

Meeting Minutes – March 4, 2019

**Ohio University Faculty Senate**  
**Monday, March 4, 2019**  
**Margaret M. Walter Hall, Room 235, 7:10pm**  
**Meeting Minutes**

In attendance

- *College of Arts and Sciences:* G. Buckley, C. Gang, D. Clowe, C. Crawford, H. Edwards, S. Gradin, M. Gurien, K. Hicks, M. Holt, P. Jung, N. Manring, J. McLaughlin, L. McMills, R. Muhammad, R. Palmer, W. Roosenberg, N. Sandal, E. Stinaff, J. White, S. Wyatt
- *College of Business:* J. Hiler, A. Pueschel, D. Ridpath, A. Rosado Feger
- *College of Fine Arts:* M. Franz, K. Geist, V. Marchenkov, H. Siebrits
- *College of Health Sciences and Professions:* M. Clevidence, A. Sergeev, B. Sindelar
- *Heritage College of Osteopathic Medicine:* B. Franz, C. Stork, S. Williams, J. Wolf
- *Clinical:* A. Healy
- *Patton College of Education:* L. Harrison, C. Hartman, S. Helfrich, C. Lowery
- *Regional Campus – Chillicothe:* A. White
- *Regional Campus – Eastern:* P. McMurray-Schwarz
- *Regional Campus – Lancaster:* n/a (excused)
- *Regional Campus – Southern:* Y. Shao-Lucas
- *Regional Campus – Zanesville:* K. Vickers (sub. for S. House)
- *Russ College of Engineering:* D. Arch, J. Cotton, G. Weckman
- *Scripps College of Communication:* B. Bates, B. Debatin, F. Lewis
- *Voinovich School of Leadership and Public Affairs:* D. Kauneckis
- *Athens At Large:* G. Michaud
- *Regional Higher Education:* T. Pritchard

Excused: Brannan, R., Chadwick, A., Doty, S., House, S., Jung, P., Nickles, D., Perkins, H., Schwerha, D.

Absent: n/a

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Ohio University Faculty Senate  
Agenda for Monday, March 4, 2019  
Room 235, Margaret M. Walter Hall, 7:00-9:00pm

- I. President M. Duane Nellis
- II. Roll Call and Approval of the February 4, 2019 Minutes
- III. Chair's Report—Joe McLaughlin
  - a. Updates & Announcements
  - b. Faculty Senate Spring Elections
  - c. Regional Higher Education Visits Report
  - d. Upcoming Senate Meeting: **April 8, 2019, Walter Hall 235, 7:00-9:00pm**
- IV. Nominating Committee—Jim Taylor
- V. Professional Relations Committee—Sarah Wyatt
  - a. Resolution to Correct the Process for Complaints Involving Sexual Misconduct—Second Reading & Vote
  - b. Resolution to Revise Faculty Classifications—Second Reading & Vote
- VI. Educational Policy & Student Affairs Committee—Betty Sindelar
- VII. Promotion & Tenure Committee—Sherrie Gradin
- VIII. Finance & Facilities Committee—Susan Williams
- IX. New Business
- X. Adjournment

## Meeting Minutes – March 4, 2019

Ohio University Faculty Senate  
Agenda for Monday, March 4, 2019  
Room 235, Margaret M. Walter Hall, 7:00-9:00pm

The meeting was called to order by Faculty Senate Chair Joe McLaughlin at 7:05 p.m.

### I. President M. Duane Nellis

President Nellis gave the following comments and updates:

- 1) As part of the President's strategic pathway for faculty success, the nominating committee for the Distinguished Professor Award will be announcing the recipient of the next awardee in May 2019.
- 2) The recent Breakfast for Progress convened varying levels of university leadership to discuss engagement in all its forms on campus and in the larger region.
- 3) Ohio University will be purchasing academic analytics to see how we are doing in comparison with other universities. This will assist in comparing our faculty with others to make sure our faculty receive recognition and to identify areas for improvement.
- 4) President Nellis noted that the university continues to pay attention to recruitment and ways to increase yields from in-state and out-of-state students. Applications have increased since the adoption of the Common App but yields (those who accept the offer to attend OHIO) have not increased significantly.
- 5) The President will be attending the upcoming State of the State Address in Columbus and reaching out to OHIO alumnae and others in the state legislature for greater support of tuition flexibility and SIS allocations.
- 6) The Board of Trustees will be apprised of ongoing advancement efforts, new initiatives such as the Sustainability Hubs, and latest data on retention and graduation rates.
- 7) The VP for Communications and Marketing application period is coming to a close; campus visits will take place in August 2019.
- 8) Ohio University continues to support international recognition for our students, including 10 Fulbright Scholars from OHIO. There is an effort to develop potential Rhodes Scholars from OHIO as well.

A Questions and Answers period followed with President Nellis followed by Presentations by Deb Shaffer, VP for Finance and Administration and Craig Bantz, Chief Information Officer.

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On the issue of graduation rates, a senator noted that there is constant pressure to increase class size, while it's understood that larger classes are often antithetical to student success and relatedly, retention rates. Several senator expressed dissatisfaction with the handling of the LGBT Director's recent termination. Citing a lack of direction, a lack of transparency, lack of communication coming from the VP of Diversity & Inclusion, a senator asked if this was the new direction of the administration.

Another senator asked about the Climate Survey that was finally released. As an institution, the senator observed, we are not adequate in our involvement of faculty, student, and classified employees. Our record of retention of faculty of color is poor. The information upon which decisions are made regarding diversity and inclusion lack the inclusion of stakeholders and access the information from Institutional Research, who are understandably overworked, is still not being met.

President Nellis answered that these are good points and encouraged everyone to work with the VP of Diversity & Inclusion as she was still learning and listening to all those interested in moving forward.

VP Shaffer briefed the Senate on the state-mandated changes in the Travel Reimbursement Policy. The transition to the new system will commence on April 1, 2019.

The details of the new travel reimbursement policy are at the following link: <https://www.ohio.edu/finance/purchasing/travel/new-travel-program>

Several senators asked about the non-refundable airfare, travel insurance, and the use of personal credit cards. VP Shaffer promised to follow up with answers to the first two questions, and noted that the Ohio State Employee Ethics Committee has ruled that state employees cannot benefit from travel, etc. therefore, the use of personal credit cards (where bonus miles, for example) is not allowed.

CIO Bantz outlined the new procedure for signing onto the OHIO website as a result of several security breaches. Safe Links, a new IT tool purchased for reduce the breaches, will not be visible but will operate behind the scenes. New sign-on procedures, involving the keying in of one's whole email address and not just the username, will go live on Saturday, March 9, 2019.

## II. Roll Call and Approval of the February 4, 2019 Minutes

Roll was taken by Faculty Senate Secretary Robin Muhammad. Minutes were approved unanimously by voice vote.

III. Chair's Report—Joe McLaughlin

The Chair of Faculty Senate Joe McLaughlin reported on the following items:

- 1) Nominations, including self-nominations, are being sought to join the Presidential-level IT Group. Send Chair McLaughlin your nominations.
- 2) Ohio Faculty Council met with James Barnett and Mike Duffy, Chancellor of Education, to discuss tenure, the state budget and other related topics. March 8, 2019 is the next meeting.
- 3) Next month is the Faculty Senate Elections. A table demonstrating the decline of faculty numbers overall was circulated and viewed on the large screen.
- 4) After several visits to regional campuses, a consistent message of concerns over integration of all campuses, loss of role of academic leadership on individual campuses, campus culture, workload flexibility, course scheduling, and inadequate distance technology was reported. Chair McLaughlin visited all of the campuses; Secretary Muhammad visited three with the Chair.
- 5) The next Faculty Senate Meeting will be April 8, 2019. Ballots for the election will go out two weeks after spring break.
- 6) The Nominating Committee consists of Senators Jim Taylor, Alexander Sergeev, and Ken Hicks.

IV. Nominating Committee—Jim Taylor

Senator Taylor reported that the ballot had at least one candidate for each officer. Senators were encouraged to forward questions or nominations to any member of the Nominating Committee.

V. Professional Relations Committee—Sarah Wyatt

- a. Resolution to Correct the Process for Complaints Involving Sexual Misconduct—Second Reading & Vote (See Appendix A)

After discussion and few mechanical revisions, the motion was carried unanimously.

- b. Resolution to Revise Faculty Classifications—Second Reading & Vote (See Appendix B)

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Senator Sergeev voiced opposition to the change of titles, citing the concerns of faculty who find that the division between Group I and II would increase and that some Group II already feel dismissed by their Group I colleagues.

Senator Clevidence suggested tentative titles for the time being.

Senator Debatin also noted that terminal degrees are not required in some Colleges for tenure; this senator also stated that they were not in favor of tighter restrictions for Group I and/or Group II faculty.

VI. Educational Policy & Student Affairs Committee—Betty Sindelar

There are experiential learning assessments being done.

An Accelerated Graduate Pathway is being reviewed which would allow students in their junior year to have access to graduate credit. The pathways would be designed by programs and departments.

VII. Promotion & Tenure Committee—Sherrie Gradin

No new business.

VIII. Finance & Facilities Committee—Susan Williams

Updates on the Budget will be announced by the end of this week.

IX. New Business

No new business.

X. Adjournment

A motion to adjourn was carried. Meeting adjourned at 9:07 p.m.

## Appendix A

### **Resolution to correct the process for complaints involving sexual misconduct**

Professional Relations Committee

Faculty Senate

March 4, 2019 – Approved

***Whereas** the procedure for appeal to the president for the action of the provost is inappropriate in the case that the UPEC recommends referral to the department or school to initiate loss of tenure and of dismissal proceedings,*

***Whereas** is the case of such referral, the case moves to the department or school for further consideration and initiation of the proceeding as indicated by Tenure and Promotion committee*

***Be it resolved** that the language of the Faculty Handbook be revised to include the following*

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

##### **4. Procedures for complaints involving sexual misconduct by faculty**

- f. After consideration of the case, the University Professional Ethics Committee will provide a written report with recommendations to the Provost, with a copy to the faculty member and complainant(s) involved, the chair of the department, and the dean of the college. The final report should include sufficient detail of the review processes to permit an assessment of the reasons for determining recommendation(s). The recommendation(s) of University Professional Ethics Committee may include

##### **Insufficient cause** to support disciplinary action or

A recommendation for disciplinary action that may include, but is not limited to, one or a combination of the following:

- a. **Written reprimand** placed in the faculty member's file
- b. **Reassignment of duties** for some specified period of time.
- c. **Unpaid leave (Suspension without pay)** for a specified period of time or

- d. Adequate cause to recommend that a school or department initiate **loss of tenure and/or dismissal** proceedings (II. D. 5).
  
- g. The report and recommendations of the University Professional Ethics Committee will be forwarded in writing to the Provost, with copies to the dean and the faculty member and complainant(s) involved.
  
- h. The Provost, with due consideration of the recommendations of the University Professional Ethics Committee, will announce his/her/their decision within thirty (30) days of receiving the report and recommendations from the University Professional Ethics Committee.
  
- i . If the provost recommends initiation of loss of tenure and/or dismissal, s/he/they refers the case to the faculty member's department or school to initiate proceedings according to Faculty Handbook section II.D.5.

For all other recommendations, the faculty member or the complainant(s) may appeal the action of the Provost to the President within twenty-one (21) days of being informed of the Provost's action. The grounds for appeal are limited to failure to follow appropriate procedures or arbitrary and capricious decision-making. In the case where a faculty member is the complainant, the appeal would move through the Professional Relations Committee of the Faculty Senate as is standard practice for faculty appeals to the President. The Professional Relations Committee shall submit its recommendations to the President within thirty (30) days of notification, and the President will make the final determination on the appeal within thirty-days (30) after receiving the recommendation of the Professional Relations Committee."

## Appendix B

### Resolution to Revise Faculty Classifications

Professional Relations Committee

Faculty Senate

March 4, 2018 – Approved

*Whereas the use of Group 1,2,3,4 is not descriptive of the position, is cumbersome and leads to confusion,*

*Whereas the current classification system has not been responsive to modifications or new types of faculty positions,*

*Be it resolved that the language of the Faculty Handbook be revised to include the following language revising faculty classification*

#### **II.B.1. Professional Courtesy Appointments**

A department at Ohio University may provide an academic home to professional persons through special courtesy appointments such as a Scholar, Research Scientist, Professional, or Artist when mutually beneficial to the individual and the department.

Appointments are made by the dean of a college upon recommendation from a department or regional campus division, and copies of the letter of appointment go to the Provost and President. Persons granted these appointments must have the appropriate qualifications to pursue a program of research, scholarship, or creative activity. This program may also include proposal and report writing, grant solicitation, publication of results, and/or performance and exhibition. Persons with these appointments receive an annual letter of appointment that describes the nature of their work with an appropriate title.

Such appointees are eligible for computer accounts, faculty ID cards, parking, faculty library privileges, and are listed in the campus directory, but receive no salary. Additional resources may be made available to them by departments or regional campuses depending on availability.

Suitably qualified appointees may teach regularly scheduled classes upon the issuance of a contract specifying both an appropriate salary and faculty classification.

II.B.2. Other Special Appointments

**a. Assistant Research, Associate Research, and Research Professor as defined by Ohio University Policy #01.015 are solely supported on external funds (grants or contracts). These positions do not hold faculty rank, faculty status nor teaching responsibilities. The research positions/people may not be governed nor protected by the Faculty Handbook depending on their contract.**

**Suitably qualified appointees may teach regularly scheduled classes upon the issuance of an additional contract specifying both an appropriate salary and faculty classification.**

- b. It is recognized that in some departments and divisions of the University there are positions, such as Technical Assistant and Curator that do not necessarily require advanced degrees. Appointees to these positions will not ordinarily receive tenure. In addition to a formal contract, such appointees will be given a written statement describing the character as well as the probable minimum and maximum duration of their work.

### **II.C.3. Classification of Faculty**

Within a given department or regional campus, each person holding faculty rank shall hold but a single faculty classification (as below).

All persons holding faculty rank whose primary employment is by an educational institution other than Ohio University shall be classified in the non-tenure track.

All personnel holding faculty rank shall be classified according to the following groups.

**Outlined here**, details for each classification follow.

- a. Tenure track (full or part-time)
  1. Assistant Professor
  2. Associate Professor
  3. Professor
  
- b. Instructional Faculty (non-tenure track, full or part-time)
  - i. Assistant Professor of Instruction
  - ii. Associate Professor of Instruction
  - iii. Professor of Instruction
  
- c. Clinical Faculty (non-tenure track; full or part-time; HCOM and CHSP only)
  - i. Assistant Clinical Professor
  - ii. Associate Clinical Professor
  - iii. Clinical Professor
  
- d. Fixed-term contract faculty (non-tenure track, full or part-time, temporary)
  - i. Visiting Professor (full time, temporary)
  - ii. Instructor (part time, temporary)

Courtesy titles. Courtesy titles may be given to faculty, however, titles used in the classification of faculty (II.C.3), in other special appointments (II.C.2) or earned specialty titles such as Distinguished Professor (V. C) and Trustee Professor, and those used for endowed chairs (II.C.1) may not be used as a courtesy title. These classifications have a defined meaning and should be used only in that context. Courtesy titles must be approved by the Associate Provost for Faculty and Academic Planning and the chair of **Professional Relations Committee** of Faculty Senate.