

**Ohio University Faculty Senate**  
**Monday, December 11, 2017**  
**Margaret M. Walter Hall, Room 135, 7:10pm**  
**Meeting Minutes DRAFT**

In attendance

Group I

- *College of Arts and Sciences:* J. Andrews, G. Buckley, D. Clowe, S. Gradin, K. Hicks, J. McLaughlin, R. Muhammad, R. Palmer, H. Perkins, N. Reynolds, W. Roosenburg, N. Sandal, B. Schoen, C. Snyder, E. Stinaff, J. White,
- *College of Business:* K. Hartman, D. Ridpath, A. Rosado Feger
- *College of Fine Arts:* C. Buchanan, B. Evans, K. Geist, H. Siebrits, D. Thomas
- *College of Health Sciences and Professions:* R. Brannan, A. Sergeev
- *Heritage College of Osteopathic Medicine:* B. Franz, S. Williams, J. Wolf
- *Patton College of Education:* G. Brooks, L. Harrison, S. Helfrich
- *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, T. Roycroft
- *Voinovich School of Leadership and Public Affairs:* D. Kauneckis

Group II and Clinical

- *Athens At Large:* D. Duvert, C. Schwirian
- *Clinical:* J. Balbo
- *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, T. Pritchard

Excused: K. Hicks, F. Lewis, S. Wyatt

Absent:

## MEETING AGENDA

Ohio University Faculty Senate

Agenda for Monday, December 11, 2017

Room 235, Margaret M. Walter Hall, 7:10-9:00 p.m.

- I. M. Duane Nellis, President
  - II. David Descutner, Executive Vice President & Provost
  - III. Roll Call and Approval of the November 13, 2017 Minutes
  - IV. Chair's Report—Joe McLaughlin
    - Updates and Announcements
    - Status of Resolutions
    - **Upcoming Senate Meetings: January 22 & February 5, 2018, 7:10pm, Walter Hall 235**
  - V. Executive Committee—Joe McLaughlin
    - a. Resolution in Support of H.B. 337—Sales Tax Exemption for Textbooks—First Reading
  - VI. Educational Policy & Student Affairs Committee—Katie Hartman
    - a. Resolution to Establish Graduate Faculty Rank—First Reading
  - VII. Finance & Facilities Committee—Susan Williams
    - a. Resolution on FY19 Budget Planning—First Reading
  - VIII. Professional Relations Committee—Sarah Wyatt
    - a. Resolution to Update Faculty Handbook Language on Institutional Equity—Second Reading & Vote
    - b. Resolution to Clarify Sanctions Available to College Professional Ethics Committees—Second Reading & Vote
  - IX. Promotion & Tenure and Professional Relations Committee—Sherrie Gradin & Sarah Wyatt
    - a. Joint Sense-of-the-Senate Resolution on Teaching Intensive Tenure-Track Faculty—Discussion
  - X. New Business
  - XI. Adjournment
-

Meeting was called to order at 7:10 pm by Chair Joe McLaughlin

## **I President Nellis**

**President Nellis** summarized his recent meetings and attendance at various events across the university and in Washington, D.C. He noted that the federal tax bill and reauthorization of the higher education act were significant developments. Tomorrow the President will be going to Columbus to build legislative networks and support.

Secondly, the President discussed the current budgetary models and discussions, reminding all of the overview provided by Deb Shaffer at the recent Breakfast for Progress. That Powerpoint presentation is or will be made available. **Nellis** discussed the many impacts on state funding, including the change in the SSI formula. He stated strategy should drive our finances not finances driving our strategy. He added that Ohio University is a very decentralized university and Deans have a lot of authority. He mentioned *The Athens News* report today outlining administrative growth.

Finally, **Nellis** noted that last year there was a 1.6% on average cut for all academic units. Administrative units took a 4% cut. Approximately 65% of the university budget goes toward academic units, and 35% goes toward non-academic units.

### Question, Comments, and Discussion:

**Chair Joe McLaughlin** asked about how the stated \$4 million cut from last year does not seem to correlate with new information coming out from upper administration about budget modeling.

Further discussion followed Chair McLaughlin's comments and continued through the Provost's reporting time during the meeting.

**Dr. Madappa Prakash** stated that students come to a university for excellent education not excellent administration. In addressing their remarks to the President, the faculty member stated, "You have awoken the lion." Faculty overall are challenging the information and decisions made by upper administration.

**Senator Clowe** stated that they had read the Budget book and the university has moved from positive to negative but are now back again with positive cash flow in the budget, so why are we having this fiscal emergency?

**VP Shaffer** responded that the positive budget balance for this year is mostly from increased returns on investment income that cannot be used to pay for day-to-day operations, which are currently at a net negative.

**Senator Schoen** emphasized Ohio University's declining academic rankings. Scholarship has suffered from a severe withdrawal of resources.

**Senator Buckley** pointed out that declining resources negatively affect HTC and other programs. College of Arts & Sciences current budget models indicate that Group I faculty will be expected to work harder, to increase their course workload.

**Senator Drabold** asked what was the plan for the future? The cuts as modeled are unsustainable.

## **II Interim EVPP David Descutner**

There was no formal report due to Descutner's medical emergency. Chair Joe McLaughlin opened the floor for discussion about current issues involving recent requirements regarding the Bridges (Title IX) training module and the Benefits Audits (dependent coverage, etc.)

### Question, Comments, and Discussion:

**Senator Debatin** stated outsourcing is not a good thing in the cases of the Bridges training and Benefits audit. There seem to be problems with privacy, legitimacy, and transparency. When legal affairs is asked about these matters the answers are not reassuring that privacy has been protected or if the university can legitimately require participation.

**Senator Amy White** asked what percentage of the university budget went to athletics.

**Deb Shaffer** said she did not have the data but that last year athletics cut their budget by 5% and this year they will cut it by 2%.

**Dr. Prakash** stated that faculty themselves have gathered data on the budget and there appear to be contradictions in the messages and the data offered by upper administration.

**Shaffer** said foundational assets are growing but the university cannot access those funds.

Further comments from senators included the issues of OU's declining rankings, poor communication between administration and faculty, and the reality of current cuts that are not merely part of a budget model.

**Nellis** responded with assurances of better communication, more focus on ways to generate revenue, and more authority for faculty and departments.

## **III Roll Call (Muhammad)**

Roll was taken and the minutes from the last meeting were unanimously approved.

## **IV Chair's Report (McLaughlin)**

**Chair McLaughlin** reported that the recent resolution on the change in grade policy (regarding appeals) was signed by Descutner but the Freedom of Expression resolution had not been signed. The Provost's office had requested and had been granted a one-month extension.

The January 2018 meeting might be cancelled if there's nothing to cover. February meeting would come just two weeks after that.

## **V Executive Committee (McLaughlin)**

**Chair McLaughlin** discussed the resolution in support of HB 337 (Sales Exemption of Textbooks). There were some questions about whether it included all types of textbooks and **McLaughlin** stated there would be updates before the second reading.

**McLaughlin** yielded the balance of time on his reports to David Ingram. Ingram presented a PowerPoint on patterns of hiring in the university over several years. He stated that he compiled this data several years ago and presented it to Faculty Senate and that this presentation had been updated and reviewed with colleagues with data provided by Institutional Research. A disproportionate number of hires have gone to administrative positions even when enrollment has leveled off or declined slightly.

## **VI EPSA (Hartman)**

**Hartman** stated the following in her report: EPSA has been making progress on four projects since our last meeting.

1. EPSA has been discussing the possibility of a resolution about academic support personnel in athletics. As you may recall, the Ohio University Chapter of the American Association of University Professors (AAUP) presented a position paper titled "Position Paper on the Supervision and Financing of the Sook Center for Athletic Academic Advising" to various administrators and faculty on October 17. Subsequently, the AAUP chapter asked Faculty Senate to consider putting forth a Resolution about the key issue of the paper – which is shifting the supervision, financing, management, and control of athletic academic support personnel and its facilities from athletics to an academic office. Members of EPSA met with one of the paper authors – Senator Dave Ridpath – to discuss the paper and possibilities. Subsequently, EPSA met with representatives from the Intercollege Athletics Committee and the Athletics department to learn more about how the current structure operates, the role of the Office of NCAA Eligibility and Student Success, the role of the Faculty Athletic Representatives (FARS), and oversight of the Intercollegiate Athletics Committee. We learned a lot we did not know and developed tentative possibilities. Our next meeting is with Provost Descutner to discuss possibilities. On behalf of EPSA, I thank Senator Chris Schwirian, Senator Dave Ridpath, Faculty Athletic Representative Ann Gabriel, Senior Associate Athletic Director for Eligibility & Student-Athlete Success Randee Duffy, Tom Van and Intercollegiate Athletics Committee Chair Heather Lawrence-Benedict for their expert advice and support.

2. EPSA has been discussing a resolution about Reading Day. EPSA committee member Chris Schwirian has been leading the research and our discussions. At the last Faculty Senate meeting, Chris provided a short summary of our discussions and asked for your input. Several of you provided input; we thank you for your time and efforts. Faculty opinions varied widely, so there is no consensus about the options. To move forward, we plan to gather more information about the implications of the options to determine the next best steps.
3. On behalf of EPSA, I had a very preliminary discussion with University Registrar Deb Benton and Associate Vice Provost for Strategic Enrollment Management and Director of Undergraduate Admissions Candace Boeninger about residency requirements for minors and certificates. We intend to bring forth a Resolution for First Reading at the first Faculty Senate meeting in the spring semester.
4. EPSA has finished a draft of a Resolution to establish Graduate Faculty Rank. Charles Buchanan will present this Resolution to you on behalf of EPSA.

Buchanan said that there was an effort in the resolution establishing graduate faculty rank to avoid a hierarchical, classist set of subdivisions. The resolution was intended to allow for affiliate status for those with special expertise outside the academy and to improve the quality of theses and dissertations.

Questions, comments, and discussion:

Various senators discussed the merits of the resolution focusing on its requirements of individual departments vs. colleges, the diversity of practices across the university, and restrictions placed on some programs seeking accreditation.

## **VII Finance and Facilities (Williams)**

Sub-committee Chair Williams facilitated a discussion regarding the proposed resolution to demand non-academic units be required to take the same 7% per annum cut as academic units. Williams offered the following introductory remarks:

Everyone has heard the numbers about the increases in administrative positions, declining enrollments and reduced SSI among other things driving our current budget issues. During the last two faculty senate meetings, senators and faculty expressed strong concerns about how the budget issues were directly impacting the academic mission and quality of the university. You also heard concerns about how we are to obtain the academic and scholarly goals of President Nellis. It goes without saying that the budget issues of the university are indeed a concern to faculty because of the impact they have on our ability to educate students. Academic programming makes this a university. The quality of academic programming and the investment by the faculty in the student educational experience makes this a great university. We understand that there are going to be difficult financial times, and that this is not necessarily unique to OU. Yet at this difficult time, the response to the current budget issues is pivotal. It can set us apart from other universities and hopefully will set us on the path of being stronger academically for our students.

Finance and Facilities is putting forth a resolution that asks that there is a reaffirmation by university leadership of the commitment to the academic mission of the university through the budget modelling process. Specifically, this resolution requests that non-academic units be asked to model for FY19, at a minimum, the same percentage of budget reduction as the academic units. Support for this resolution

from the administration sends a message directly to faculty and students that Ohio University the highest priority is the education of its students. In the current budget climate, maintaining what we have without sacrificing is going to be difficult, but the exercise of modelling budget reductions should be shared with equal weight across the campus. We realize that non-academic units have been asked to cut their budgets and some of this has already occurred. This is also the case for some academic units who have had cuts this current FY. We also realize that non-academic units have been asked to model slimmer budgets by 7% spread over three years starting in FY18 but this is compared to the 7% budget modeling requested of academic units for FY19 alone. With this resolution we request that non-academic units be asked to model a minimum of 7% reduction to match the request of academic units. To do otherwise, sends the message that the core academic mission is not the top priority of this university.

#### Question, Comments, and Discussion:

Various senators commented on whether this resolution went far enough and the data indicating that non-academic units have grown 100% over the past 20 years while faculty has only grown by 8% during that same period.

**Vice-Chair Thomas** guided the process for a friendly amendment. Senator Hartman moved for a suspension of the rules; the motion was seconded by Senator Stinaff. There was one abstention.

After discussion and editing of the resolution, it was put to a vote and carried unanimously as revised.

#### **IX Promotion & Tenure and Professional Relations Committee (Gradin)**

In the absence of **Senator Wyatt**, PRC sub-committee chair, **Senator Gradin**, P&T sub-committee chair reported on both committees.

Both resolutions regarding updating the faculty handbook language on Institutional Equity and clarifying sanctions available to college professional ethics committees for second readings were approved unanimously.

As to the P&T resolution, **Gradin** asked for more input from as many faculty as possible between now and the next meeting. **McLaughlin** underscored that this discussion was important now and for future discussions relating to tenure, etc.

A senator asked if TRS stipulations are in the Faculty Handbook.

**Gradin** said no, they were not.

#### **X New Business**

No new business

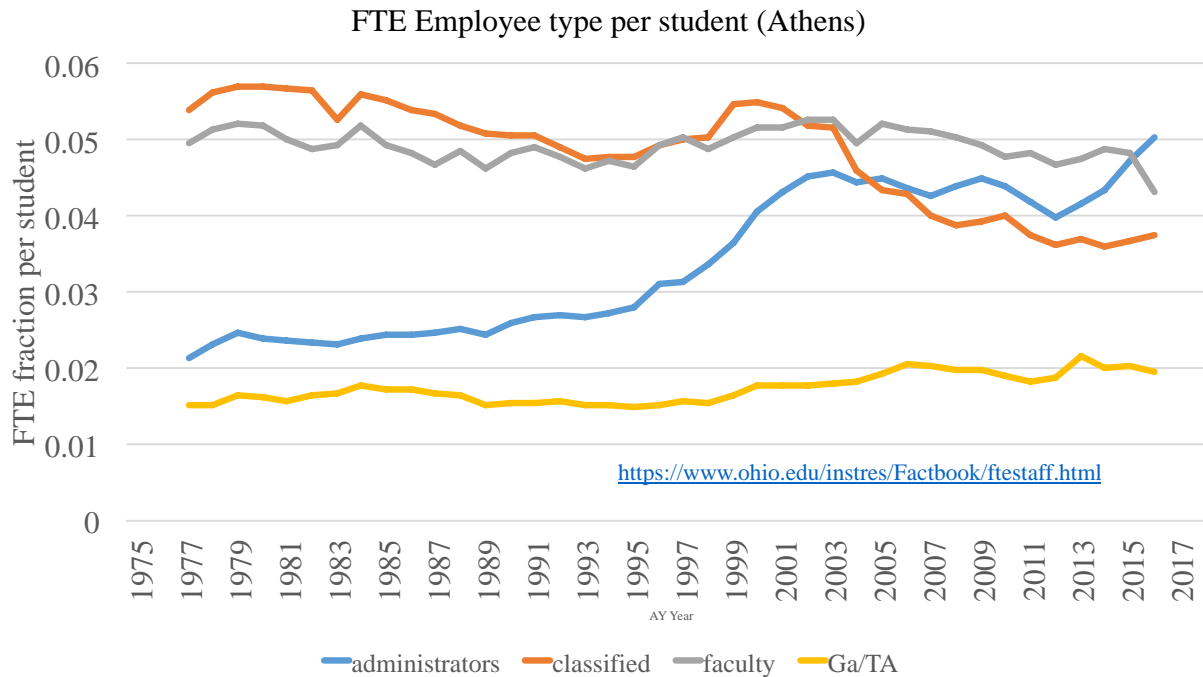
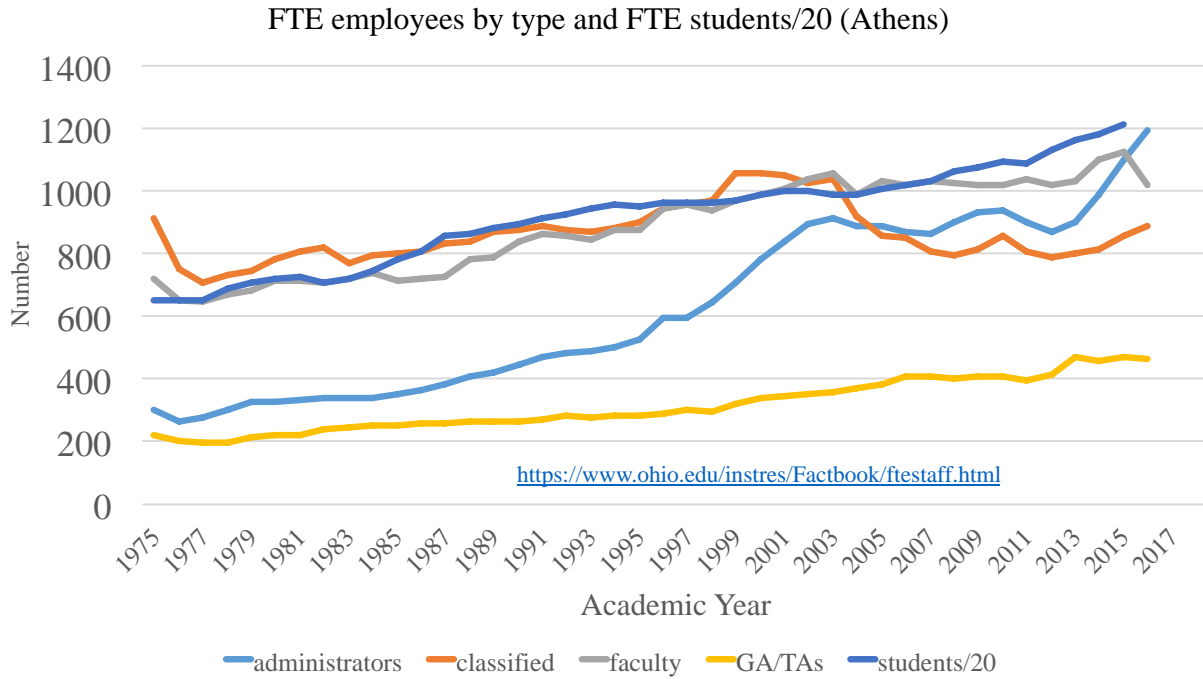
## **XI Adjournment (McLaughlin)**

The Chair called for a motion to adjourn. The motion was offered and seconded. Motion to adjourn was unanimously approved.

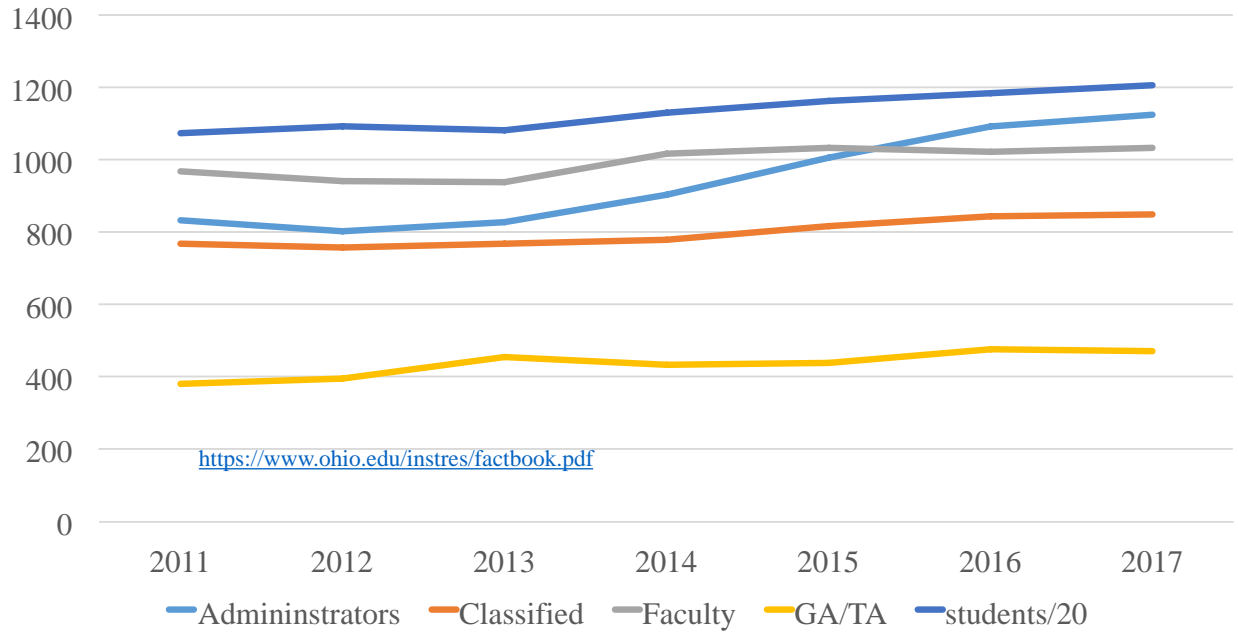
Meeting adjourned at 9:35 p.m.



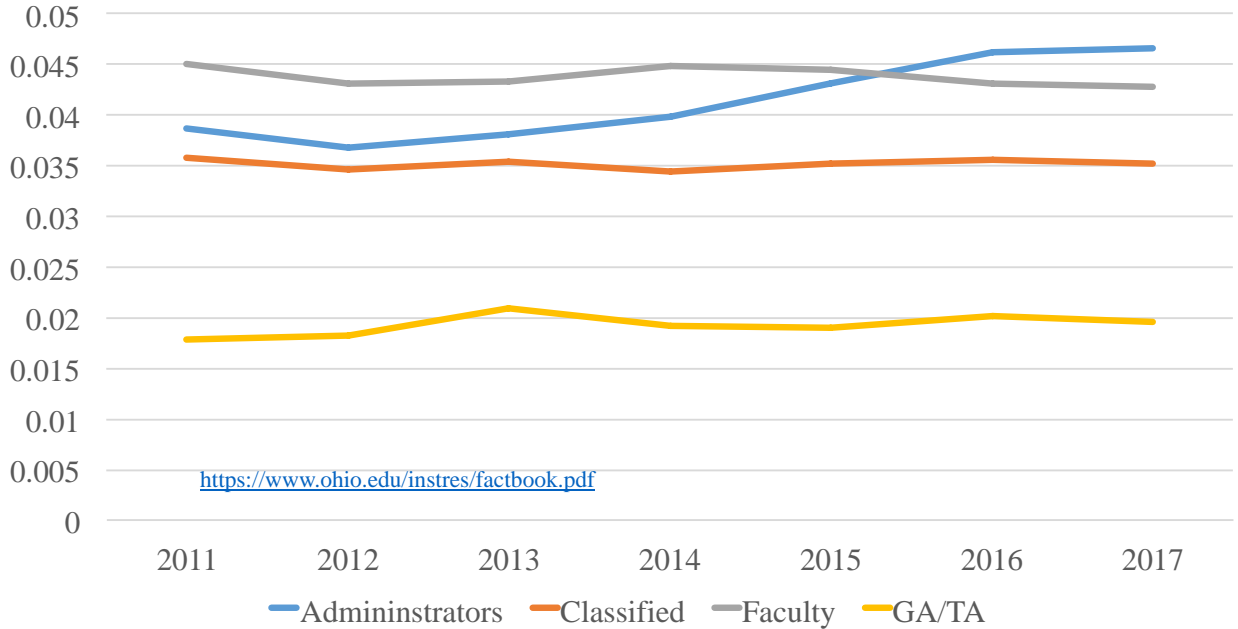
## Appendix A



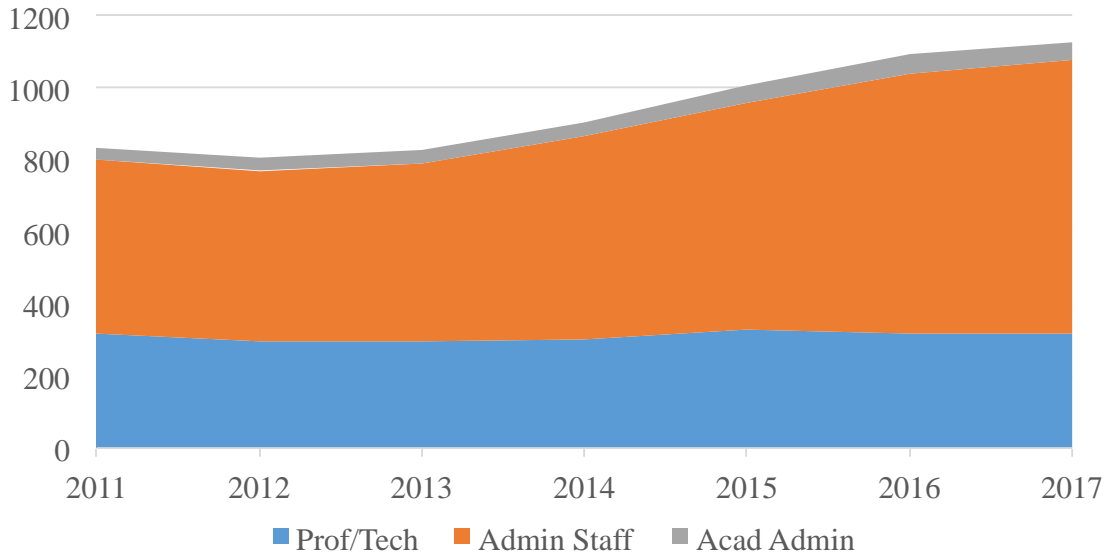
FTE employees by type and FTE students/20 (Athens)



FTE Employee type per student (Athens)

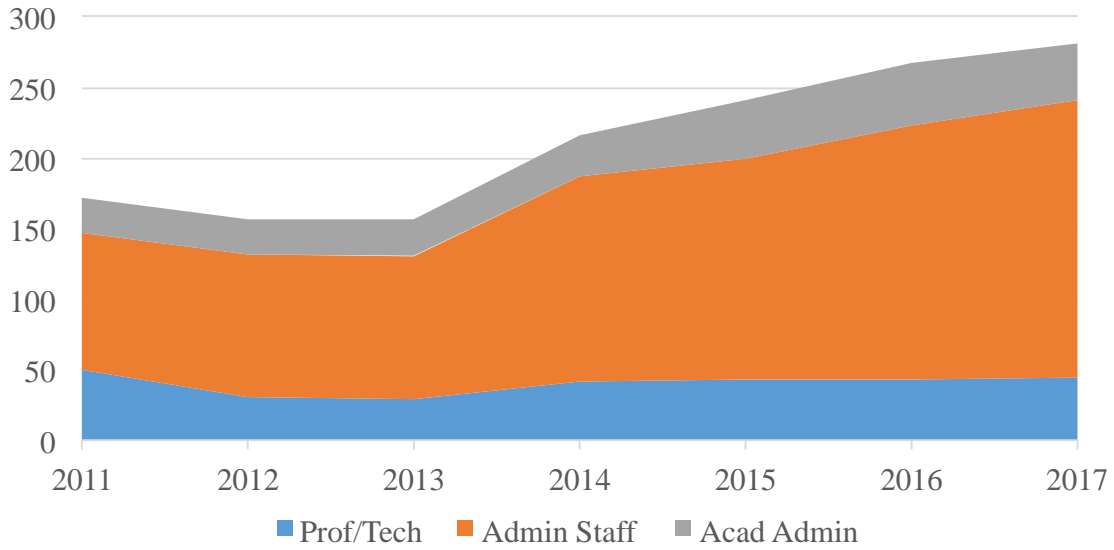


FTE Administrators by group Colleges + Support



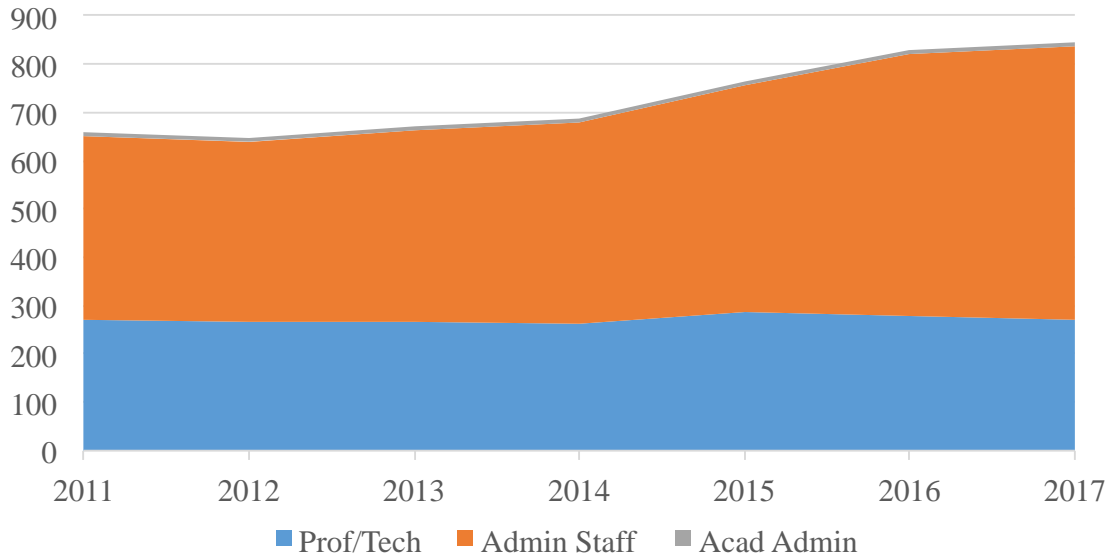
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FTE Administrators in Colleges



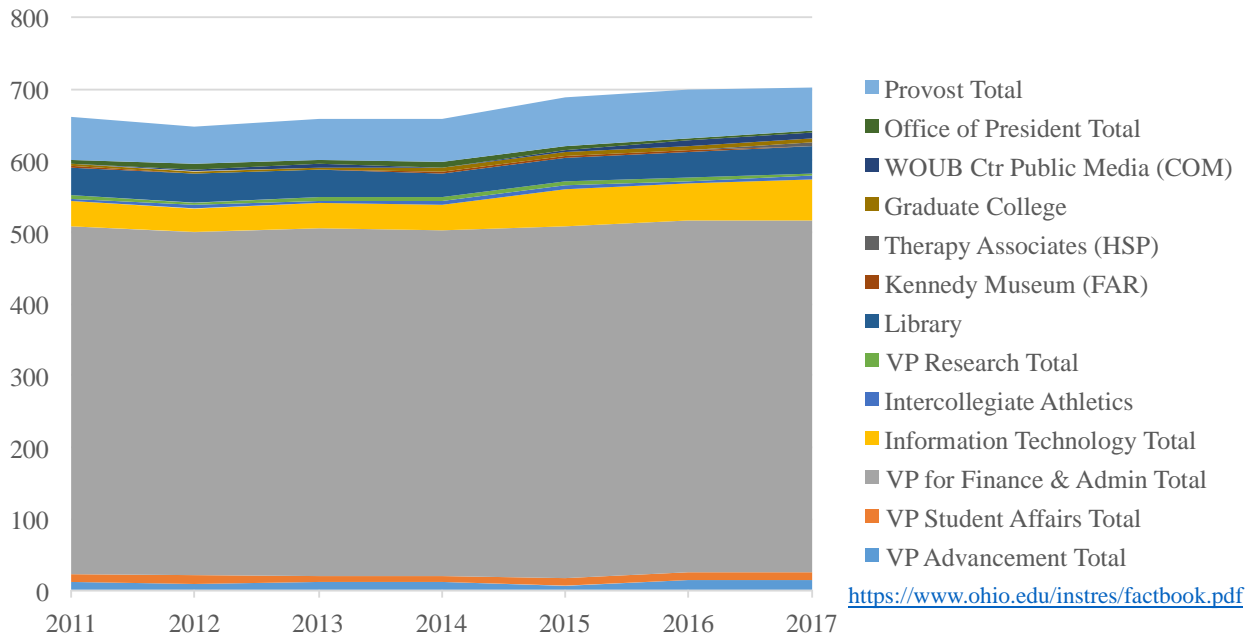
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FTE Administrators in Support Units



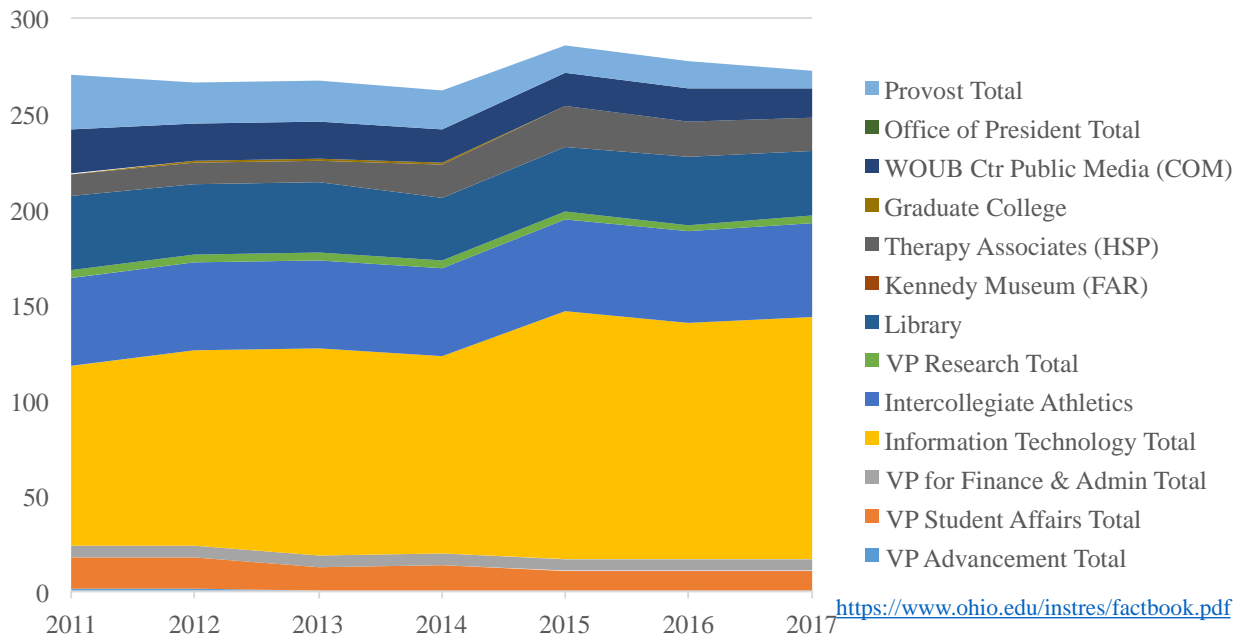
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FTE Classified in Support Units

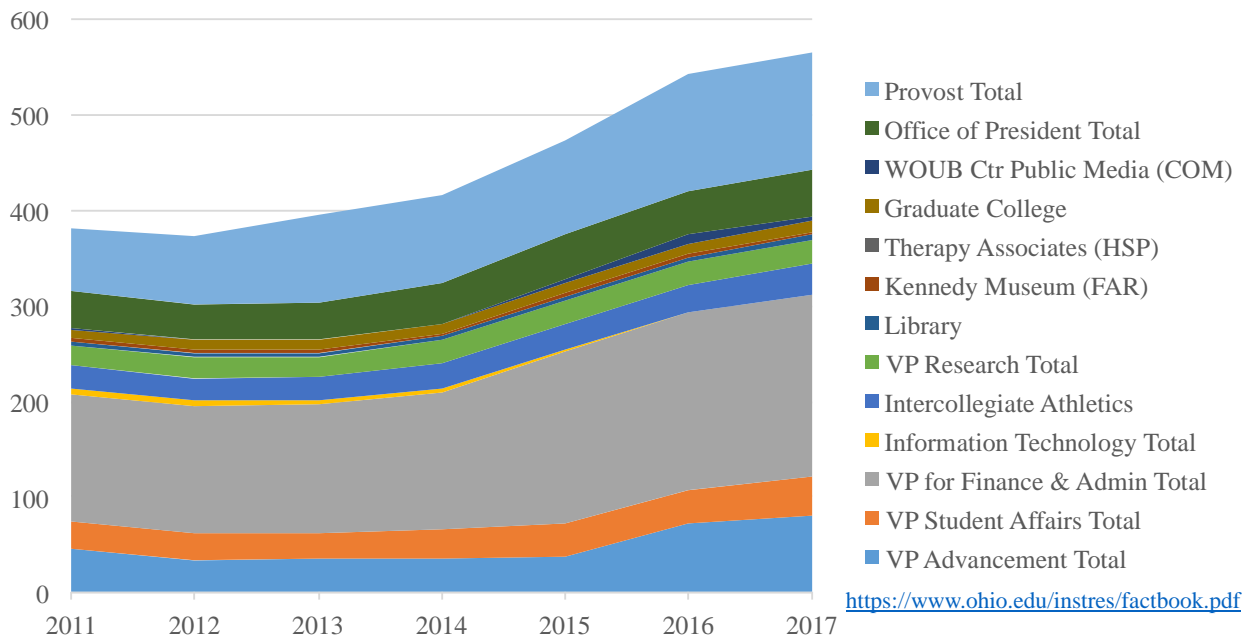


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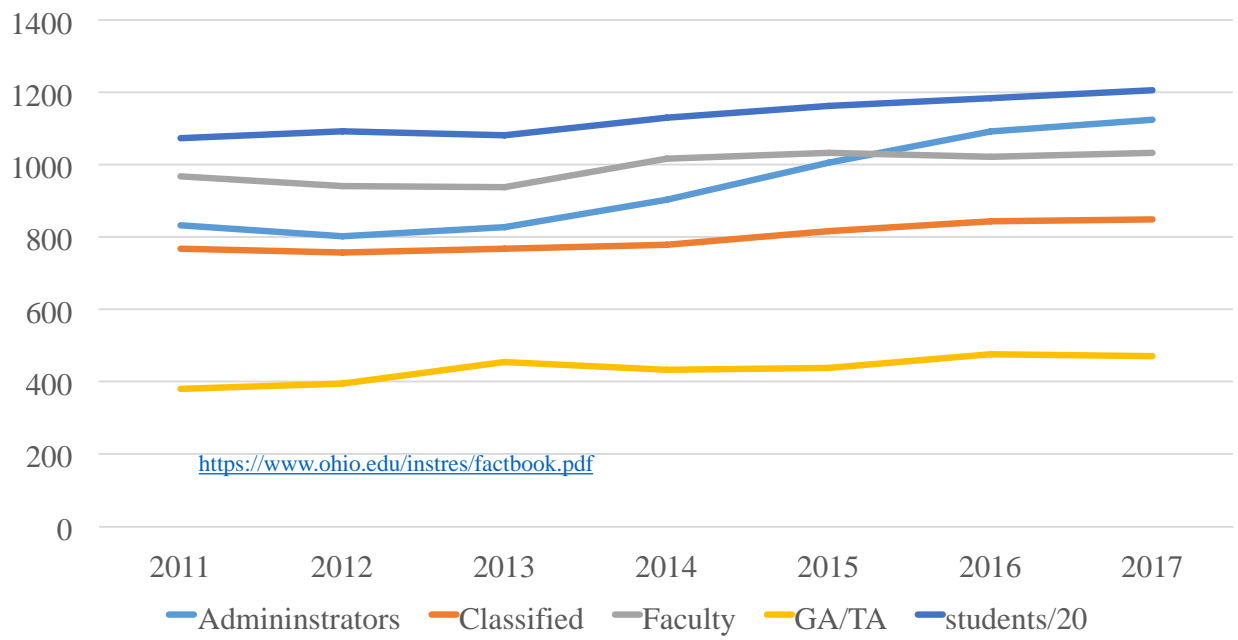
FTE Prof/Tech in Support Units



FTE Administrative Staff in Support Units



FTE employees by type and FTE students/20 (Athens)



## **Appendix B**

Resolution in Support of Ohio H.B. 337—Sales Tax Exemption for Textbooks

Executive Committee

Faculty Senate

December 11, 2017

First Reading

Whereas the Ohio University Faculty Senate is committed to initiatives intended to make higher education affordable, so long as they do not impact academic quality; and

Whereas faculty representatives have been working with the University's Textbook Affordability Committee to reduce the costs of textbooks and instructional materials; and

Whereas the Ohio State legislature and the governor have indicated that reducing student textbook costs is a priority; and

Whereas twenty-seven states, including our neighboring states Pennsylvania, West Virginia, and Kentucky, currently exempt university students from paying sales tax on textbooks;

Be it resolved that the Ohio University Faculty Senate strongly endorses H.B. 337 that would provide a sales tax exemption for textbooks purchased by post-secondary

## **Appendix C**

### **Resolution to Establish Graduate Faculty Rank**

Educational Policy and Student Affairs (EPSA) Committee

Faculty Senate

First Reading – December 11, 2017

**Whereas** the Ohio Chancellor of Higher Education, through the Chancellor's Council on Graduate Studies (CCGS), requires an accounting of the adequacy of faculty resources before approving new academic programs, specialized areas of concentration, and certificates;

**Whereas** the Higher Learning Commission distinguishes between instructors teaching in undergraduate and graduate programs for faculty qualification purposes; and

**Whereas** the Graduate College was re-established in 2008 and seeks to employ best practices in its graduate academic programs commensurate with other universities in the State of Ohio, nationally, and internationally.

**Be it resolved** that Ohio University will establish Graduate Faculty Rank to qualified faculty at Ohio University and to qualified individuals with content expertise who do not hold faculty status at Ohio University;

**Be it further resolved** that Ohio University will add Graduate Faculty Rank as a new subsection in Faculty Handbook, Section II.C;

#### **4. Graduate Faculty Rank**

- a. Graduate Faculty Rank is a role that a faculty member may hold in graduate education. It is a designation separate from faculty status as defined in the Faculty Handbook.
- b. Colleges, departments, schools, or programs determine appropriate criteria necessary to classify individuals who have faculty rank at Ohio University as having Graduate Faculty Rank at each of the following levels:
  - i. Masters Graduate Faculty: Persons designated as Masters Graduate Faculty have faculty rank at Ohio University and are granted this classification based on college, department, school, or program criteria consistent with academic unit guidelines. Masters Graduate Faculty may serve faculty roles in master-level programs according to program specifications.
  - ii. Doctorate Graduate Faculty: Persons designated as Doctorate Graduate Faculty have faculty rank at Ohio University and are granted this classification based on college, department, school, or program criteria consistent with academic unit guidelines. Doctorate Graduate Faculty may serve faculty roles in both masters-level and doctoral-level programs according to program specifications.
- c. Criteria for the determination of graduate faculty designations will be reviewed at a stated period by colleges, departments, schools, or programs. Persons designated as having Masters or Doctorate Graduate Faculty Rank will be reviewed according to classification guidelines established by colleges, departments, schools, or programs.
- d. Colleges, departments, schools, or programs may also appoint persons to serve as Affiliate Graduate Faculty. Affiliate Graduate faculty are persons without faculty rank at Ohio University or Ohio University faculty without a graduate faculty designation. As examples, a college, department, school, or program may designate Affiliate Graduate Faculty rank to (a) faculty who hold faculty rank or status at another University or (b) subject matter experts with appropriate qualifications who are outside the program. Colleges, departments, schools, or program should determine appropriate criteria



necessary to appoint persons as Affiliate Graduate faculty. Colleges, departments, schools, or program should determine the roles and responsibilities appropriate for Affiliate Graduate faculty in their graduate programs.

- e. Any person holding Graduate Faculty Rank who wishes to appeal her/his rank, or any perceived adverse decision regarding it, will follow the grievance procedure processes in the Faculty Handbook Section.

**Be it further resolved** that colleges, departments, schools, or programs will establish criteria for Graduate Faculty Rank consistent with the broad definitions. Criteria for the determination of graduate faculty designations will be publicly available and reviewed at a s

#### **Appendix D**

#### **Sense-of-the-Senate Resolution on Budget Cut Modeling across the University**

Finance and Facilities Committee

Faculty Senate

December 11, 2017 - First Reading

**Whereas** the centrality of the academic mission of the university should mandate the level of responsibility of academic and non-academic units in addressing the budget shortfall, and

**Whereas** the academic units, which are central and critical to the mission of Ohio University, have been asked to model a 7% budget cut for FY2019,

**Be it resolved** that in the interest of fairness, all non-academic units across the university be required to model, at a minimum, a 7% budget cut for FY2019,

**Be it further resolved** that the implementation of any budget cuts prioritizes and maintains the academic mission of the university.

#### **Appendix E**

#### **Resolution to update the Faculty Handbook as appropriate for reorganization of the former Office of Institutional Equity**

Professional Relations Committee

Passed December 11, 2017

**Whereas the University has renamed and reorganized the former Office of Institutional Equity and renamed it,**

**Be it resolved that to maintain clarity whenever possible, the language of the Faculty Handbook be amended as follows**

1. Where appropriate the **Office of Institutional Equity** will be replaced with **University Equity and Civil Rights Compliance (ECRC)**. Specifically, but not limited to

VII. E.1.b. The charge to the committee and a general description of the position to be filled will be given by the person responsible for making the appointment. In the case of deans and directors, the general description will be developed by the Provost in consultation with the members of the committee. The committee is responsible for ensuring that affirmative action principles are observed. It will meet with an officer of University Equity and Civil Rights Compliance (ECRC) early in its deliberations.

## **II. Q. Policy on Sexual Misconduct, Relationship Violence and Stalking**

II.Q. 3. All Ohio University faculty and staff are responsible for compliance with [03.004](#) in the Policy and Procedures Manual and have an affirmative duty to report conduct inconsistent with this policy. Immediately upon learning of potential campus sexual misconduct, a faculty member who receives a complaint of sexual misconduct or who observes or learns of conduct that is reasonably believed to be in violation of this policy, is required to report the alleged conduct to University Equity and Civil Rights Compliance (ECRC), following the reporting guidelines as outlined in [03.004](#), section VII.A Duty to Report. University Equity and Civil Rights Compliance (ECRC) as the investigating office will respect the rights of all parties involved in the complaint in compliance with federal and state law.

4. In addition to the duty to report sexual misconduct to the University Equity and Civil Rights Compliance (ECRC) as identified above, in some circumstances there is a duty to report allegations of criminal conduct to law enforcement. Ohio law (Ohio Revised Code 2921.22) requires every person who knows that a felony has been or is being committed, to report it to law enforcement. It is a criminal offense to knowingly fail to make the report. If a faculty member suspects or has knowledge of criminal activity occurring on university property, s/he has a duty to call the Ohio University Police Department at 740-593-1911 (in an emergency, please dial 911 immediately). Incidents that occur off campus or at a regional campus should be reported to local law enforcement.

5. A faculty member identified in a sexual misconduct complaint will be apprised of the facts involved by the Office of **University Equity and Civil Rights Compliance (ECRC)** and, as a part of the process, the faculty member will have the right to present any oral and written information relating to such a complaint before any action is taken.

6. Determinations made by **University Equity and Civil Rights Compliance (ECRC)** will be sent to the planning unit where, if appropriate, the complaint may be forwarded to the college or regional campus Professional Ethics Committee. A faculty member may appeal any action that might result from such a complaint following the procedures described in Section II.G. of the Faculty Handbook.

#### **R. Policy on consensual and familial relationships in the instructional setting**

1. A faculty member (or other person serving in an instructional role) shall not supervise, provide academic advising to, or grade the academic work of a student with whom s/he has or begins a consensual romantic or sexual relationship. Retaining such a supervisory role is a violation of Policy [03.004](#) (“Sexual Misconduct, Relationship Violence and Stalking”). Because such relationships may carry the potential for coercion, their consensual nature is inherently suspect. Furthermore, such a relationship may give other students in the same academic setting cause to believe that an unfair educational advantage accrues to the student in the relationship.
2. Familial instructional relationships may also confer unfair advantage on the student related to the faculty member or be so perceived. Thus, faculty shall not supervise, advise or grade the academic work of immediate family members. For purposes of this policy, immediate family is defined as in [Section II.C.7.a](#) and includes husband-wife, parent-child, domestic partner of the same or opposite sex, and sibling relationships.
3. An exception to the policy set forth in Items 1 and 2 may be permitted if safeguards are put into place by the faculty member’s chair or, if the faculty member is the chair, by the dean of the college offering the course.
4. Specific concerns or complaints regarding consensual or familial relationships may be brought to the attention of the department chair, University Equity and Civil Rights Compliance (ECRC) , or the Office of the Ombudsperson. These three offices will assist the complainant in a timely fashion in an informal resolution of the complaint or direct the complainant to the appropriate grievance procedure. The investigating office will respect the rights of all parties involved in the complaint

### **Appendix F**

#### **Resolution to clarify the sanctions available to the College Professional Ethics Committees**

##### **Professional Relations Committee**

**December 11, 2017**

##### **Second Reading & Vote**

**Whereas**, there has been confusion as to the scope of sanctions available to the University's Professional Ethics Committee and

**Whereas** the intent of the handbook was not to limit options available to the PEC for sanctions; and

**Whereas** previous PECs have discussed the option of loss of tenure and dismissal for severe cases of professional misconduct: and

**Be it resolved** that to clarify the intent of the language of the handbook, the language of the Faculty Handbook be amended as follows

## **5. Violations of Professional Ethics Not Involving Research Misconduct**

### **b. Departmental and College Procedures**

Cases of apparent violations of professional ethics not involving Research Misconduct should be brought to the attention of the department chair <sup>[3]</sup>. ...

After consideration of all of the testimony and evidence in the case, the Professional Ethics Committee will report its written conclusions and any recommendations to the dean of the college and to the person accused with a copy to the provost. The report and recommendations must be issued within thirty (30) days after receiving the written allegations. The findings and recommended action may include the following:

**Not Guilty** --The Professional Ethics Committee finds that the person charged is not guilty of a violation of professional ethics. This finding ends the process.

**Reprimand**—Suitable for violations of professional ethics that are moderately serious.

**Censure or Disciplinary Action**-- Appropriate for more serious violations of professional ethics, and may include, **but are not limited to**, a formal censure, reassignment of duties for some specified period of time, a **one-time** financial penalty not to exceed 10% of the academic year's salary **and/or recommendation that a school or department initiate loss of tenure and/or dismissal proceedings.**

A recommendation of reprimand, censure, disciplinary action or to initiate loss of tenure/dismissal proceeding requires at least four positive votes from the college Professional Ethics Committee. In these cases, the report and recommendations of the Professional Ethics Committee and the dean's recommendation are forwarded in writing to the Provost for action within thirty (30) days after the dean receives the report and recommendations of the college Professional Ethics Committee. The dean may

recommend a reduced, but not more severe, penalty to the Provost, and a copy of the dean's recommendation is given to the accused.

## **Appendix G**

### **Sense-of-the-Senate Resolution on Teaching-Intensive Tenure Track Faculty**

#### **Promotion and Tenure & Professional Relations Committees**

**December 11, 2017—For Discussion**

**Whereas** the erosion of tenure both locally and nationally is a major threat to academic freedom, shared governance, curricular integrity, the tenured faculty to student ratio that impacts ranking, and to increasing research, scholarly, and creative activity of the faculty;

**Whereas** the erosion of tenure destabilizes the faculty;

**Whereas** budget constraints on American universities and the deterioration of university missions (Being driven by enrollment, agendas of state and federal agencies, concerns primarily on academic generation of revenue) have accelerated erosion of tenure across the nation and at Ohio University through increased numbers of non-tenure track lines;

**Whereas** addressing teaching needs at the university through hiring tenure track faculty rather than through hiring contingent labor is the best practice for stopping the erosion of tenure and destabilizing the faculty;

**Whereas** hiring tenure track faculty on differential workloads, instead of hiring non-tenure track faculty, could accommodate increased teaching needs while continuing to invest in the research mission of the university,

**Whereas** the Faculty Handbook already allows for variable workload distribution at time of hire (II.A.1.B);

**Be it resolved** that as appropriate to the mission of departments, schools, and colleges, faculty and administrators intentionally provide the means by which to consider teaching-intensive tenure lines through planning, promotion and tenure criteria, and workload management;

**Be it resolved** that those responsible for hiring requests and decisions hire, whenever possible, teaching-intensive tenure track faculty before defaulting to non-tenure track faculty;

**Be it resolved** that the Senate and Administration at Ohio University seriously consider mechanisms for converting appropriate non-tenure track Group II faculty to teaching-intensive tenure track lines; and

**Be it resolved** that departments ensure that promotion and tenure criteria reflect actual workload distribution of faculty, including teaching-intensive, research-intensive or balanced faculty lines as appropriate to their mission.

Notes:

This resolution does not call for the firing of Group II, nor does it assume a forced conversion of non-tenure track individuals to tenure track. It does assume a rational approach to and method for converting non-tenure track faculty to tenure track as appropriate. This resolution also assumes that departments will continue to argue for their needs, including balanced teaching and research tenure line hires or more research intensive than teaching intensive when appropriate.

Resources: <https://www.aaup.org/report/tenure-and-teaching-intensive-appointments>