

**Ohio University Faculty Senate**  
**Agenda for Monday, September 9, 2019**  
**Room 235, Margaret M. Walter Hall, 7:00-9:00pm**  
**Meeting Minutes**

In attendance

- *College of Arts and Sciences:* G. Chen, D. Clowe, C. Crawford, J. Dyer, M. Gurien, M.K. Hurley, P. Jung, L. McMills, R. Muhammad, B. Owens, R. Palmer, N. Sandal, E. Stinaff, S. Wyatt, P. Stokes (sub for H. Edwards)
- *College of Business:* A. Pueschel, J. Hiler, D. Ridpath, A. Rosado Feger
- *College of Fine Arts:* M. Franz, V. Marchenkov, H. Siebrits
- *College of Health Sciences and Professions:* C. Miller, B. Sindelar, S. Spjeldnes, S. Webb
- *Heritage College of Osteopathic Medicine:* B. Franz, C. Stork, S. Williams, J. Wolf
- *Clinical:* A. Healy
- *Patton College of Education:* C. Hartman, S. Helfrich, C. Lowery,
- *Regional Campus – Chillicothe:*
- *Regional Campus – Eastern:* P. McMurray-Schwarz
- *Regional Campus – Lancaster:*
- *Regional Campus – Southern:* Y. Shao-Lucas
- *Regional Campus – Zanesville:* S. House, A. White
- *Russ College of Engineering:* B. Branham, J. Cotton, G. Riefler, D. Schwerha
  - *Scripps College of Communication:* S. Girton (sub for B. Bates), E. Hendrickson, K. Raney, B. Reader
- *Voinovich School of Leadership and Public Affairs:* D. Kauneckis
- *Athens At Large:* G. Michaud
- *Regional Higher Education:* D. Nickles, T. Pritchard

Excused: B. Bates, H. Edwards

Absent: S. Chen, S. Doty, K. Geist, N. Manring, V. Marchenkov, J. O’Keefe W. Roosenberg, J. White

I. President M. Duane Nellis, EVPP Chaden Djalali

II. Roll Call and Approval of the April 8 and May 6, 2019 Minutes

III. Chair’s Report—Robin Muhammad

- a. Welcome and Summer Updates: Faculty Senate Office & Money Matters Session
- b. Status of Resolutions

- c. Updates & Announcements: One OHIO, et al.
- d. Ohio Faculty Council Election
- e. Evaluations of College Deans
- d. Upcoming Senate Meeting: October 7, 2019 from 7:00-9:00pm in Walter Hall

IV. Reimagining General Education – Katie Hartman (Gen Ed Committee)

V. Promotion & Tenure Committee – Jackie Wolf

VI. Professional Relations Committee—Sarah Wyatt

VII. Educational Policy & Student Affairs Committee – Betty Sindelar

- a. Resolution to Create Accelerated Graduate Pathway Policies – first reading

VIII. Finance & Facilities Committee—Susan Williams

IX. New Business

X. Adjournment

Meeting called to order at 7:05 pm. Due to a scheduling conflict, Roll Call and Chair's Report happened before the President and Provost spoke.

## **I Roll Call and Approval of Minutes from April and May meeting**

Faculty Senate Secretary Ana Rosado Feger took roll call.

The minutes of the April and May meetings were distributed previously via email, and approved by the Senate.

## **II Chair's Report**

Faculty Senate Chair Robin Muhammad updated the Senate about changes that happened over the summer:

- Meeting space (conference room) is now available at Lindley Hall for committee meetings.
- The Faculty Senate office adopted a records retention policy to match University requirements. Old records were removed from the office.
- Deb Shaffer, VP for Finance and Administration, has agreed to host information sessions on University finances. These sessions will be named "Money Matters" and the first will be on October 16, 4:30-6:30 p.m. Ms. Shaffer will answer questions about financial matters posed by the University community. Senators are encouraged to send questions to Chair Muhammad so they can be collated and forwarded to VP Shaffer.
- Work continues to identify and deploy meeting spaces across platforms such that Senators may attend meetings remotely.

Status of Resolutions:

- A reminder that the resolution to change faculty titles has been approved, and Group I-IV designations are now obsolete.

Announcements:

- Task Forces for OneOHIO have formed and started to meet over the summer. Many faculty and Faculty Senators are on various Task Forces. The Chair will provide regular updates, and pose questions as they arise so Senate can address them as a body.
- Elections for the OU representative to the Ohio Faculty Council will happen in October. The OFC represents faculty from all 14 public institutions in Ohio.
- Committees for the Dean Evaluation process will begin forming soon, led by Howard Dewald. This evaluation is the process by which we affirm the things we value, evaluate current state, and adjust when necessary. These committees are an opportunity to exercise our shared governance, and use our voice to build, expand, and deepen relationships. Every time faculty has an opportunity to help evaluate others, we exercise our shared governance.

- The next meeting of Faculty Senate will be on October 7 in Walter Hall. As there is a class scheduled in the room until 7 p.m., the meeting time is shifted back to 7:10.
- Chair Muhammad is investigating the possibility of issuing short-term parking passes to regional faculty senators who come to Athens for senate meetings.

**President Duane Nellis:**

1. The President apologized for his delayed arrival due to attending a reception for the speaker at the Kennedy Lecture.
2. Breakfast for Progress was held the morning of September 9 for members of university leadership.
3. The focus of the breakfast was the “Student of the Future,” projecting the needs of the students of today, tomorrow, and 5-10 years from now. The Ohio University Executive Advisory Board led the discussion, presenting three scenarios with robust discussion from the audience. There is a dramatic shift in demographics and the college-going rate. The population of the Midwest is aging. We need to rethink the institution and how we engage with students.
4. Traditional-age students are increasingly entering college with a considerable number of credit hours. We need to consider this as we develop ways to serve these students effectively. We should look at opportunities to engage these students in novel ways, including throughout their lifetimes.
5. President Nellis invited all Faculty Members to the State of the University address in Walter Rotunda on Sept 12 at 4pm, where he will present the new strategic framework for the University. The framework includes initiatives such as General Education reform, OneOHIO, experiential learning, and growing an engagement ecosystem. Brad Cohen has been named Chief Strategy and Innovation Officer for the university.
6. Summary of recent news:
  - a. Challenging Dialogues series continues with Trial by Jury: a Case of Deportation on Sept. 12
  - b. Black Alumni Reunion weekend starts Sept. 13
  - c. Faculty continue to do outstanding work
  - d. Students continue to demonstrate excellence. There are 370 students in OHIO Honors this fall.
  - e. Craig Cornell has announced his departure, Candace Boeninger is names Interim Vice Provost for Enrollment Management. President Nellis requests input from the faculty about the nature and structure of this role.
  - f. Robin Oliver started as VP of Communication and Marketing.
  - g. Search continues for General Counsel.

- h. Julie Cromer was named Athletic Director.
- i. University rising in published rankings.
- j. President Nellis encourages faculty to nominate themselves or their colleagues for awards, and highlight the good work done on campus.

Q&A:

1. A senator asked about the financial crisis at the university, with layoffs in some areas and faculty concerned for their jobs. How does President Nellis justify accepting a bonus from the Board of Trustees in these circumstances?

Answer: With regard to the financial situation, acknowledged that it is a concern to all, and a committee is working on different budget scenarios and the interplay with enrollment. College Credit Plus is resulting in reduced credit production, particularly in Arts & Sciences, which in turn affects revenues. We need to look carefully at downsizing in areas where the demand is low, and invest in areas that continue to grow, and think of new curricula that can generate student interest, as lifelong learners: workshops, certificates, graduate programs, and opportunities to partner with corporations or government agencies.

With regard to the bonus, stated that the Turstees felt it was warranted relative to the work done. Mentioned that he and his spouse try to be generous in giving back. The bonus was the Board's decision and other institutions across the country are also granting bonuses.

2. A senator asked about the use of external national searches for leadership positions, vs. promoting internal candidates, showing loyalty to current faculty rather than spending money to bring in someone who might not be better qualified.

Answer: The university has been able to recruit outstanding candidates for open position, mentioning the Dean of HTC as an example, who had lots of support from the campus community after their visit. New people bring new ideas.

3. A senator expressed concern about what the bonus signals to the external environment, and that the values of corporate America should not be the values of public higher education. What does it mean to be in academia but also be public servants?
4. A senator raised a concern that her job is in danger of disappearing, despite being in a field with consistent strong demand. One of three faculty members will likely be cut, although there is demand for their courses. There is concern that instructional faculty are the "low-hanging fruit" that can be cute easily, although they shoulder a lot of the teaching and engagement load. Will cuts be targeted?

President Nellis appreciates the contribution of the instructional faculty. Stated that these should be strategic decisions made within each college, by the Deans, working with the Provost to set priorities.

5. A senator made the comment that non-teaching areas such as athletics are not seeing this level of cuts.

President Nellis stated that Athletics is taking the same level of cuts, as are Administrative units across campus.

### **Provost Chaden Djalali:**

1. New Deans have started, including Libraries, Arts & Science, Engineering, and HTC.
2. Cary Frith is the new Chief of Staff for the Provost, working with the budget modelling group. They will be looking at how we handle shortfalls, how to generate new revenue streams, and investing in areas with potential revenue.
3. Changes will be coming to General Education, which has not been reviewed in 40 years. There have been some comments that students avoid transferring to OU due to the complexity of the process.
4. The institution is working to support faculty nominations for awards, to celebrate the fantastic work done by the faculty.
5. The OneOHIO efforts continue. There are 11 working groups. The Kennedy Consulting Group was hired at a cost of less than \$50,000 to help facilitate the process. Reviewing all consultant contracts to determine which are necessary vs. “nice to have.”
6. Enrollment census: population is down 100 freshmen, 300 transfers

### **Q&A**

A senator asked about the Budget Planning Council.

The Provost indicated that BPC is on hold, as they work through whether it is the best mechanism for sharing budget information. Right now it is one-sided, with information presented but no discussion. BPS is not gone, but is on hold for now.

A senator asked about the timeline for the search for the College of Business Dean.

The Provost indicated a target start date of July 1, 2020 would mean finalists invited to campus in February, with the timeline working back from that goal. A committee has not been formed yet.

#### **IV Committee to Reform General Education (Katie Hartman, Todd Esworth, Beth Quitslund, Elizabeth Sayrs, Sarah Wyatt. See Appendix A for presentation)**

The Committee to Reform General Education presented an update on their work in reimagining General Education at the University. The current work builds on the OHIO Common Goals adopted in 2018, with emphasis on aligning Gen Ed learning outcomes and the common goals. During the most recent accreditation visit, assurance of learning was identified as an area of “Outstanding Opportunity.

The committee has developed three models of General Education that they are presenting to an advisory board that has 32 members, including significant faculty representation. In addition to this group, there will be a series of Open Discussion hours for members of the university to provide feedback on the proposed models.

A senator asked whether the change to General Education will mean that individual courses will need to change, and how would they need to change?

Answer: The answer to that question depends on the model adopted, which is the topic of discussion for the advisory board.

#### **V. Promotion & Tenure (Jackie Wolf)**

The committee chair stated that the committee requires additional tenured members, as tenure appeals are heard by members at or above the rank of the appellant. This is an opportunity to serve both the university and our faculty colleagues, as it is the last line of appeal for denials of promotion and/or/tenure. This committee strengthens the tenure system and protects the faculty and the university. Specifically, the committee is seeking a Full Professor from Arts & Sciences.

A senator asked about appeal procedures for instructional faculty. The chair replied that an appeal has not been filed about this process but acknowledged this is an issue that needs to be addressed moving forward.

#### **VI. Professional Relations Committee (Sarah Wyatt)**

This committee handles grievances that are not related to promotion and tenure. Chair reminded senators that the nomenclature has officially changed and the former “Group” structure is obsolete, therefore there are a lot of policy changes going on, to update the titles.

#### **VII. Educational Policy & Student Affairs Committee (Betty Sindelar. See Appendix B)**

Committee Chair discussed proposed resolution for Accelerated Graduate Pathways (AGP), which would allow undergraduates to take graduate-level courses. Specifically noted is that departments are not required to develop AGP’s, and that the proposal sets minimum requirements, with programs able to develop stricter limits.

A senator asked about “double-counting” (counting courses for both undergraduate and graduate credit), and whether this would reduce the credit requirements for a graduate program. A potential issue with program accreditation was cited.

Answer: in general, the graduate credits would reduce the undergraduate credit-hour requirements. However, individual programs can set their own requirements.

The current state is that 10 out of 12 Ohio public higher education institutions have AGP’s in place, and 7 out of these 10 allow double-counting.

A senator commented that this is one potential way to make up for credit production losses due to College Credit Plus, by keeping students on campus taking graduate courses rather than graduating early.

Senator question: in programs where candidates with experience in the profession can test out of requirements, can undergraduates do this as well? Answer: individual programs can set those policies.

Senator expressed concern that the rigor of the graduate courses would be diluted if undergraduates were in the same class. Answer: rigor should be protected in both programs (graduate and undergraduate). Not all students would qualify for an AGP, and programs can set their requirements.

A senator noted that high school students who take College Credit Plus courses are also double-counting (high school and college).

A senator asked if there are programs for which AGP is not appropriate? Answer: yes, some programs will not lend themselves to being able to provide an AGP. Each program can decide.

A senator expressed concern that students coming in with a large number of College Credit Plus credits could potentially be taking grad courses in 1.5 years. Answer: some Honors students are already at this position.

### **VIII. Finance & Facilities Committee (Susan Williams)**

Committee Chair noted the Finance and Facilities Committee provides feedback and monitoring of the allocation of resources throughout the university. The goal is to increase transparency of financial decision-making and to serve as conduits of financial information back to the colleges. Members also participate in other committees such as Budget Planning Council, Benefits Advisory Council, and CPAC (Capital Planning) that address questions related to financial and facilities matters. Recent matters include procurement systems and travel systems.

## **VII New Business**

No new business

Faculty Senate Chair reminded senators about the Money Matters sessions and that they should send questions to her, invited Senators to attend or stream the President's State of the University address at Faculty Convocation, and mentioned that the website for Faculty Senate was updated over the summer.

Move to Adjourn by Wyatt, second by Reader.

**VIII Adjourned at 8:55 p.m.**

## Appendix A

### Sense-of-the-Senate Resolution on

#### Erosion of Tenure and Faculty Positions/Workloads during Budgetary Restrictions

#### Promotion & Tenure and Professional Relations Committees

Approved - May 6, 2019

**Whereas** budget constraints on Ohio University are accelerating the erosion of tenure at Ohio University through attrition of tenure track faculty, and a resulting increase in the ratio of non-tenure track to tenure track lines;

**Whereas** tenure is the means by which academic freedom, the creation of new knowledge, shared governance, and curricular integrity are encouraged and protected;

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

**Whereas** cuts in recent years have continued to flatline or even decrease the number of tenure track faculty in most departments, even though President Nellis and EVP & Provost Djalali have publicly stated their desire to raise the research profile of Ohio University;

**Whereas** finding pathways to move non-tenure track lines to tenure track lines would help support the research mission and since movement from NTT to TT can be achieved through multiple avenues, including the conversion of nationally hired NTT faculty to TT as appropriate; and

**Whereas** the upcoming integration of RHE faculty into the Athens campus departments will require due diligence afforded to appropriate TRS scores and promotion and tenure guidelines;

**Be it resolved that** the University use its ability to hire tenure track faculty on variable workload distribution (Faculty Handbook II.A.1.B) to protect both the research and teaching mission of academic departments, *with* the expectation that all tenure track faculty contribute to some extent to all areas (TRS) of the mission of the university;

**Be it resolved** that since the Faculty Handbook (II.A.1.B) allows for variable workload distribution for Tenure track faculty, departments, schools, and colleges, in sync with their mission, define the mechanisms and conditions by which to hire, tenure, and promote teaching-intensive or research intensive faculty. (Not solely to be driven by budgetary concerns.);

**Be it resolved** that those responsible for hiring requests and decisions will hire, whenever possible, tenure track faculty at differential workloads before defaulting to non-tenure track Instructional faculty. Reliance on part-time, fixed term contract instructors should be rare;

**Be it resolved** that while recognizing that departments need flexibility to make certain determinations, the Senate and Provost's Office collaboratively create mechanisms for establishing appropriate pathways from non-tenure track to teaching- or research-intensive tenure track lines;

**Be it resolved** that potential implicit or invisible effects of changes in distributions be considered when making decisions. For instance lowering service expectations not only effects shared governance and engagement internally, but would also have consequences for Ohio University's faculty's ability to raise the national and international profile of faculty through engagement outside of the university;

**Be it resolved** that faculty workloads be transparent and fairly evaluated with clear metrics for faculty evaluation based on differential workloads; and, that evaluation and promotion and tenure criteria reflect actual workload distribution of faculty, including teaching-intensive, research-intensive or balanced faculty lines as appropriate to their mission; and

**Be it resolved**, we request that if this resolution is supported by the Faculty Senate the Provost signs this Sense of the Senate resolution in support as outlined in VI.B.4.F of the *Faculty Handbook* ("The Provost may sign the resolution as reflection of support for the Senate's position").

## Appendix B

### Resolution to Modify Use of the term **Experiential Learning** in the 2019-20 Undergraduate Catalog

Educational Policy and Student Affairs (EPSA) Committee

Faculty Senate

**Approved - May 6, 2019**

**Whereas** the OHIO Board of Trustees approved the introduction of the Career and Experiential Learning fee in January 2018;

**Whereas** Career and Experiential Learning fee is intended to provide “support for certain internship and other experiential education activities, opportunities for employment upon degree attainment, career and leadership development services and programming, employer recruitment, and alumni professional engagement”;

**Whereas** OHIO introduced the Career and Experiential Learning Fee (\$6 per credit hour, capped at 12 credit hours per semester) for undergraduate degrees beginning with the OHIO Guarantee 2018-19;

**Whereas** the OHIO University Undergraduate Catalogue 2018-19 uses the terms *experiential learning* and *portfolio-based assessment* interchangeably to refer to providing “credit for college-level experience gained through employment or other experience” through a “specific process to compile a portfolio of learning that is reviewed by appropriate University faculty members and assigned a credit value”;

**Whereas** the Ohio Department of Higher Education’s Prior Learning Assessment Initiative uses the term *prior learning assessment* to refer to credit by examination, military credit, and portfolio-based assessment.<sup>2</sup> ODHE uses the term *portfolio-based assessment* for when “students develop a summary (paper or electronic) of their learning experiences outside the traditional college classroom that is then assessed by the institution to determine whether academic knowledge and skills have been acquired”<sup>3</sup>; and

**Whereas** OHIO’s University Curriculum Council proposes a broader use of the term *experiential learning* to describe the process whereby knowledge is created through the transformation of experience using activities that are intentionally designed to develop students’ knowledge, skills, and attitudes through experience related to a field. Contexts of experiential learning include (but are not limited to) internships, apprenticeships, clinical experience, fellowships, cooperatives, field work, practicums, community engagement (service-learning, community-based research, volunteering), interactive simulations, role-playing, performance, professional internship / student teaching, study abroad / cultural immersion, research (basic, applied, lab, industry, community), live case studies, job training, and student organization leadership.

**Be it resolved** that the OHIO University Undergraduate Catalogue be changed to remove the term *experiential learning* and adding the term *prior learning assessment* when referring to *portfolio-based assessment*:

1. Options for Receiving Credit subsection of the Academic Policies and Procedures section

**Prior Learning Assessment.** You also may be able to earn credit without attending formal classes through two opportunities offered through OHIO's Office of Instructional Innovation. Prior learning assessment is designed to provide credit for college-level experience gained through employment or other experience. You follow a specific process to compile a portfolio of learning that is reviewed by appropriate University faculty members and assigned a credit value. Course credit by examination allows you to study or review a given subject and be tested on the subject within six months of enrollment, after which a letter grade is assigned and credit is awarded based on performance on the examination. Prior learning assessment and course credit by examination may be available on request; each request is evaluated on a case-by-case basis to determine if the option is appropriate to meet the student's goals. These options are not eligible for financial aid. More information is available at [www.ohio.edu/ecampus/credit-for-experience.html](http://www.ohio.edu/ecampus/credit-for-experience.html) (See also eCampus information in the catalog.)

2. Transferred Credit from Ohio Colleges and Universities subsection of the Academic Policies and Procedures section

**Transfer of Nontraditional Credit.** Credits earned at a state-supported institution located in Ohio through pass/fail options, credit by examination, prior learning assessment, and by other nontraditional methods will be applicable to the equivalent courses when available at Ohio University. If there are no equivalent courses and if the courses are not applicable to the statewide guarantee equivalencies, Transfer Module, General Education requirements, or specific programmatic requirements, the courses will count as free electives. However, some programs or degrees have limitations on the number of nontraditional credits which can be counted, or there may be a limit to the fields in which these credits may be taken. In these cases, credit shall be applied for transfer students in the same manner as for native students.

3. Official Grades subsection of the Academic Policies and Procedures section

TXNAPrior Learning Assessment.No

Effective Fall Quarter 2007-08.

4. Requirements subsection of the Graduation Requirements – University section

No more than 30 semester credit hours earned in prior learning assessment may be applied toward a bachelor's degree, and no more than 15 semester credit hours toward an associate's degree. Successful completion of [UC 2030 - Credit for Work Experience: Portfolio Development](#) is a requirement for prior learning assessment.