

Ohio University Faculty Senate
Monday, October 16, 2017
Margaret M. Walter Hall, Room 135, 7:10pm
Meeting Minutes

In attendance

Group I

- *College of Arts and Sciences:* J. Andrews, G. Buckley, D. Clowe, S. Gradin, K. Hicks, J. McLaughlin, R. Muhammad, R., W. Roosenburg, N. Sandal, B. Schoen, C. Snyder, E. Stinaff,, J. White*, S. Wyatt
- *College of Business:* K. Hartman, D. Ridpath, A. Rosado Feger
- *College of Fine Arts:* C. Buchanan, K. Geist, A. Hibbitt, H. Siebrits, D. Thomas
- *College of Health Sciences and Professions:* R. Brannan, F-C. Jeng, A. Sergeev
- *Heritage College of Osteopathic Medicine:* B. Franz, S. Williams, J. Wolf
- *Patton College of Education:* G. Brooks, L. Harrison, S. Helfrich, D. Horton, C. Lowery
- *Regional Campus – Chillicothe:* Allison White
- *Regional Campus – Eastern:* P. McMurray-Schwarz
- *Regional Campus – Lancaster:* C. Thomas-Maddox
- *Regional Campus – Southern:* O. Carter
- *Regional Campus – Zanesville:* J. Taylor, Amy White
- *Russ College of Engineering:* D. Arch, J. Cotton, D. Masel, G. Weckman
- *Scripps College of Communication:* B. Debatin, S. Girton, F. Lewis, T. Roycroft
- *Voinovich School of Leadership and Public Affairs:* D. Kauneckis

Group II and Clinical

- *Athens At Large:* D. Duvert, C. Schwirian
- *Clinical:* n/a
- *College of Arts & Sciences:* H. Edwards
- *College of Business:* T. Barnett
- *College of Health Sciences and Professions:* M. Clevidence
- *Patton College of Education:* C. Hartman
- *Regional Higher Education:* D. Nickles, Pritchard, T.
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Excused: J. Balbo, T. Barnett, G. Brooks, S. Helfrich, D. Nickles, N. Reynolds, E. Stinaff,

Absent: G. Holcomb, J. White

Meeting Agenda

- I. President M. Duane Nellis
- II. Executive Vice President & Provost David Descutner
- III. Presentation on First Gen Initiative—Angela Lash
- IV. Roll Call and Approval of the September 11, 2017 Minutes
- V. Chair’s Report—Joe McLaughlin
 - Updates and Announcements
 - Upcoming Senate Meeting: November 13, 2017, 7:10pm, Walter Hall 235
- VI. Executive Committee—Joe McLaughlin
 - a. Resolution on Interim Policies—First Reading
- VII. Educational Policy & Student Affairs Committee—Katie Hartman
 - a. Resolution to Change Grade Appeals Language in the Faculty Handbook—Second Reading & Vote
- VIII. Finance & Facilities Committee—Susan Williams
- IX. Professional Relations Committee—Sarah Wyatt
- X. Promotion & Tenure Committee—Sherrie Gradin
- XI. New Business
- XII. Adjournment

Meeting called to order by Joe McLaughlin (Faculty Senate Chair) at 7:10 pm.

I. President M. Duane Nellis

Item 1: The President made general comments about the Monument Quilt for survivors of sexual violence at Peden Stadium that was displayed on Friday, October 13. He also encouraged faculty participation in the Bridges module, an online training course dealing with Title IX issues.

Item 2: The President announced that this was the beginning of investiture week; Wednesday, October 18 is the formal investiture ceremony, an important part of OHIO history. He will be speaking that day on the theme of strategic pathways for moving Ohio University forward in at least three areas: (1) Diversity and Inclusion (2) Global Affairs and Leadership, and (3) Finances, including finding more resources for research and scholarship.

II. Interim Executive Vice President & Provost David Descutner

Item 1: Interim EVPP returned to the topic a Cultural Competency Course. He noted that similar courses are termed “Cultural Intelligence” according to Prof. Nancy Stevens. Several models will be considered (i.e., Carnegie Mellon University and others).

Item 2: He yielded the floor to John Day, Associate Provost for Academic Budget and Planning, to take the questions about the budget.

John Day said the Financial Review was currently under way. All colleges are making their projections to reduce expenses to cover a \$20 million gap. Each college is being asked to cut their operating budgets by between 5% and 7%.

Questions and comments:

Senator Debatin asked if similar cut are being asked of non-academic units. Day said, yes, they are being asked to make similar cuts.

Senator Hicks asked if there was any coordination of colleges’ cuts going on. Day said yes, and the coordination of cuts, a kind of incremental budgeting is an issue for the Budget Model Committee.

Professor Madappa Rakash asked if there were time gaps as the colleges and the BMC were reviewing and making decisions on slightly different schedules. Day said, yes, this was something they were aware.

Senator Hartman asked how are efficiencies being handled? In cases where some departments have demonstrated efficiencies, will that be taken into consideration? Day agreed that differentials are standard.

Senator Cotton asked if research will be affected? Day answered that it depends; protecting research is important.

Senator Gradin said that centers of excellence and graduate programs are being stripped. Why?

Provost Descutner said that these are dire circumstances. Dean Frank has said, according to Descutner he wants to bridge funding over the next year.

Professor Prakash stated that undergraduate and graduate are embedded together in excellence.

Professor Sergio Ulloa read Senator Stinaff statement for an “emergency” bridge. (See Appendix E President Nellis underscored that this budgetary process is still preliminary.

Chair McLaughlin emphasized that we need a consistent story.

Senator Hicks said that we should understand the importance of research to attract and maintain excellent faculty.

Senator Gradin continued to point out that the graduate admissions concludes in April and that the Dean of the College of Arts & Sciences told to remove a substantial portion of their graduate program making recruitment extremely difficult.

Senator Roosenburg said he echoed sentiment of Physics, et al. and pointed out that there should be a scrutiny of upper administrative efficiencies, not just faculty cuts.

Senator Debatin said that the decline of the number of Group I faculty continues but the same number of students remains the same.

III. Presentation on First Gen Initiative—Angela Lash, introduced by David Descutner (See Powerpoint attachment)

Angela Lash, Association Director of the Allen Student Advising Center reviewed the current definitions and demographics pertaining to First Generation students at Ohio University, including the first set of data on covering enrollment and retention rates.

IV. Roll Call and Approval of the September 11, 2017 Minutes

Roll Call (Robin Muhammad, Faculty Secretary)

Motion to approve minutes by Senator Gradin; seconded by Senator Cotton.

V. Chair's Report—Joe McLaughlin

Updates and Announcements

Item 1: Chair McLaughlin reminded everyone that faculty are gathering at Baker Center on the 4th floor at 1:40 pm for the procession to the investiture on Wednesday, October 18.

Item 2: The EVPP Search Committee is launched; Susan Williams and Elizabeth Sayrs are co-chairs and Senators Duvert, Harrison, Thomas, and other faculty are serving on the committee.

Item 3: The upcoming Senate Meeting will be November 13, 2017, 7:10pm in Walter Hall 235 and will include the annual visit of chair and vice-chair of the Board of Trustees. Senators will be asked by the Chair which items they would like the board to address during their visit.

Item 4: The Ohio Faculty Council is addressing the topic of keeping textbook costs down. We may be discussing this at the November meeting.

Item 5: The Chair will be forming a group to revisit the cultural competency issue and possible changes to Tier III requirements or other models. Since the University graduation requirements fall short by 3 credit hours by the state's standards, there might be a way to satisfy that gap with a cultural competency or cultural intelligence course.

Item 5: A group of graduate students has prepared a report regarding their stipends, health care costs, etc. in comparison with our peer institutions. Faculty Senate will be reviewing the report and what possible support can be offered.

Questions and Comments:

Senator Schoen asked if the cultural competency course would be a new requirement.

Senator Hartman added that cultural intelligence is a multi-tiered assessment. Would this be satisfied in one course?

Senator Ridpath announced that the OU Chapter of AAUP will have a press conference on Tuesday, October 17 in Lindley 338S at 2 pm covering a white paper regarding the advising of student athletes.

VI. Executive Committee—Joe McLaughlin

Resolution on Interim Policies—First Reading (See Appendix B)

Chair McLaughlin summarized the resolution that called for University to (1) rescind the interim policies; (2) form a group to decide the necessity for a policy; and (3) hear how that group recommends a set of procedures to implement and execute the policy(ies).

Senator McMurray-Schwarz asked if the University policy applied across regional campuses? Chair McLaughlin said yes, it did.

Senator Harrison asked if there would be Discussion about consequences of public demonstrations with students.

Chair McLaughlin agreed that was something for the group to discuss.

Senator Wolf: JPAC is working on a pamphlet to lay out what are the consequences of their protests.

Senator Brannan asked if there was a precedent for offering directions or guiding principles for a committee. Senator McLaughlin: Yes, one example was during last year's Ailes debacle guiding principles were recommended for future name of buildings on campus.

Student Senate representative Landon Lama announced that Student Senate had rewritten the freedom of expression policies and these would be available to anyone who requested a copy from Landon.

Senator Wyatt made a motion to suspend the rules; Roosenburg seconded the motion.

The resolution was approved by unanimous vote.

VII. Educational Policy & Student Affairs Committee—Katie Hartman
Resolution to Change Grade Appeals Language in the Faculty Handbook—
Second Reading & Vote (See Appendix C)

Questions and comments:

Senator Sergeev asked if 21 business days not calendar days is possible to give department chairs time?

Senator Roycroft asked whether the implementation of the new policy would generate a “catalog of entry” issue. Howard Dewald clarified that it would not, and the new policy would apply to all students regardless of entry date.

Senator Hartman called for a friendly amendment to change the time allotted for appeal to 15 business days not calendar days. The friendly amendment was received a unanimous vote in favor.

VIII. Finance & Facilities Committee—Susan Williams

Item 1: Jen Bennett from Wellworks presented the new Healthy Ohio initiative to the committee, including the decrease in savings to participants. Details are available on the Wellworks website.

Item 2: The Benefit Advisory Committee is reviewing possible overages in healthcare billing to employees and discussing how to refund or redistribute any recovered funds.

Item 3: There will be a forthcoming benefits audit to eliminate excess coverage and other matters. For example, employees might be required to upload documentation that they can legitimately claim dependents (i.e., tax returns).

IX. Professional Relations Committee—Sarah Wyatt

Item 1: PRC recommends a small but important correction. If there are no objections sent to Senator Wyatt via Email then the change will be made. (See Appendix D)

X. Promotion & Tenure Committee—Sherrie Gradin

Item 1: Tenure conversations are ongoing.

Item 2: Per the state legislature Ohio University will be required to provide pathways to tenure through commercialization. Details and procedures for doing so will be forthcoming.

XI. New Business

No new business.

XII. Adjournment

Motion to adjourn was made by Senator Wyatt and seconded by Senator Ridpath. The vote was unanimously in favor. The meeting adjourned at 9:16 p.m.



Appendix B

Resolution on Interim Policy 24.014: Freedom of Expression and Revisions to Policy 24.016: Use of Outdoor Spaces on the Athens Campus

Executive Committee

Faculty Senate

First Reading

October 16, 2017

Whereas freedom of expression is protected by the First Amendment and academic freedom is the cornerstone of higher education; and

Whereas broad policies such as the ones addressed in this resolution counteract the free exchange of ideas and freedom of speech and contradict our educational mission of fostering critical thinking, promoting civic engagement, and encouraging responsible political action of our young citizens; and

Whereas it is recognized that the University has a responsibility to provide safety for faculty, staff, students, and community members; and

Whereas the administration adopted Interim Policy 24.014 (“Freedom of Expression”) and revisions to Policy 24.016 (“Use of Outdoor Space on the Athens Campus”) without preliminary consultation with University constituencies such as the five university senates; and

Whereas there has been widespread criticism of both the substance of the new policy (24.014) and the policy revisions (24.016) and the processes by which they were formulated and adopted; and

Whereas both interim policies seriously curtail protected speech and protest activity and prohibit them in established public forums; and

Whereas these policies turn all indoor and outdoor facilities into quasi-private spaces, although Ohio University is a public university and should be open to the public whenever possible; and

Whereas the School of Journalism and the Scripps College Committee on Diversity have both unanimously called for these policies to be rescinded; and

Whereas the University administration needs to re-establish trust following its arrest of seventy students in Baker Center on February 1, 2017;

Therefore,

Be it resolved that Interim Policy 24.014 and the revisions to Policy 24.016 be immediately rescinded; and

Be it further resolved that a broadly representative task force, including faculty, be appointed that will make recommendations on the following:

1. The necessity of a policy on Freedom of Expression and, if deemed necessary, the draft of such a policy; and
2. The procedures that will be followed by the University in response to future protests, whether scheduled or spontaneous. Such procedures should detail which University officials will respond and require the University to make a good faith effort to negotiate and de-escalate situations of conflict; and

Be it further resolved that if the committee requested above drafts a policy, it adhere to the following principles:

1. There will be no blanket prohibitions of political speech and assembly, like the first sentence in Interim Policy C.4 (“Demonstrations, rallies, public speech-making, picketing, sit-ins, marches, protests, and similar assemblies are not permitted in the interior spaces of university buildings.”)

2. There will be provisions to accommodate spontaneous demonstrations outdoors and indoors; and
3. There will be clear definitions describing when an activity is “disruptive”, not the overly broad language in the interim policy.

Be it further resolved that any new policy be crafted in accordance with the process of shared governance.

Appendix C

Resolution to Change Grade Appeals Language in Faculty Handbook

Educational Policy and Student Affairs (EPSA) Committee

Faculty Senate

Approved October 16, 2017

Whereas the current language in the Faculty Handbook does not specify time restrictions to initiate or respond to final grade appeals; and

Whereas it is important to process grade appeals in a timely manner to ensure appeals are handled adequately and fairly:

Be it resolved that the language in the Faculty Handbook (Section IV.C.3) be amended to

3. Grade Appeals

- a. The instructor assigned to a class has full responsibility for grading, subject to the appeal process described in this section. In unusual circumstances (e.g., death, incapacity, or indefinite inaccessibility of the instructor) the departmental chair is responsible for the final grade, subject to appeal by the student to the dean as described in this section. Students are encouraged to initiate grade appeals immediately after receiving notice of the letter grade. Final grade appeals must be initiated no later than 15 business days from the beginning of the Fall or Spring semester immediately following assignment of the final grade.
- b. A student appealing a grade must make a concerted effort to resolve the matter with the instructor of the course. Failing such a resolution, the student may appeal the grade to the department chair. The chair must attempt a resolution acceptable to both the student and the instructor but does not have the authority to change the grade. The department chair may enlist departmental grievance procedures to assist in resolving the grade appeal at the departmental level. The student shall be notified of the departmental decision within 15 business days of the initial appeal. If the student wishes to appeal the departmental decision, the chair shall forward the appeal to the dean of the college within 10 business days for action. If the chair is the instructor, the student appeals directly to the dean.
- c. In cases not involving academic misconduct, the burden of proof for a grade change is on the student. If the dean concludes that the student has insufficient grounds for an appeal, there can be no further appeal by the student. The dean has 15 business days from the time of receiving the appeal to decide whether the appeal has sufficient grounds or not and to notify the student of her/his decision. If the dean concludes that sufficient grounds do exist for an appeal, the dean shall appoint a faculty committee of five members to consider the case. The committee shall have 15 business days from the time of receiving the appeal to reach a decision concerning the appeal. If a majority on the committee decide that the grade should be changed and the instructor does not accept the recommendation, the committee can authorize the Registrar to change the grade. The decision of the committee is not subject to further appeal. In appeal cases in which the dean is the instructor, the role of the dean will be assumed by the Provost. In those appeal cases involving courses taught by faculty from more than one college, the Dean of University College will review the appeal and, if necessary, appoint the appeals committee.

- d.** In cases of academic misconduct, both the student and instructor must document their allegations and refutations in writing, including any supporting material (e.g. copies of the student's work, copies of other materials used but not referenced in the student's work, etc.) relevant to the case. Such written evidence will be reviewed in accordance with the grade appeal process followed by the college or unit.

- e.** In all cases, the appeals process should be completed within 90 calendar days (excluding summers) of the initial appeal. Failure to notify appropriate parties of decisions or actions within the specified period should result in automatically advancing appeals to the next stage of the process. Exceptions for failing to initiate an appeal, to reach a decision, or to take action within the specified period may be made for unusual circumstances such as documented medical emergencies, family emergencies, or acts of nature.

Be it further resolved that changes will take place starting in the Fall 2018 semester.

Appendix D

Faculty Handbook, pages 18 and 21 (see highlighted portions):

Classification of Faculty:

II C 3 b.

- x. Group II faculty (with a FTE of 0.80 or above) have the right to stand for election and to vote to elect up to nine senators from Group II faculty to serve on Faculty Senate.
- xi. Group II faculty are encouraged to participate in activities to promote professional development directly related to their responsibilities. Departments and regional campuses should support professional development activities directly related to a faculty member's responsibilities. These faculty are eligible for the *Group II Outstanding Faculty Award* and program grants, development awards and funds (with the exception of Faculty Fellowship leaves), University Professor awards, Presidential Research Scholar Awards, and Presidential Teacher Awards.
- xii. Clinical faculty (with a FTE of 0.80 or above) have the right to stand for election and to vote to elect at least one at-large senator to Faculty Senate to represent the Clinical faculty in HCOM and CHSP.

II C 3 e

- xi. Tenure Track faculty are permitted to petition for a one-time transfer to a Clinical Track position no later than the end of their third year. In order to make a transfer, interested faculty need to demonstrate that they are good candidates for a Clinical Faculty position. A petition to transfer must originate with the faculty member and be approved by the Department chair, the Dean, the Provost, and the Department's Promotion and Tenure Committee. In the event of a non-approval, a faculty member has a right to appeal. The appeal process parallels the process for grievance appeal as outlined in [II.G](#) of the *Faculty Handbook*. Once a transfer is completed, the faculty member is not eligible to transfer back to a Tenure Track position.
- xii. Clinical faculty (with a FTE of 0.80 or above) have the right to stand for election and to vote to elect at least one at-large senator to Faculty Senate to represent the Clinical faculty in HCOM and CHSP.

Appendix E

President Nellis,

I wanted to thank you for your statements regarding the value of research and scholarly activity at Ohio University. I fully support your goal of moving us from our present Carnegie Classification of "Higher Research Activity" to "Highest Research Activity". Given the quality of our faculty, and their passion for their scholarship, we certainly have the talent and desire to do this. We have also been steadily investing in resources and infrastructure over decades to build graduate education and research capacity. However, the present budget cuts will reduce or eliminate many of these intercollege, interdisciplinary, graduate education programs. A lot of time and money has gone into building these highly successful programs. They would certainly form the foundation for the future research aspirations of our University. So it seems imprudent to remove key parts of our research ecosystem and then try to rebuild it. I therefore respectfully request that you consider creating an emergency bridge fund that will support these graduate education programs. This would give you and the new Provost time to carefully assess the place of these efforts in your vision for our institution's future.

Thank you.

Eric Stinaff
Director, Nanoscale & Quantum Phenomena Institute