II promotion criteria.
- Given that this resolution involves Group II in the development of the promotion criteria, a senator asked whether or not Group II would now be involved in the promotion & tenure committee. Mattson noted that Group II would not be involved in a promotion & tenure committee. Quitslund added that there is no current handbook language about the constitution of promotion committees for Group II faculty within departments or units. Quitslund further noted that there are varied percentages and functions of Group II faculty in departments/unit across the campus, so having a standard policy about the composition of a promotion committee would be difficult. A senator explained how his/her department currently organizes the Group II promotions in his/her department as an example.
- A senator remarked that departments with a small number of Group II faculty members may need access to and the support of Group II faculty members from other departments. The senator further remarked that knowledge of what Group II do varies widely.
- A senator noted that his/her college/unit recently redesigned their P&T policy. In the redesign, Group II is included in the policies such that they are given the same access to shared governance

as Group I faculty members. The college/unit and the Dean believe that Group II should have a hand in developing procedures and policies.

- A senator noted that his/her college/unit supports Group II faculty as well even though the college/unit does not have many Group II faculty members.
- A senator remarked that his/her college/unit recently revised workload policies that include policies for Group II. Policies were created and adopted with input from and with the inclusion of Group II faculty in the decision-making process.
- A senator noted that his/her college/unit does not have the same inclusive policies as compared to other colleges/units. For example, there was a new college/unit policy voted on previously in which the decision was made to follow Faculty Senate guidelines for the department at the college/unit level. More specifically, Group I had a vote and Group I and Group II combined had a vote. Group II faculty alone was not given a separate vote.
- Quitslund thanked Mattson for his dedication and service as the P&T chair. Faculty senators acknowledged the service with applause.

IX. Finance & Facilities Committee

- ❖ Topic 1: ICA Report. Sindelar explained that F&F plans to have a report about ICA and expenses to the University completed this summer.

Questions and Discussions

- Senators from F&F explained the work of the committee as well as the roles and responsibilities of the F&F chair. Discussions included the importance of F&F in the context of OHIO's University Budget, Master Plan, and RCM.
- Quitslund thanked Stuart for his dedication and service. Specifically, Quitslund explained that Stuart has been an extraordinary chair with a total number of committee assignments exceeding that of the Faculty Senate Chair. Quitslund further noted that he has had the respect of both the Faculty and the Administration.
- Quitslund noted that McLaughlin has agreed to be the F&F chair next year.

X. New Business

- ❖ None

Questions and Discussions

- None

XI. Adjournment

- ❖ **Luce** moved to adjourn, seconded by **Doty**. The meeting was adjourned at 8:53pm.