

**Ohio University Faculty Senate
Agenda for Monday, October 7, 2019
Room 235, Margaret M. Walter Hall, 7:10-9:00pm
Meeting Minutes DRAFT**

In attendance

- *College of Arts and Sciences:* D. Clowe, C. Crawford, J. Dyer, H. Edwards, M. Gurien, P. Jung, M.K. Hurley, G. Matlack (sub for G. Chen), L. McMills, R. Muhammad, B. Owens, R. Palmer, W. Roosenburg, N. Sandal, E. Stinaff, S. Wyatt
- *College of Business:* J. Hiler, A. Pueschel, D. Ridpath, J. Andzullis (sub for A. Rosado Feger)
- *College of Fine Arts:* M. Franz, H. Siebrits, D. Thomas (sub for V. Marchenkov)
- *College of Health Sciences and Professions:* C. Miller, B. Sindelar, S. Webb

- *Heritage College of Osteopathic Medicine:* C. Stork, J. Wolf
- *Clinical:* A. Healy
- *Patton College of Education:* S. Helfrich, C. Lowery, L. Harrison
- *Regional Campus – Chillicothe:*
- *Regional Campus – Eastern:* J. Prather (sub for P. McMurray-Schwarz)

- *Regional Campus – Lancaster:* S. Doty
- *Regional Campus – Southern:* Y. Shao-Lucas
- *Regional Campus – Zanesville:* S. House, A. White
- *Russ College of Engineering:* J. Cotton, G. Riefler, D. Schwerha
- *Scripps College of Communication:* B. Bates, E. Hendrickson, K. Raney, B. Reader

- *Voinovich School of Leadership and Public Affairs:*
- *Athens At Large:* G. Michaud
- *Regional Higher Education:* T. Pritchard

Excused: B. Franz, V. Marchenkov, A. Rosado Feger, S. Williams

Absent: B. Branham, S. Chen, K. Geist, C. Hartman, D. Kauneckis, N. Manring, D. Nickles, J. O’Keefe, S. Spjeldnes, J. White

- I. President M. Duane Nellis, Executive Vice President & Provost Chaden Djalali
- II. Roll Call and Approval of the September 7, 2019 Meeting Minutes
- III. Chair’s Report—Robin Muhammad
 - a. Welcome: Money Matters Session Reminder
 - b. Updates & Announcements: Status of One OHIO
 - c. Ohio Faculty Council Election
 - d. Upcoming Senate Meeting: November 7, 2019 from 7:10-9:00pm in Walter Hall

- IV. General Education – Katie Hartman

V. Promotion & Tenure Committee – Jackie Wolf

VI. Professional Relations Committee - Sarah Wyatt

VII. Educational Policy & Student Affairs Committee—Betty Sindelar

Resolution to Create Accelerated Graduate Pathway Policies – Second Reading

VIII. Finance & Facilities Committee—Susan Williams

IX. New Business

X. Adjournment

Called to order @ 7:09

President Nellis

- Reminded senators of Money Matters presentation on October 16. They have received a lot of input for that session.
- Provided an update on the fraternity situation:
 - 15 fraternities have been suspended
 - As of this morning, 9 of them are under investigation. IFC activities have been paused.
 - The #1 priority is student safety and we want to make sure fraternities are operating the way they were chartered (service to each other, commitment to community, doing good).
 - These events are disturbing and saddening.
 - He wants them to work with their leadership and look at best practices for frats so they can move forward in a positive way.
 - He has had a lot of communication with people including alumni, split between those supportive of their (Hall-Jones and Pena) decision and not so supportive.
 - The Hazing Prevention Task Force is moving forward (this initiative started before these events all happened). Website is available for information. This task force is looking for best practices in doing away with hazing.
- Fearlessly First Initiative
 - Working with Deans to communicate with others (faculty, student leadership, etc.) to get word on the strategic framework initiatives out there (Gen Ed, One OHIO, etc.). These initiatives have evolved over time.
 - OneOHIO curriculum alignment, operating as one institution across locations..

- Continuing to work on other aspects of the strategic framework (budget mentioned in particular).
 - Met with Deans
 - Will start having all the VPs and Deans meet together to have dialogue on university-wide budget strategy
 - “Everything is on the table,” not just academics (though keeping this at the core of the mission), also Finance/Administration, student affairs, etc.
 - Reminded everyone of Gen Ed poster session this coming Wednesday. Asked senators to encourage colleagues to attend.
- Enrollment update
 - Enrollment continues to be a challenging dialogue. Strategic Executive Enrollment Committee working on this
 - Updates in The Chronicle of Higher Education show enrollment collapse across universities (not just ours).
 - Our freshman enrollment was about 300 lower than target, also same level below where we were a year ago
 - These dips have trailing effects (four years of enrollment)
 - Largest graduating class in May, huge class that went out of the system.
 - Overall campus enrollment (loss of large graduating class, retention (85%), persistence -10%/yr)
 - Retention Rate 81.5% (Says)
 - Lose about 10% from freshman to sophomore year
 - OVERALL enrollment – 32,637 (down from 34,400 last year) Down ~1800 overall
 - Online enrollment 7,242, has flattened out, formerly this was a big growth area (about 50% is the RN to BSN program, demand is flattening out despite being in 20 states)
 - Fall Freshman class:
 - Average GPA 3.55 (record high)
 - 20.3% came from Top 10% of their class (up from 17.6% last year)
 - Attributes this in part to new OHIO Honors program (about 350 enrolled)
 - International students at 1,153, down from around 1,200 last year; being very aggressive with this recruitment (374 are undergraduates);
 - International student enrollment downturn is due to an assortment of reasons, across the nation. We are trying to to grow the population of international undergraduates
 - Currently: 198 from China, but 117 different countries are represented in our student body. International students enrich our campus, just like all of our other students.
 - New aggressive scholarship programs, especially for out of state students but also for in-state.
- Craig Cornell has left, Candace Boeninger is serving as interim; we are reconsidering what this role should look like and could involve some restructuring, Nellis is working with colleges and Deans on this position.

- Barb Nalazek is serving as interim counsel; a search committee co-chaired by Djalali and Shaffer with two trustees included expects to identify final candidates by end of this month and invite them to campus.
- Faculty Highlights
 - News Makers Gala
 - 356 faculty recognized in over 2,000 media outlets; some highlights:
 - Dr. Witmer's research on dinosaurs
 - Math Education doctoral program
 - Dr. Theo Hutchinson
 - Jason Trembly from Engineering, received a \$1.5 M grant from USDoE
 - Laura Larson, photography
- Two important task forces have been meeting:
 - Opioid Task Force
 - How we can serve our local region
 - Lots of new initiatives regarding coordinating our efforts to take on this issue
 - Corporate Relations Task Force/Corporate Engagement Office (Kevin King)
 - Research and advancement combined
- Board of Trustees upcoming meeting: (10/10 and 10/11)
- Alumni Gala this Friday (10/11/19)-top alumni awards
 - Homecoming Parade and Game Saturday 10/12/19
- Strategic Framework website (President's Office), leave comments and input
 - Lots of forums will be happening this year, lots of opportunities for input
 - Strategy and how to support strategy via budget
- Diversity and Inclusion won a HEET award for the second time.

QUESTIONS

- Senator Wolf asked a question about administrative bloat; worried that Deans and VPs will be strategizing on budget. In HCOM, we have 19 Deans, many Chiefs, 78 Directors – how many of these upper level administrators are there in the individual colleges and do we need this?
 - Nellis: agrees this needs to be looked at, but argues that budget is impacted by a lot, not just bloat (e.g., state support). Restructure BPC to get input from all stakeholders.
 - Wolf: Administration begets administration; we need good faculty reps on this
 - Nellies: agree; want to make this more interactive with faculty, staff, students, etc. (referring to BPC)
 - Concern with how many administrator positions exist (Wolf)
 - Nellis: tuition has increased and not all is bloat, look at State support
- Student – What is the process and/or timeline for fraternity investigation?
 - Nellis: not sure; being investigated by Student Board of Conduct, they each have their own timeline
 - Frats not facing charges may come back fairly quickly, but others will take longer; can ask Pena or Hall-Jones, handled on a case-by-case basis.

- Cogswell (Student Affairs) texted someone to find out, noting that this is a very complex issue
- Senator Reader commented that looking at Institutional Research data, Nellis inherited some of these budget issues; previous administration saw the enrollment bubble and expanded the administration hugely; as we return to a more sustainable level, suggests restoring better ratios of students to faculty; wants faculty to outnumber administrators.
 - Nellis: will look at everything; admin role was redefined 2 or so years ago, some roles were redefined as administrative, for example, dedicated advisors who are not faculty members.
 - Senator Reader commented that faculty often serve as advisors in colleges; understand what Nellis is saying, but pushing for better balance (pre-bubble levels)
 - Senator Roosenburg agreed that Nellis didn't create the problem, however, cost of running Arts & Sciences has been relatively stable since 2016 but their contribution to admin has increased 40%; this needs to be looked into.
 - Nellis: we need to break those numbers down to understand the issues.

Provost Djalali

- Announce by Wednesday Faculty/Staff Committee looking for new CoB Dean
 - All people nominated for the committee accepted their nominations.
 - Will have calendar of happenings for this including opportunities for feedback and interaction.
- SEEC Committee
 - Update on enrollment. 990 students down on Athens campus.
 - 4-year graduation rate up 6 points in 2 years
 - Issue: financial model projected students staying 5 years
 - How do we factor in CC+? Students coming in with 30 or so credits already
 - Need to develop 3+1 programs, etc.
 - 2 new initiatives for financial aid not offered before, strategic targeting (in state and out of state)
 - Enrollment projection models across many universities have been off.
 - SEEC went with a model that will be presented to the Board of Trustees
 - “We are an academic institution and that’s what will drive our strategic initiatives”
 - The budget is there to support the academic mission.
 - “Everything is on the table...we’re going to look at the numbers”
 - “When we moved to RCM, in the middle of an enrollment bubble, every college was by itself...we need to look at the colleges and how many admins they need...”
 - Need more communication, need everyone to be involved over the next few months
 - Will spend money from reserves if things keep going the way they are, so Deans and Provost have met and decided the strategic mission/academics need to drive the budget.
 - Will communicate with BPC members soon (no specific date provided)

- Working through a process to strategically define who we are, so we can move forward with a sustainable budget model.

QUESTIONS

- Student – are you referring to college budgets or whole university?
 - Djalali – the whole thing, the university; talked a bit more about how this can't be done in isolation, college by college, rather we need to all talk and work together to collectively understand. We have a very decentralized culture, we could do greater things if we work together.

ROLL CALL

MINUTES

Doty

Sandal

Approved

CHAIR'S REPORT

- Money Matters reminder: October 16, Bentley 140, 4:30-6:00. ASL interpreter and can participate remotely via Teams.
 - 40 questions submitted; happy to share out if you're interested, please email the Chair
 - D. Shaffer will provide answers to questions, providing numbers
 - This is part of a continuing conversation about budgets
 - Links to be sent out to join via Teams
- One OHIO status
 - Community Relations group was paused; an articulation of how One OHIO will move forward with a new project manager will be forthcoming
 - Brad Cohen and/or Nicole Pennington can perhaps talk about this next month
- Religious accommodations
 - Faculty need to allow legitimate absences; working with Gigi Secuban on communicating this
- Text book system
 - Instructors have to list required/recommended course materials along with estimated cost before students register for the course.
 - No colleges were entirely in compliance for this current semester (across OHIO 6,470 sections without books listed)
 - Need to do this to be in compliance and to assist students financially
 - Encourage colleagues to fix this!
- Ohio Faculty Council Election
 - Call for candidates, S. Helfrich only candidate
 - Vote:
 - Wyatt, Doty
 - Approved
- Board of Trustees this week: discussions expected on budget, strategic framework
- Next meeting: November 4, 2019 @ 7:10

GENERAL EDUCATION

K. Hartman, S. Wyatt, B. Quitslund, T. Eisworth, E. Sayrs

See PowerPoint handouts provided to the group

Sarah Wyatt

- Reviewed need for Gen Ed reform
- Gen Ed principles
 - Learner centric
 - Faculty driven
 - Inclusive
 - Challenging
 - Flexible
- Common Goals accepted by faculty (May 2014)

Katie Hartman

- Statements of intent: what is the purpose of the General Education program?
 - OHIO BRICKS
 - Bridge, Reason, Integrate, Communicate, Know, Synthesize

Beth Quitslund

- Model continuum: categorized by how the learning goals are distributed across the curriculum
 - Distributed – Blended – Integrated
 - Distributed: the “buffet” model...courses transmit individual learning outcomes
 - Integrated: tightly woven-together curriculum
- Model 1
 - Integrated, 40 credit hours
 - See slide describing model and advantages/disadvantages

Todd Eisworth

- Model 2
 - Blended, 40 credit hours across 4 categories
 - See slide describing model and advantages/disadvantages
 - Made a note that the “requirement of faculty to coordinate with others to develop multi-disciplinary clusters of coursework” might not be considered a “limitation”; but rather what we want as academics.
 - In fact, any of the models that have an integrative aspect are great!

Katie Hartman

- Model 3
 - What would happen if we retained our current distributed model, but met the learning goals and HLC requirements.
 - Distributed, 43-67 credit hours in order to cover the Common Goals (assuming no double-counts)
 - See slide describing model and advantages/disadvantages
- Timeline: Goal is implementation Fall 2021
- Upcoming presentations and Open Discussion Q&A

- See dates in PowerPoint, will also be available remotely through Teams (email Katie for set-up)

QUESTIONS

- Senator House: remote access will be available?
 - Katie Hartman: yes, just email her so she can set you up; this reminder is also on the Gen Ed website
 - Sarah Wyatt/Katie Hartman: posters will also be available on the website; can email comments
- Senator Siebrits: Fine Arts is not represented?
 - Katie/Beth: in Model 1, it's in Arts & Humanities (Bridges, Pathways); in Model 2, it's differentiated from Humanities
- Senator Jung: computer programming is essential, where is it?
 - Katie: Gen Ed committee, take note of this comment
 - Amy White: Logic and mathematics/statistics could get at this?
- Senator Thomas: Capstones, where do they go? Major or Gen Ed?
 - Katie: Capstones could be in the major, but don't have to be.
- Senator Gurien: learning communities, where are they?
 - Katie: pointed out where they are (just have a different names)
- Senator Reader: Models 1 and 2; 2 writing classes but nothing on interpretation or comprehension (media literacy, etc.)
 - Katie: Gen Ed team, take a note on this
- Senator Prather: CC+ students bring in 30 or so credit hours, this is all of Gen Ed; how will this work with a new model?
 - Katie: Model 1 will be the most difficult to transfer into; Model 2 with Foundations and Pillars will be more transfer-friendly.
- Senator Palmer: How do foreign language fit in?
 - They don't, explicitly. They could be considered within some of the categories.
- Senator Owens: Multidisciplinary courses...please share more about this in Model 2
 - Katie: There's a topic for Arches and it includes 3 courses, each course focuses on a unique disciplinary lens of that topic
 - Senator Schwerha: Would there be enough courses available so students could do this type of thing? (concerned about logistics)
 - Katie: There would be a series of options (not just 3 total courses); need to make sure there are enough themes/topics and courses to make it work
- Senator Thomas: Thank you to Katie and the Gen Ed committee, this is an enormous amount of work

COMMITTEE REPORTS

PROMOTION & TENURE (Jackie Wolf)

- Will meet next week on a P&T denial for early tenure
- Will discuss language reaffirming how faculty are hired, specifically, their relationships to departments. They will bring forward a Sense of the Senate document. Currently there

are a number of faculty that have no department “home,” which means no evaluation, promotion, etc. policies.

PROFESSIONAL RELATIONS COMMITTEE

Sarah

Robin asked Sarah Wyatt to facilitate a discussion on OHIO's software and storage issues

- Reminded faculty of email sent from OIT
 - OIT is trying to restrict storage and software options (e.g., Dropbox) and communication software (e.g., Zoom)
 - Three-step approval process for software purchases.
 - Restrictions around software include Zoom, which was purchased for the Regionals for their remote communications.
 - Senator Roosenburg: If we get research money and say we want Dropbox in that grant, we can't install it?
 - Sarah/Clowe: You can't buy it with a P-card, you can't install it
 - Senator Clowe: Even if the software is free, if you have to accept terms and conditions, you are not allowed to accept.
 - Faculty guest: This is a wider issue; maybe OIT has too many people and are micromanaging; They have no idea what they're saying and it's having an impact on the academic mission; they are disconnected from academics. When she went to the Provost and asked if she should give back DOE grant money, suddenly the problem was solved. OIT and Purchasing need to consider the consequences of certain decisions. At some point, at a higher level, we need to stop this kind of thing from happening. President and Provost might not be aware of the magnitude of this problem.
 - Senator Reader: It used to be that OIT was the Office of Instructional Technology; and is concerned that they might have lost track of that mission.
 - Senator Sandal: What do you need from us?
 - Senator Wyatt: Have faculty give their reps the data (how many faculty are having issues, etc.) and send to me so we know how many this impacts
 - Chair Muhammad has talked with Nellis and Djalali; they were somewhat surprised about this issue; need to give them feedback
 - House: Deadline for feedback?
 - Senator Wyatt: Two weeks
 - Senator Stinaff: Is what I want to give in class going to be prohibited? Impacting academic freedom?
 - Senator Wyatt: Yes
 - If you have comments, email Sarah Wyatt, wyatts@ohio.edu.

EDUCATIONAL POLICY & STUDENT AFFAIRS (Chair, Senator Betty Sindelar)

- Second Reading of Resolution to Create Accelerate Graduate Pathway Policies
 - Discussion:
 - Senator Reader: Ran it by his college directors, everyone wants this
 - Put to vote: Doty, Wyatt
 - Senator Schwerha voted no
 - Senator Matlack abstained

- Approved
- 44.120 (check number) Service Animal Policy
 - Doesn't cover emotional support animals.
 - Service animal options: dogs and ponies.
 - No registration needed for animals.
 - Two questions faculty can ask a student:
 - Is this animal required because of a disability? If yes, then
 - What specific task was this animal trained to do? If the student cannot answer this, it is not a service animal and is not allowed.
 - The animal cannot be disruptive, must be under control at all times, must be healthy, must be non-threatening; if any of those things are not happening, you can ask the student and animal to leave.
 - Any questions, call the Office of Student Accessibility Services
 - There is some flexibility around implementing this policy (e.g., allergy issues, labs).
 - Faculty members can allow emotional service animals, and technically that can be any animal.

FINANCE & FACILITIES (Report from Chair, Senator Susan Williams)

- F&F gathering information on coverage for leaves of absences as part of benefits package, including sick leave, FMLA, etc.
- BAC reviewing proposed changes to online program availability that would expand opportunities to employees (not spouses or dependents).
- BAC reviewing educational benefits for dependents (send comments to Susan or Robin) as part of managing costs. No final recommendations have been made.
- F&F members making recommendations to colleges to form specific budget committees that include faculty to improve transparency (send comments to Susan or Robin).
- Chair Muhammad will send this report out to faculty.
- Senator Reader: How does this \$8.5 million factor as a cost? When we adjusted faculty to increase salaries, this was seen as a benefit, now it's a cost? Or is it unrealized revenue?
- Senator Siebritz/ Senator Ridpath: OHIO/the state probably makes some money since people pay taxes?
- Senator Cotton: Some of my best students are here on this benefit, this would be bad to lose.
 - Senator Muhammad: This is a recruiting tool.

NEW BUSINESS

ADJOURNMENT

Doty, Wyatt
9:06