

**Ohio University Faculty Senate
Meeting Notes for Monday April 6, 2020
Via Teams – All Participants, 7:10-9:00pm**

- I. President M. Duane Nellis and Executive Vice-President & Provost Elizabeth Says**
- II. Roll Call and Approval of the March 2, 2020 Minutes**
- III. Chair’s Report—Robin Muhammad**
 - A. Updates & Announcements: Faculty Senate & the COVID-19 Response**
 - B. Upcoming Senate Meeting: May 4, 2020 via Teams**
 - C. Faculty Senate Elections 2020**
- IV. Benefits, Including Prescription Plan Update: Greg Fialko**
- V. Professional Relations Committee—Sarah Wyatt**
 - A. Resolution to Change Language in Faculty Handbook Per One OHIO – First Reading

 - B. Sense-of-the-Senate Resolution Relating to the Integration of Faculty for One OHIO – First Reading
- VI. Educational Policy & Student Affairs Committee—Betty Sindelar**
 - A. Resolution Amending the Undergraduate Catalog on Major Residency – Associate of Technical Study Degree – First Reading
- VII. Promotion & Tenure Committee—Jackie Wolf**
- VIII. Finance & Facilities Committee—Susan Williams**
- IX. New Business**
- X. Adjournment**

Meeting called to order at 7:10

PRESIDENT NELLIS:

- We made history tonight with the first fully online Faculty Senate meeting. He hopes senators are continuing to be well and follow guidance of public health officials.
- Thanks to all for the incredible effort to go online and teach in new environment. The last few weeks have been challenging, faculty has been amazing. Can't thank enough for the work done for students and university
- Repeating announcement from Friday April 3: all summer courses will be online.
- Briefly summarized student assistance efforts: laptop loans, online counseling and tutoring, Bobcats Take Care emergency fund raised \$78,000, of which \$19,000 has been allocated by a committee reviewing requests. Extremely proud of the Bobcat community and their response to this crisis, particularly Senate Chair Muhammad and Faculty Senate Exec and other Committees.
- Legislative highlights:
 - IUC Presidents meeting twice a week. State revenue sources have been reduced drastically, agencies asked to identify budget cuts of up to 20% across the board. Immediate cuts expected at the state level plus additional cuts next year.
 - Universities asked to plan for 20% cut in State Share of Instruction (SSI) allocation for last quarter of this year and next year. This represents approximately \$35M for the university.
 - Refunds to students of housing costs totaled approximately \$18M.
 - The CARES act passed by Congress will provide \$22.1M dollars for the university. Half of the amount is required to be earmarked for student grants. Fund distribution to universities has not started, will be managed by the US Dept of Education.
 - The CARES funds are allocated to both the Athens campus (\$15.3M) and the Regional campuses (\$6.8M)
 - Universities continue to advocate for support of higher education in any additional stimulus packages.

PROVOST SAYRS:

- Echoed the thanks to the faculty for their efforts to ensure continuity for students.
- Celebrated academic accomplishments of 3 undergraduate students selected as Goldwater Scholars.
- Thanked departments and units for donating Personal Protective Equipment to local health care organizations.
- The medical school and the nursing program will have early graduation so the new graduates can join the fight against the pandemic.
- Noted the occurrence of "Zoombombing" and the FBI warning about privacy. Strongly recommends the use of Microsoft Teams.
- Thanked Chair Muhammad, Committee Chairs, UCC for all their work in rapidly evolving circumstances.
- Presented the two layers of decision making committees that have formed:

- Critical Incident Response Team—meets daily and addresses non-academic issues.
- Academic Continuity Policy Group—meets daily with regard to academic issues, including: looking at policies, figuring out what needed to change, figuring out how to use existing shared governance structures to vet and approve these changes for example: p&t clock extension, extending withdrawal date, alternative grading policies, alternative definitions of latin honors for graduation. Many temporary alterations for this semester, moved quickly thru existing committees. This group has done a lot of work incredibly quickly on work on top of their teaching work. Very appreciative of the efforts of all involved to keep our students learning and making progress.

Q&A

Six questions were submitted to the President and the Provost:

Q1: How is administration handling budget issues related to layoffs, hiring, and raises?

Nellis: Paused upcoming personnel reductions on March 25. Really needed to assess impact of pandemic and how it may alter decisions related to budget reductions. There's significant impact discussed at state level, experienced here with residential refunds, culinary/meal plan refunds. There will be less revenue from camps and events. Too early to fully understand long-term impact, we know there will be tough decisions ahead, as for every university in the country. Our IUC colleagues...every one is facing significant budget shortfalls. Have to think through this carefully and strategically, to protect key priorities and the academic mission of the university.

Q2: Will faculty's travel fund, startup funds be extended for one year?

Says: That depends on the source of funding and what it's used for. Across the board we will have fund accounts that will go unused, but we have to be careful on fund balances, because many don't roll over to next year. We don't know what will happen with those. But other accounts, like HTC, startup etc, will roll over. Strategic/necessary expenses will get approved.

Q3: Given that faculty are on 9-month contracts, and there might be a need for work during summer for online Fall courses. When will we know modality for Fall?

Says: Has been incredibly impressed by work and flexibility and ingenuity from faculty, thank for all you've done to get through this, sometimes you are the students' only stable connection. Currently, we just don't know enough about pandemic trajectory yet to be able to make that decision. We don't plan to offer additional summer compensation in preparation for the fall. Think about how you will approach Fall with your chair, colleagues, library, etc, to plan ahead.

Q4: Scientists are predicting a second wave in Fall...should we be planning to go online in Fall, and if so, what is the plan?

Says: We can't anticipate what will happen in Fall, but we will take whatever precautions are necessary to ensure the safety of our faculty staff and students. The hope and plan is to be in person in Fall, and if we can do it safely, we will, with precautions to assure health of our community

Q5: How has the cancellation of NCAA athletics impacted their budget at OU? Universities are pausing sports...are we considering that?

Nellis: Has spoken directly with AD Cromer, they are focused on what they need to do. Most significant impact is the 61% reduction of NCAA distribution, which is a fairly significant hit. Reduction impacts all universities across the states. OU Athletics is exploring every option to address costs based on lost revenue.

Q6: Are we considering changes to athletics?

Nellis: We are looking at all options, what flexibility might be available within NCAA with regard to the minimum requirements...right now the minimum is 16 sports, do we really need 16? Can we reduce? Looking at everything, salaries included.

Nellis and Says expressed sensitivity to the challenges of the videoconferencing format and appreciate being able to respond to submitted questions. Thanks to the Senators for all they do for OU.

Chair Muhammad: discussion will be challenging in this format, so we will work to balance between verbal and chat questions, and manage the process.

ROLL CALL

APPROVAL of March minutes: Motion Branham/Sandal. Minutes approved, no opposed, no abstentions.

CHAIR'S REPORT:

- We have concerns still about the proposed structures for budget planning, and general dissatisfaction with the way it has unfolded in past. We continue to work with Administration through committees, etc., but feel that an AdHoc Faculty Senate committee specifically to deal with budget issues and work, encourage, demand changes in how information is shared and decisions are made and to what extent faculty are included will be some of the charges of that committee. Also, to look at ways in which the faculty handbook will have to be updated. This might be a related charge... or this might be separate committee.
- All the things we've been struggling to improve and clarify continue to be priority. Meetings with faculty and upper administration on a nearly daily basis, and don't see that changing anytime soon, but as a body we can come up with set of priorities to move forward with current resources. If this is something in which you are interested, and you will be continuing in Faculty Senate, please let Chair Muhammad know, Exec or Committee chairs, or additional ideas of how faculty can be involved.

- ELECTION COMPLETED: new term, continuing term seantors notified. Normally today would be the officers election, but because of process delays due to COVID-19, we will elect officers on May 4th.
- Thanks to Tracy Kitts and Angie Brock for Teams setup.
- Congrats to Susan Williams, named as Outstanding Graduate Faculty...that is fantastic news!
- Incidents of zoom-bombing that we have been discussing...OIT has been paying attention. Any undermining of Internet use, or our Internet presence, we need to pay attention to.
- Thank over 70 faculty who stepped up to help their colleagues across campus when we went online in early March. Thanks to them, and also will be asking how they feel about staying as online support during summer. Summer will be important to retain and attract student enrollment. All institutions will have some form of online presence, we will be competing in a saturated market. Thanks for the faculty for supporting one another.
- Engaged in conversation with administration for how to make summer work right. What resources and other kinds of support do we need for faculty.
- Communication on textbook purchases...different vendors, pre-approval. There has been confusion about restrictiveness of textbook purchases, going through pre-approval. Clarity provided is that the pollicy hasn't changed, people are asked to think about: are there books available through library...turnaround is quick. Please contact Kelly Broughton with any questions. Note that this is not a mandate, just asking people to consider available options.
- Kelly Broughton: The primary concern is that now if an individual wants to purchase a book, the best way is to deliver to home, but home delivery is labor intensive. Asking people to consider that if they need a book purchase, please reach out to the library first. An electronic copy can make it available to everyone in the cheapest and fastest way possible. This doesn't preclude from requesting home delivery...but consider asking library first.

BENEFITS UPDATE FOR FAC SENATE by GREG FIALKO

- Request for Proposals for Health Insurance and Prescription Drug plan: out for bid over winter. Informing of benefit changes starting in July.
- Pharmacy Benefit Management contract went out for bid...reviewed by HR, BenAdvCom, and USI consultant. These bids based on OUR plan parameters, not new parameters. Factors that impact evaluation: overall service, claims cost (1yr of claims, then each bidder figures out what they'd charge for that service), network disruption, administrative fees, cost containment, clinical disease management.
- On the Insurance side: 6 or 7 bids (all the big companies)
- On the Pharmacy: (all the big ones)
- Health care: re-awarded to ANTHEM (enhanced care management, customer service). They still have the best combination of cost, network, and services.
- PBM: awarded to CVS Health (previously this was managed by Express Scripts) through Employers Health Purchasing Coalition (225 employers, 34 states). CVS Health had the best proposal along the cost, network, and services provided...project that it will help contain rising drug costs by as much as 20% over 3-yr life of contract.

- Retail pharmacy will not be restricted to CVS pharmacies...all local pharmacies included (for example, local ones in Athens: CVS, Kroger, Walmart, Fruth, Shrivvers, Holzer, DrugStore at OBleness, etc)

CHANGES/DISRUPTION EXPECTED:

- Retail pharmacies: impact and disruptions should be limited
- Mail order pharmacy will change (Express Script will transfer active prescriptions to CVS Health)
- Specialty medicines will change...not from Express Scripts, will come from CVS Caremark pharmacy.
- Copay tiers may change (amounts remain the same, medications may switch between categories)
- Some medications will not be in formulary, will need to change.
- This disruption was considered, but the overall benefit was considered to outweigh disruption.
- Different copay levels: ~5% of current users will be affected by a higher copay level
- Users may face changing medications due to exclusions: approximately 15% of users impacted. Of these, 50% are related to asthma inhalers and diabetic testing supplies such as test strips.
- CVS Health will honor step therapy or prior authorization approvals for patients taking medications that are not on the formulary.
- Employees will receive direct communication about their affected medications.

JULY 1 2020 effective date:

New ID cards mailed in June.

Current mail order prescriptions will be transferred to CVS Health to start July 1.

Specialty Medication will be transferred to start filling by CVS Health July 1

Individuals affected by formulary changes will be contacted.

Questions:

Senator: Is there any financial benefit to using CVS?

FIALKO: Probably yes. Pharmacies get paid a dispensing fee...there are different fees at different stores and probably less at CVS. BUT you can use any pharmacies in Athens

Senator: Will we still get 3months for one copay by mail

FIALKO: Yes, same as now, 90-day for 1 copay

Senator: 90-day at local pharmacy, and at same price?

FIALKO: We don't do that now. 90 days comes from mail order. Might consider that change for next year.

OTHER BENEFIT CHANGES

NO changes to copays, out of pocket or vision/dental plans.

Premiums will increase:

Single employee (increase ranges from \$20-\$36)

Family (increase ranges from \$53-\$95)

Premiums for dental will rise (\$1 to \$5)

OPEN ENROLLMENT STARTS April 20

Please email Greg Fialko at fialko@ohio.edu with questions

COMMITTEE REPORTS:

Professional Relations Committee—Sarah Wyatt

Resolution to Change Language in Faculty Handbook Per One OHIO – First Reading

- Removes references to campuses where they would conflict with the integration of all faculty.

Sense-of-the-Senate Resolution Relating to the Integration of Faculty for One OHIO – First Reading

- Recommends adoption of the recommendations of Faculty Integration committee (for Provost's signature)

QUESTIONS:

Senator Wyatt: for clarification on the second resolution, we can't change this document we are just supporting it. Next month we will take a vote of support.

Educational Policy & Student Affairs Committee—Betty Sindelar

Resolution Amending the Undergraduate Catalog on Major Residency – Associate of Technical Study Degree – First Reading

Associate of Technical Study. Regional campuses have an interest in developing programs for training and workforce development. This resolution changes handbook language regarding residency ONLY FOR THIS DEGREE.

Promotion & Tenure Committee—Jackie Wolf

- Given the disruption of this year, probationary faculty have been granted an automatic 1-yr extension on their tenure clock if they wish to take it.
- Policy for Teaching Evaluations for spring 2020
 1. Student Evals will be collected
 2. Use and analysis suspended for any course interrupted by COVID-19 unless the instructor actively chooses to include them in their material for annual evaluation.
 3. Faculty/dept chairs will work with faculty on alternative suggestions for how to demonstrate teaching effectiveness.

VIII. Finance & Facilities Committee—Susan Williams

- Budget planning council, rebalancing the budget model committee haven't met yet.
- Correction from Nellis answer before: the state is asking for modeling 20% reduction for next year AND remainder this year, which means an additional \$8M loss for this quarter. In total, the university is looking at a \$61M shortfall
- Budgeting that has happened prior to COVID19 is not going to make up the difference due to changing numbers. We're facing a reality that the university will look very

different. Other universities are in same boat. We have questions about how do we attract students to an online learning environment and what that looks like for tuition, there may be changes to tuition structure, which is something to be considered and modeled.

- With regard to benefit changes, the committees did look at disruptions carefully before determining that changing the health care plan was not worth it, but changing the prescription plan was worth it. Felt better when interviewed providers that CVS had transition process nailed down. They know what they're doing.
- Premium increase is a pay decrease but...we don't do it to generate money, it's due to cost of inflation.
- Noted tiny bit of hope that pandemic will change the way we do healthcare in US but not counting on it. Concerned about shared governance with respect to budget as there have been no meetings since the online transition. Talking about it in this context with the VP of Finance.

Questions:

Senator: Will there be tuition changes for summer?

Sen. Williams: have not heard that, but will try to find out.

Senator: It was mentioned by her chair but if it does happen, it might change compensation for faculty.

Chair Muhammad: one of the concerns we raised was the idea of pricing, given a saturated online market. One of the things we need to pay attention to is contracts have already been signed...does that mean there will be alternative or additional contracts? This has been discussed but no official decisions. We need to be persistent to deal with these changes and challenges...enrollments, tuition, budgets, etc. This is why a budget AdHoc committee could help with shared governance issues. Budget cuts potential horizon are quite dire. It's important for us to pay attention to these issues. What would be impact of these to non-renewals?

Senator: We need to check in on status of our international graduate students who have unique financial constraints.

Question from audience: Are these potential changes to nature of the university that have been precipitated by COVID 19? Will there be a stronger push to online?

Sen. Williams: We don't know. That's not the conversation we were having, but do not currently have an answer for this question.

Chair Muhammad: That concern has come up in other venues...will we become an online university? We don't see that as part of the agenda, right now this is just a response to the emergency situation. But faculty involvement is key to helping through this transition. The longer conversation is how we get back to what we are, a residential institution.

Tracy Kitts: (Commenting from OIT perspective) Has not heard any talk about going all-online.

Chair Muhammad: Yes it's emergency but that doesn't mean we abdicate our responsibilities. We need to make use of our communication and collaboration. Students need us advocating for academic excellence even in the midst of challenges.

Senator: suggestion for May meeting, give questions to President and Provost, but also ask them to stay for follow-up questions...please don't sign off quickly.

Chair Muhammad: We will work to do both in May, prior and live questions.

Senator: Do we want to talk about whether we need to do emergency Faculty Senate meetings in summer? Too many things going on to not have a meeting for so many months.

RM: May is also officer elections. Need to move forward with the officer elections and the AdHoc Committee.

NEW ITEMS:

Ohio Faculty Council is monitoring state legislature and all the state institutions' responses. We sometimes follow but sometimes do things particular to our context. Preparing brief report on that for next meeting.

Question from online chat: Anyone know why we made a provost switch?

Chair Muhammad: No, but we consider it fortunate that Elizabeth Sayrs is there

MTA: Webb/A. White

ADJOURNED 8:52