

**Ohio University Faculty Senate
Agenda for Monday, February 3, 2020
Room 245, Margaret M. Walter Hall, 7:10-9:00pm
Meeting Minutes**

- I. Executive Vice-President & Provost Chaden Djalali**
- II. Roll Call and Approval of the December 9, 2019 Minutes**
- III. Chair’s Report—Robin Muhammad**
 - a) **Updates & Announcements: Chair Visits to Regional Campuses**
 - b) **Upcoming Senate Meeting: March 2, 2020 in Walter Hall, Rm. 235**
- IV. Reimagining General Education presentation: Katie Hartman**
- V. Executive Committee: Sara Helfrich**

Resolution to Reimagine and Revise General Education – **Second Reading & Vote**
- VI. Professional Relations Committee—Sarah Wyatt**

Promotion & Tenure Committee— Jackie Wolf

Sense of the Senate Resolutions:

 - a. **On Guiding Principles for One OHIO Integration of Tenure-Track Faculty – **First Reading****
 - b. **On Guiding Principles on Revising Departmental/School Promotion and Tenure & Promotion Documents – **First Reading****
- VII. Educational Policy & Student Affairs Committee—Betty Sindelar**
- VIII. Finance & Facilities Committee—Susan Williams**
- IX. New Business**
- X. Adjournment**

Meeting called to order at 7:09.

NOTE: A representative from OIT was present to manage the Microsoft Teams room. Senators who participated in the meeting via Teams are counted for attendance, but they are not eligible to vote on resolutions.

EVPP Djalali:

1. President Nellis could not attend due to travel.
2. Ohio University is complying with the request to restrict any travel to China due to the novel coronavirus situation. The CDC has declared a Level 3 alert. Currently two students in the state are suspected of having the virus, but no cases have been confirmed in Ohio up to today.
3. EVPP Djalali reminded Senators that the situation presents the potential for discrimination against Chinese individuals, please be alert and careful.
4. OU is in contact with the Department of Health and following their recommendations.
5. This past weekend he viewed the Navajo Math Circles weaving exhibit at the Kennedy Museum, highlighting the work of OU faculty working in an interdisciplinary way, and it was fantastic.
6. Dean search update for the College of Business: first round of application reviews is complete, a cohort has been identified, remote interviews will take place the week of Feb. 19/20. The goal is to identify 3 or 4 finalists on campus by the end of the semester. The current dean does not want to go beyond June 30th.
7. The Board of Trustees gave approval to work on voluntary separation plans for faculty. Human Resources and Legal are working together, details will be released on Feb. 5.
8. EVPP had a constructive meeting with the Senate's Executive Committee and strongly supports the two resolutions related to One OHIO expected to be presented during this meeting.
9. Acknowledged that there is a perception that we need more shared governance, had a constructive conversation about the need for documents and information about One OHIO, specifically to show that there is shared governance. Fruitful conversation about how Senate can assist this process, for example, with promotion and tenure issues. Thankful that Senate has stepped up to help.

Questions:

Senator: why are there no early retirement or separation incentive plans for instructional faculty? Instructional faculty have been included in prior programs, and while she acknowledges that contracts can simply not be renewed, voluntary separation could be the right thing to do. It may work out for some instructional faculty, and it would help morale.

Answer: There are legal ramifications to the voluntary separation process. This is just the first step of what's happening. Another plan is an Early Retirement with custodial staff.

Senator: but it's instructional staff who are targeted and feel on the line.

Answer: There is no targeting. We are trying to mitigate and solve our budget problem. On the flip side, we are looking at things on the Administrative side. What else can we do to help the budget, including another round of Administrative cuts. One step at a time.

A senator raised the issue of Gen Ed reform. This is the most important step forward for Gen Ed that we are about to take on in two decades. He chaired last unsuccessful effort. Very distressed at the time, saw it as a lack of concern/commitment for what is at heart of mission: general education for undergraduates. It's important that we pass this initiative and do it right. Lots of good hard work done, lots still to do during implementation and approval. There are new goals to assess and adopt, important and worthy, new in curriculum and need to consider them carefully to do right. There's a complicated approval process. Work that faculty, dept., and college committees and UCC have to do, processing a lot of courses over next year or more. Work done in departments to determine how do we align and adjust, just to start. Then deliver the new curriculum in the period of adjustment, finding where the kinks are, where we need courses, etc. GEN ED is very important but can't just ratify, have to commit to doing it right, which means having right resources. Faculty can't stop delivering the old while they develop the new. All work needs to be done right. Idea: recent firing, future firing, not replacement, make it less likely that we can do Gen Ed right. The next few years are critical to the Gen Ed program. Without adequate support and personnel, this new program is in danger of being a mere shadow of its promise, all sizzle but no steak. He called on EVPP, President Nellis, Trustees, etc. to support Gen Ed and give back the non-contracted faculty, drop plans to get rid of more faculty, replace retirees, whatever right-size is, this is the wrong time to shrink. He will urge senators to defer final approval until Admin commits to support so Gen Ed can be done right.

EVPP: we are committed to doing Gen Ed right. It is vital for the future of our institution and vital for our students. This initiative is faculty-led, and students support it. Regarding commitment: Administration is committed to its success. The Gen Ed team talked to him, asked for resources, money, instructional resources, and they got what they asked for. Regarding the right-sizing: we are faced with balancing budget and everything is on the table. We do not want to tie the hands of the people implementing Gen Ed...there is a strong commitment that this will happen. We do not have a hiring freeze, but new positions are reviewed with student success as the focus and center of the decision. If a position needs to be filled for student success...we will fill, but if we can't connect it to student success then it might not. It would be irresponsible to launch Gen Ed without proper resources, therefore the resources are going to be there. For the sake of the students, we have no choice. One of the causes of the budget problem is enrollment...and he has heard there are transfer problems due to Gen Ed misalignment. EVPP is personally accountable for this initiative being successful. We have no targets for voluntary separation, or retirement. If key personnel were to leave, we need to fix that problem, and we will. There is strong commitment to make Gen Ed successful. This is an example of grassroots, successful initiatives. But we need flexibility to determine how this is going to happen.

Senator: reducing faculty right now is akin to drawing blood from runner before marathon. It weakens us at a critical point.

Senator: One OHIO question. The initial RHE study committee had 5 faculty of 16 members. Final report went to Board of Trustees in March, but was not made public until 3 months after. There have been no updates to website since July. Cochairs have “communicate regularly to community” as a responsibility, but there has been no update since July 19. The bulk of the work was done by Kennedy & Co., how much were they paid? Why not have executives do this work, who are already on the payroll and qualify for bonuses? Workstream committees has 16 committees, 9 of which are led by administrators. Nine of the committees have 60% Administrative representation and 30% Faculty representation. The RHE report recommends another VP position, where does that money come from? EVPP wrote that the the RHE report was “well received by all”. What is the evidence that there is strong support “by all”? Also the phrase “at pace” is concerning...is it circumventing shared governance?

EVPP: had this conversation with Executive Committee. Close to 70 faculty were involved in working groups. Communication will come and if these are questions that need to be addressed then they will be addressed, we will answer those questions. Some working groups are still working. EVPP wants to document how many other faculty members are in these working groups. Key question, what is “well-received”? He has asked around and consulted with some people, but this may need to be documented.

He knows that some topics create anxiety, for example Tenure & Promotion. Faculty Senate pointed out there was a problem, EVPP agreed, and he supports the resolutions that were presented to him. We need to keep moving forward , let’s move together and look to reach reasonable solutions. Co chairs Pennington and Cohen invited to comment...declined to comment.

ROLL CALL by Secretary

Attendance by Senators online via TEAMS is noted.

CHAIR’S REPORT

1. Currently on a visiting tour of all regional campuses. At Eastern campus last week.
2. On Feb 21-23 there will be a conference, partly sponsored by the department of History, “Settling Ohio.” Great opportunity to talk about the region.
3. Spoke with Sr. VP Schaffer with questions about the voluntary separation. VP said details would first go to those who qualify, then a more general communication
4. Next meeting March 2 in Walter Hall.

REIMAGINING GENERAL EDUCATION—Katie Hartman, Chair of UCC General Education Committee

1. Executive Committee presenting resolution in support of Reimagining General Education.
2. Brief summary, process and recommendations. (See attached presentation)
3. Considerations and constraints:
 - a. Our mission is to contribute to intellectual and professional development of our students through emphasis on liberal arts education.
 - b. Common Goals were approved in 2014.
 - c. Faculty Senate directives: changing learning outcomes, incorporating assessment.
 - d. Ohio Department of Higher Education has requirements for credit hours and credit distribution.
 - e. Higher Learning Commission had identified requirements in assessment and using results to improve General Education.

- f. Previous minor revisions to Gen Ed, but no major revision in 40 years.
- 4. Process:
 - a. Outlined in presentation
- 5. Feedback, revisions:
 - a. Advisory group with 32 members including students, Athens faculty, and Regional faculty.
 - b. Presented to 10 unique groups, with 18 formal presentations (including 4 to Faculty Senate).
 - c. Poster sessions, feedback sessions, presentations and information events.
 - d. Combined feedback to come up with one model.
 - e. Final recommendation submitted to EPSA, Student Senate, and UCC. Approved by all.
- 6. Betty Sindelar, Chair of EPSA: Had presentation by the Gen Ed group, voted on Dec 3rd, approved model as presented, with some concerns, (1) HTC would be exempted from Gen Ed (as now), Higher Administration would support the initiative via provision of resources, including prioritizing the need for adequate faculty to implement the model, and any changes to College-specific Gen Ed requirements would be driven by faculty of the college.
- 7. Lydia Ramlo, Student Senate: Senate passed SB12 supporting Gen Ed reform on Dec 4, with lots of student support. Had lively discussion, and are pleased by the innovation in this model and support the change.
- 8. Executive summary of final report distributed to senators. Kaite walked through the model and the requirements.
- 9. Resolution is now up for second reading and vote.

SARA HELRICH, Vice Chair of Senate:

VC Helrich walked the senators through the resolution (attached), then opened the floor to discussion.

DISCUSSION:

Senator: When this came to EPSA she asked for how it affected Associate degree programs...first told this was for bachelor's but now told it also affects Associate degrees, can someone speak to that?

Elizabeth Sayrs: OHIO OTM requirements are embedded in 2-yr degrees, so since this aligns with OTM degrees, it will support the 2-yr degrees. For applied 2-yr degrees, there are fewer OTM requirements and they align with Foundations/Pillars, therefore they align and are not expected to be a problem. Associates in Arts and Social Science degrees, need to be updated, but they have to align with OTM so probably will be better aligned in the end.

Senator: two questions. First, a compliment, because this is great work. He remembers Bill Owens' work, and the committee has done a wonderful job with this.

--Gen Ed task Force and UCC develop or modify curricular policies and process to implement, what does this mean?

Helfrich: this refers to policies for moving things forward through system, approvals, etc. (OCEAN)

Senator: would it streamline this clunky process? This is somewhat of a clunky process, what are some details?

S. HELFRICH: We have spoken with Registrar and OIT because we want streamlining and making it easier, because we don't want process to be the block. Fortunately, this is faculty driven so we want to make a good system. Still working on specifics. We don't want to have the system be a hindrance, help streamline whole system not just Gen Ed but all of these processes.

S. WYATT: Point of clarification, we can't implement a system until we approve the new framework so that's part of this.

Same senator, Question 2: the Provost pledged he was allocating resources, can you give any details of what he promised? Is it more administrators? Or will money go to the right place?

S. HELFRICH: Applied for Konneker funding, to help faculty to create courses, work through the process through the sequence of development. Provost approved a budget focused on faculty, one element is "buying" out a faculty to be a Faculty Fellow to oversee process over next several years, and administrative support for that faculty member. Everything else is lined up to help faculty: stipends, registrar, OIT resources.

K. HARTMAN: Konneker Grant is about training and education for faculty, it comes out of the Foundation Account. Therefore, it needs Foundation approval. Operational money is about help with expedited processes, expedited processing through OCEAN, ongoing assessment, training, faculty training.

Senator: is there money to compensate faculty for the work they have to do?

COMMITTEE ANSWER: YES

Senator: Believes Provost is sincere when he says it's a very important priority. Should be main and principal priority. Due to association with previous attempt, is happy to see current effort, similar to his and Descutner's many years ago. Still, concerned for proper Administration support. They believe they can do all at once: cut faculty, reform Gen Ed, grow Administration. Administration focuses on optimistic marketing, nice slogans, but end up meaning the opposite of what they say. OneOHIO reveals divisions between faculty and the University as a whole. He would like to see something more substantive. He thinks it's possible with all our resources and analytical power, possible to come up with estimate of how much time and money it would take to do this right. While he wants to support this program...but doesn't want to do it in a way that checks the box but is only a slogan that faculty know doesn't live up to reality. Proposes possibly a friendly amendment to involve a more complex and detailed cost analysis. Behind these pledges of support, we have 15 instructional faculty from last year not renewed...does this reduce our teaching power? Do we need to cover these classes? We need to spend a lot of time...suggest that we defer it, ask that Administration be specific and exact and forthcoming in what they define as support for the program.

Senator: She doesn't disagree that we need support, but if we defer our support, we'll be deferring a commitment to students. Students are excited about this. They're involved and engaged and supportive. This says a lot about how they have been engaged and included from the beginning. Employers are looking for flexible thinking and this model has flexible thinking as integral, it makes it a credential that

demonstrates flexible thinking. Facilitates transfer credit. To risk deferring, risks losing impressive and really creative faculty effort to the possibility of consultants being brought in to do it. Doesn't want to risk this.

Senator: This is a faculty driven and student centered proposal. HLC has requirements, we have to do this and we have to do it now, if we don't, someone else will and we will lose control of it.

Senator: Why can't we get more data? Why not get cost analysis? Request to defer vote to March.

Senator: He would love to see firm numbers commitment, but he's been asking for that for 20 yrs, most times don't get it. Right now, if we move forward, we're in the driver's seat. We can make demands for resources, and Administration will have to give. Administration can propose projects without evidence, but faculty have to come up with data. This is a case where we have to move forward, this is an extremely open and well-developed initiative, which he supports wholeheartedly. Shares concerns for administration but we have to move forward.

E. SAYRS: Her main contribution to the project was to get budget approved. It is faculty focused, faculty centered to get it done, and it is a firm commitment with budget attached. It is not fuzzy, it is a firm solid commitment with numbers attached, modeled after the Q2S process.

Sarah Wyatt: Can we make that available to senators?

Senator: Appreciates that, but is it enough?

Senator: Congratulates and commends the team. Thinks beyond shadow of doubt this is far better than we had before. He got into education because of his liberal arts education, and OU stands for this. His alma mater, Xavier's motto is "Building a person for others." This Gen Ed platform is for our students, so we don't rely on curriculum that is 40 yrs old. We are here to serve students, and that's what we should do

Senator: This is a beautiful program, it has faculty commitment, student commitment...buy in all around...provost and administrative commitment, and we cannot lose momentum. Strike now and vote, please do it.

HELFRICH: Call the vote

Motion by Wyatt/ Seconded by Webb

Opposed, 2 Abstained, 1

NOTE THAT ONLY FACULTY PRESENT AT WALTER HALL VOTED

Resolution PASSES

Sarah Wyatt: One OHIO Co-chair for P&T and Faculty Handbook. Over the summer, noted the dependencies on other work streams...in November convinced the One OHIO team that the proper venue for this discussion was Faculty Senate.

Presenting Resolutions from Senate on P&T for One OHIO and Handbook revisions to accommodate OneOHIO.

Jackie Wolf: Presenting Sense of Senate resolutions that don't affect the Faculty Handbook. We want to get this right so please bring your comments. As committee was formulating the resolutions, problems with the integration initiative became clear.

Senator: Regarding the Differential workloads resolution, is there a reason to include campus as a source of "needs" (for example, Regionals vs Athens campus)

S. WYATT: Currently working down in the Handbook and adjusting it. First resolution says if a regional faculty member is integrated into Athens, tenure status and rank stay the same. Running into some issues within this process.

Senator: Current resolution gives no option to choose to go up by "new" promotion/tenure guidelines.

J WOLF: Most T&P processes already have that written into them.

Senator: The only change is getting rid of 3-yr grace period.

S WYATT: That was not the intent and will have to review, the intent was to reassure that the guidelines that they came in under are still their guidelines. Neither of these resolutions changes handbook language

J WOLF: We would like to offer broad guidelines for how departments can fix P&T documents. There's different criteria between campuses and programs, work conditions are different, we want to acknowledge that and figure out how to make this work. We want to get rid of different "classes" of faculty. Do not want to recreate as we merge, all advice is welcome as we provide advice to departments.

Senator: Comments from regional faculty (1) is it OneOHIO or One OHIO?

[SECRETARY interjection: According to the website, it's officially "One OHIO"]

Senator: Should it be considered implied that a probationary that wants to go directly to full be able to do so? This has happened before at Regionals.

ANSWER: We will have to look at that.

Should there be an explicit statement about instructional faculty who've been promoted retaining their status?

S WYATT: Yes, we can clarify that.

Instructional faculty have differential workloads, particularly in Regionals, should they be explicitly included in the resolution regarding differential workloads? Understanding is that the resolution is specific for tenure-track...instructional faculty want to be included in this conversation.

Senator: The initial letter of appointment, at regionals, those of us before Q2S has teaching load different than what they have now, we need to be careful when we rely on those.

S WYATT: That will require a change in handbook language, yet to come. Will have to figure out wording.

Email wyatts@ohio.edu with comments and questions.

EPSA Report (Sindelar)

Guarantee+ presentation from Elizabeth Sayrs last week, go to presentations, ask questions, to understand this.

Dr. Sayrs will present at Faculty Senate meeting in March

PRC Report (Wyatt)

In Fall there was spirited discussion on software issues...still working on that, example, Dropbox is now ok. Making some progress, though slow.

Finance & Facilities: (Williams)

Benefits Advisory Committee tabled discussions on health plans, but no changes for upcoming enrollment.

EVPP Djalali mentioned administrative units have been asked to report back what they did on previous 3 yrs. related to the 7% cut: what happened, what was done, to make sure it was done. Administrative units got communication on Friday, a "look-forward" about changes to their budgets. They are being asked for budget changes.

Chair Muhammad: Deans eval committee process moving forward, senate appointees identified, working with Howard Dewald. Nine college deans being evaluated, ongoing.

NEW BUSINESS:

Senator: We've seen lots of initiatives about One OHIO...question to Brad Cohen.

Are we trying to fix something that isn't broken? Why are we going through this complete renovation of how we are structured and organized, the work and the burden will fall on faculty, but compensation will not be commensurate. Why are we going through this process?

B. COHEN: First, accepts that communication on this project has not been great. Energy and attention has focused on bringing regional faculty along...his understanding is that RHE has been discussed through many committees, then he and Nicole tasked to look at changes due to two primary drivers.

1. Driver 1: Efficiencies in service delivery. Deliver our service at the lowest possible cost to the institution. Overspending in things like IT and support, can we save money so we can support students
2. Driver 2: Communities have asked for things our university can deliver but our structure blocks what we can do for these communities. What we heard was deep us/them division that permeates faculty, staff, and students. In some departments there were exceptions: nursing, communication, social work. Their faculty overcame the barriers and worked collaboratively. Committee seeks to generalize that.
3. Committee had majority faculty representation, it unanimously approved the recommendation, then committees, then workgroups all co-led or led by faculty.
4. Communication to FS has not been good
5. Monday: Strategic framework update
6. DRIVING: reduce costs where we can to better serve students and faculty throughout the system, mobilize resources to better serve community in ways that are not possible within the current structure.

Senator: Do you foresee a financial investment in this? HCOM did this but we had to invest in a lot of infrastructure, especially IT and support. Can you speak to that?

B COHEN: anticipate investment to be necessary, especially IT, one workstream working on multipoint classroom instruction such as the medical school has perfected. One OHIO came before Strategic Framework so now have to readjust. But actively looking right now to get a sense of demand to decide technology and support needs. One group helping departments communicate and collaborate across distances. How can people better use Teams etc., is different equipment needed? Discovery, analysis, data collection is ongoing.

Senator: Communication. 1. There were faculty on committees, but were their voices heard? 2. Question whether you've talked to Exec committees...we were told about One OHIO, not asked, there was no discussion...this is not input. When Administration ignores faculty, things don't turn out well. At HCOM...colleagues on extension campuses are well integrated and part but they were hired to be this distributed structure. This is different, it cobbles together existing structures. Very concerned about communication and the way it has been characterized.

B COHEN: Nicole and he continue to listen and act on feedback. Ex P&T issues... it was brought to attention and we altered the plan. We are open to feedback and acting on feedback. Please reach out to Brad & Nicole. But we are committed to recommendations to bring this university system together in a more coherent way. Regarding how we do it, we are committed to listening to this body and other faculty across the system. Feedback welcome.

Senator: when you say "original committee" that created the report was faculty...what counts as faculty?

ANS: anyone with a faculty appointment is counted as "faculty" for this purpose.

Senator: Faculty are people who are in the trenches teaching.

Senator: Please. give presentation to reveal details of this plan, reasoning, answer some of the budget questions that were not answered by the Provost.

Chair: March meeting will have presentation from Sayrs and One OHIO

Executive Committee has had conversations with Brad and Nicole about how to get this right, as we are at a crossroads regarding integration. Key question: how do we communicate across this wide system? Please send questions, or ask to meet to discuss (with Chair)

NEW Business?

Senator: Regarding the causes for financial distress. There are two accounts about the causes of the budget issues. Would you welcome idea about discussing two different accounts: from Administration and from OU AAUP. How do we align these two? Can we do a Sense of the Senate for that?

Chair Muhammad: Executive Committee can gather input on that to see what possible resolution can be proposed or forum entertained. Please contact with questions or comments rather quickly so we can start circulating these ideas.

MTA

DOTY/SANDAL Mtg adjourned 8:43