

Ohio University Faculty Senate
Meeting Minutes Monday, April 5, 2021
Virtual Meeting Via MS Teams

7:10 – 9:00 p.m.

I. President M. Duane Nellis and Executive Vice-President & Provost Elizabeth Sayrs

II. Roll Call and Approval of the March 1, 2021 Minutes

III. Chair's Report—Robin Muhammad

- a. Updates & Announcements**
- b. Upcoming Senate Meeting: May 3, 2021 via Teams**
- c. Elections Committee Chair – Ana Rosado-Feger**

IV. VP Gigi Secuban – Division of Diversity and Inclusion

V. Executive Committee

Resolution to Implement the Recommendations of the Academic Policy and Process Group Regarding the Instructional Evaluations – Second Reading

Resolution Regarding Privileging the Academic Mission When Allocating University Resources – Second Reading

VI. Promotion & Tenure Committee— Jackie Wolf

VII. Professional Relations – Char Miller

VIII. Educational Policy & Student Affairs Committee—Andrew Pueschel

VIII. Finance & Facilities Committee—Doug Clowe

IX. New Business

X. Adjournment

In attendance:

Bates, Brown, Casebolt, Chen, Cirola, Clowe, Crawford, Duvert, Dyer, Gurien, Haile, Hallman-Thrasher, Healy, Hendrickson, Hess, Hiler, Holcomb, House, Hurley, Johnson, Karney, Klein, Kuruppallil, Lowery, Marchenkov, Matlack, McMills, Miller, Muhammad, Munhall, Murray, Owens, Palmer, Pritchard,

Pueschel, Raney, Reader, Ridpath, Riefler, Rosado Feger, Sandal, Sarver, Shao-Lucas, Sprunger, Stork, Webb, Welser, White A., Wolf, You

Meeting called to order at 7:10

Noted agenda addition: Election Committee Update. Due to technical glitch, Senate election started late, so there will be Special Meeting of the Faculty Senate to elect the Faculty Senate Officers for 2021-22.

President Duane Nellis

Thanked all for the opportunity to be here, and everything faculty does for students and the university.

Proud of university community and their accomplishments this year.

Budget:

March: Due to federal stimulus and decrease in expected cuts from the state, the employee furlough ended early. We will continue to honor unused furlough days during the Semester. If OU ends the year with a surplus, it might be possible to rebate a portion of the furlough loss. The University is allowing vacation-eligible faculty to increase carryover by 80 hours.

Moving forward, still need to continue to define long-term solutions to the budget challenges that existed before the pandemic. Provost Sayrs and VP Shaffer have been meeting with the academic colleges. Provost Sayrs also initiated Strategic Academic Planning and appreciates the efforts there.

Looking also at streamlining and scaling administrative costs. Invite faculty to share all budget ideas. The Board of Trustees will discuss the budget at their meeting this week, including: the impact and total cost of COVID-19, the dynamic budget planning for next fiscal year, the state operating support. Also discussing: Federal and state stimulus funding, current budget forecasts, and trends associated. We recognize there are still a lot of uncertainties.

Board will receive a final report on OneOHIO, Academic Planning Process, Enrollment Management, and Space Management.

No final decisions have been made about next year's budget. Everything is still on the table.

Commencement will be in Peden Stadium, rain or shine. Faculty are invited to participate by attending, by volunteering to assist guests, or by watching the LiveStream. April 30 Graduate, May 1 two ceremonies, May 2 one ceremony, and HCOM commencement on May 8th. We will accommodate hooding at graduate ceremony, but please try to maintain physical distance otherwise. Students will remain at their seats. All names will be called, both those present and those attending virtually.

2020 Commencement will also be scheduled, details forthcoming.

Health:

Encourage everyone to receive their COVID vaccines. Thank you to the Health Department and everyone who is involved in the vaccine clinics. Starting this week, college students in Ohio can schedule an appointment for a vaccine, trying to get these to be the Johnson&Johnson single vaccine. Encourage your students to get vaccinated.

We're proud of our students who led a letter writing campaign in support of Collin's Law, which will increase penalties for hazing and create state-wide anti-hazing education. If you hear of hazing situations please report to the appropriate Student Affairs office. Also tracking Senate Bill 132.

Division of Diversity and Inclusion will be presenting at the BoT meeting. Thank you for involving so many parts of our community in the development of the Diversity and Inclusion Strategic Plan. Diversity Leadership Institute will be held virtually on April 22nd, invited all to register.

Fall planning: Fall will be as normal as possible. Please check in with students during advising, campus will be much more open.

Three HTC students have been named Goldwater Scholars, we are proud of them.

We will receive a \$1.5M grant from Choose Ohio First for scholarships for STEM majors.

Provost Says:

Health and vaccinations for students: working to get them to students on both Athens and regional campuses. We encourage all our students to get their vaccines, faculty please be flexible if a student asks to be absent due to a vaccination appointment. Remind them to do some planning regarding the timing, but try to get fully vaccinated before they go home.

Academic Planning: thank you everybody for attending the open session and providing feedback. Contact Provost or Group Co-Leads with any questions or comments. This process is focused on direction and short-term "next steps" to continue to respond to a volatile environment. Some of the actions articulated:

- Training Chairs and Directors on the programs analytics tools
- Appoint data group to develop these tools
- Group to look at procurement
- Group to look at pilot "horizontal" cluster structures.
- Look at International Opportunities Think Tank around recruitment and transfer credit.
- Align our writing center supports.
- Look at vertical Colleges/Departmental Structures group and Program Launch group.
- Share the report with departments and colleges and solicit feedback.
- Global Curriculum Committee.
- And MORE! We need feedback on what you see as priorities.
- Goal: synthesize and collate all the information and initiate actions.
- THANK YOU to all the participants in this process.

Fall Planning:

Hopeful for high levels of vaccination. Continuing to watch how guidelines are evolving and set policies that align. Vaccination levels could change how we approach distancing, a reduction in 6-ft spacing affects room capacities. Will continue to monitor guidelines to see how we can move further into in-person.

Students received their registration times. Registration begins Monday April 12.

Diversity and Inclusion:

Dr. Secuban will present the Diversity and Inclusion Strategic Plan. Several actions come from our previous work on anti-racism.

NO QUESTIONS from the Senators.

Roll Call and Approval of Minutes

Sandal/Duvert

Minutes from March 1, 2021 meeting approved.

Chair's Report:

Elections Update: Ana L. Rosado Feger, Elections Committee Chair

- Email sent out soon with link to Qualtrics survey. The Pnumber will authenticate your vote and send you to the ballots. Ballots will be open for one week. Some ballots are for alternates, who are just as important as they do have full voting privileges when substituting for a Senator. Faculty members can search for the Pnumbers at their MyInformation at Human Resources. Please email Secretary Rosado Feger at rosadof@ohio.edu with any questions.
- Faculty Senator Officers will be elected at a Special Meeting on April 19 at 7pm. Current slate of officer candidates:
- Chair: Robin Muhammad; Vice Chair: Benjamin Bates; Secretary: Ana Rosado Feger

UPDATES:

- Commencement: Faculty entrance will be at Gate 4 (on the Walter Fieldhouse side of the stadium). We will not be doing the procession into the venue. Volunteers are encouraged. Ceremony will be livestreamed.
- Dean's Evaluations are on track. Survey data was sent to committee chairs Wed April 7. Reports submitted by April 19th. The committees will meet with the Provost.
- NPR report was published April 3rd relating to states stepping in to avoid colleges holding transcripts to student who owe money to the University. Have received questions and monitoring this topic.
- Next meeting: April 19th Special Meeting for Officer elections on Teams.

D&I Division's Strategic Plan VP of Diversity and Inclusion Dr. Gigi Secuban

- Upon arrival, many of the issues in D&I were around Cultural Competencies, topic of the first Diversity Leadership Institute. Additionally noted need for more shared programming with Regional campuses and connections between campuses. Staffing within the Centers at Baker needed to improve, each had 1 FT person, needed increased staffing levels. Assistant Directors were hired for Multicultural Center, Women's Center and LGBT Center.
- Foundation: Supporting the academic enterprise. Principles: Inclusive Excellence, Equity, Anti-racism. It takes efforts from everyone in the organization.

- There is website for the Strategic Plan which will continue to be updated.
- Core Values: Compassion, Communication, Collaboration, and Community. These are all based on recognizing our shared humanity.
- Strategic Goals and Action items for 2021 presented (please see slide deck for details). The goal is to have this be a document that is updated every year.
- Implementation and Reporting processes presented.
- Visible Campaign: uplift the idea of diversity and inclusion.
- Described the organizational structure of the Division of Diversity and Inclusion.
- Described current and upcoming programming and action steps.
- Described tracking of D&I data.

Questions:

- Chair Muhammad: how can faculty follow up with any questions or ideas?
 - VP Secuban: by email: secuban@ohio.edu.
- Chair Muhammad: Is there anything specific to summer, any activities or programming that we should be aware of?
 - VP Secuban: One big thing is Juneteenth, we are sharing responsibilities with the MLK Committee. We will move through the Strategic Plan for actions in Fall.
- Senator Pueschel: Do we have an official anti-racism statement from Ohio University, should specific colleges follow that, or should we have the individual colleges issue them?
 - VP Secuban: We do not have one specific statement, we have been reiterating our commitment to being an anti-racist campus. Anti-racism will be one of the topics in the upcoming Diversity Leadership Institute, talking about how this directly ties into our work. Would like to see colleges and departments adopting their own commitments to anti-racism, but don't want to prescribe.
- Senator Matlack: your presentation gives me hope to see this degree of organization, within our organization. But, how can we integrate our organization within the larger community?
 - Dr. Bruce: We are working to better interface and integrate with the Racial Equity Coalition in Athens County. We want to build bridges between the community and the university, particularly around racism and discrimination.
- Chair Muhammad: thank you to both of you for coming tonight and bringing us up to speed.
- Dr. Secuban noted that chair Muhammad has agreed to chair the Reconciliation Committee.

Executive Committee:

- Resolution to Implement the Recommendations of the Academic Policy and Process Group Regarding the Instructional Evaluations – Second Reading
 - Summary: extend to Spring the resolution adopted for Fall.
 - No discussion.
 - Motion to approve: Rosado Feger/Casebolt MOTION PASSES, Resolution approved.
- Resolution Regarding Privileging the Academic Mission When Allocating University Resources – Second Reading

- Summary: Request that the EVPP have a key role to privilege the academic mission when it comes to resource allocation decisions.
 - Senator Reader: The original committee wanted to place the VPFA under the supervision of the Provost. Why did the Exec Committee change this working?
 - Sen Wolf: Was on original committee which suggested the wording.
 - Chair Muhammad: We wanted to formulate a resolution that had a chance to move forward.
 - Sen. Bates: This is presented as a regular resolution which would be sent for Provost signature, Provost is unlikely to sign it. If it is not signed then it would be stopped. Changing this to a “Sense of the Senate” resolution might be a way around this.
 - Chair Muhammad: And if there’s not enough interest as it’s currently written then it doesn’t need to move forward.
 - Sen. Dyer/Sen. Casebolt: Didn’t we decide at last meeting to make this a Sense of the Senate resolution?
 - Sen Bates: These changes were not put into the document as presented for Second Reading. A motion to amend would be in order.
 - Sen Rosado Feger: this was mentioned but not officially proposed or voted on.
 - Sen. Reader: move that we restore the language from the P&T Committee. Seconded by Sen Casebolt.
 - Chair Muhammad: then should we present the resolution from the P&T Committee?
 - The prior language was submitted to the Exec Committee which made drastic changes to it. Propose reverting to the original language.
 - Chair Muhammad: Yes, Exec rewrote it, but if the P&T Committee would like to resubmit with the original language, they can do so.
 - Sen. Reader: my motion is that we alter this resolution to reflect our original language and respect the work of the committee.
- Sen. Marchenkov: Question to Sen. Bates: are you suggesting a SOS resolution would be better? We understand that this is an expression of the Senate’s opinion if it is adopted in the original version if accepted in the original version. Interested in maximizing the impact, so if a SOS resolution would do that, we can consider. But I support Sen. Reader’s request that the language proposed be restored.
 - Sen Bates: Don’t know which would have more impact, to have a strongly worded statement that won’t be signed, or to not ask for the signature. Pretty sure, however, that it will not be signed with the original language.
 - Sen. Marchenkov: Current version is a very weak statement of our current process. Administration has made an effort to show that the Provost and the CFO have been working together on these issues, so not sure that this resolution would have any impact. We are not asking them to do anything beyond what in their opinion they are already doing. What do the rest of my Senate colleagues think about this.
- Chair Muhammad: Note to question from chat, the Executive Committee did not rewrite this resolution from the First Reading, it is however drawn from a resolution in progress as mentioned by Senators from the P&T Committee. Exec came up with revised language. If the current resolution is not wanted then we have options, we can withdraw and come back with a resolution from a different committee (not Exec).
- A motion has been made and seconded to amend the text of the current resolution.

- Language from the previous draft pasted into the chat by Sen. Wolf.
- Sen Rosado Feger: Although we understand and respect the amount of work that went into the original resolution, the language goes beyond what the Provost can do. It feels like tilting against windmills as opposed to something that can provoke productive discussion and progress.
- Sen. Casebolt: the current resolution will have no impact whatsoever because the Administration can claim it is already doing that.
- Vote on Motion to amend the resolution to the language proposed by the P&T Committee: Ayes 25 Nays 17 Abstain 7 MOTION CARRIES
- Sen Marchenkov: for those who voted against it, do you oppose the idea proposed, or the resolution itself?
- Sen Pueschel: thank you for the work of the committee who put this together. We want to acknowledge how far we've come with building partnerships with Administration and the Board of Trustees. We don't want to pass something that can be perceived as a personal attack on a particular holder of this position, and want something that can be signed to maximize the impact in the future.
- Sen Clowe: First, the Provost has already told us she will not sign this, so passing this resolution will have no effect, unless we change it to a Sense of the Senate resolution. Second, the BoT hires three people, including the CFO. This will be seen as an attack on their choice, which is why I oppose this. Please take this back to the committee and rewrite without specifying a specific position.
- Sen Rosado Feger: We all want the academic mission to be the primary driver for decision making but there are also auxiliary and peripheral function to run the university which need to happen but do not relate to the academic mission and do not belong under the direction of the academic officer. The structure allows for these separate branches that can address these various needs.
- Sen Wolf: Responding to Sen Clowe, Provost said she would not sign to a different wording, which put the CFO directly under Provost supervision. The current version is a dual reporting structure.
- Sen Owens: speaking for the resolution, emphasizing that it is a structural issue and we want the structure to assert the primacy of the academic mission. The auxiliary functions such as Athletics and Administration have pushed academics to the side and it has diminished our product, because we have been set aside and not consulted and we don't have that sort of power. The argument that it will not be signed, is unfortunate that it's true, but this is a statement of principle.
- Sen Reader: this isn't personal at all. This is for whoever holds that position, and whether that position has any sustainability. At this point we do have an officer at the highest level of Administration who is involved in all things university: academic and non-academic, who is under dual supervision of the President and the Provost. Placing that Provost as supervisory over the CFO signals that this institution values academics over all else. This has nothing to do with the current CFO.
- Sen Bates, addressing a question in the chat: What is the intended outcome of this resolution (before reverting to prior language)? As I recall, part of it is to make the statement of raising the profile of the academic mission, with finances subservient to the academic mission. Also, this may not be a reporting line change that can be accomplished via the Faculty Senate resolution process. Therefore, this might not be

the appropriate method. A Sense of the Senate resolution might be closer to sending the message.

- Sen. Marchenkov: in my mind, we want to propose an idea for restructuring the flow of power for decision-making. What other means does Faculty Senate have other than passing a resolution to express its opinion?
 - Chair Muhammad: we need to consider what is the message we are trying to make? Are we seeking structural change? The current resolution targets a position that is hired by the BoT and puts the Provost in a position where they do not have the authority to change this structure. We want to start a conversation and move it forward, but this proposed solution does not move this conversation forward.
 - Sen Marchenkov: but do we not need to write down the proposed change, as opposed to continuing an indirect conversation which the Administration can sidestep?
- Sen. Reader: I made the motion to change the language. I think this may be worth tabling. I strongly support this resolution but perhaps this is the wrong time. I would like this to be added to the agenda in Fall if we table it now.
- Sen. Karney: it seems uncomfortable to ask someone (the Provost) to sign a document that increases their own power in the bureaucracy so I don't see this as the right path.
- Sen. Pueschel: when we are in a position of supporting the provost we don't want to put her in an awkward position.
- Sen Reader Move to Table
- Sen Webb: Sen. White made a motion earlier (note: no second)
- Sen. Bates: motion to table definite or indefinite? Ans: Definite to table for first meeting in Fall.
- Vote to table: Ayes MANY Nay NONE Abstain NONE. MOTION CARRIES

PRC: Senator Miller

- P&T guidelines. Met again with Provost.
- Grievance regarding process for non-renewal of contracts for instructional faculty.
- Met with EPSA and Director of Global Initiatives.

P&T: Senator Wolf

- Worked on P&T Guidelines. Meeting with Provost in two weeks.

EPSA: Senator Pueschel

- No resolutions tonight. Thanks to the committee for their work this year.

F&F: Senator Clowe

- Greg Fialko: Benefit Changes
 - Summary:
- Extra step in drug approval process.
- No news on budget.
- Facilities: Chubb Hall will get HVAC replacement. Unknown whether it will need to be vacated.
- Planned outage for The Ridges to replace failed cable.

- Sustainability Plan review will come to F&F.

New Business: None

Move to adjourn: Rosado Feger/Marchenkov

Adjourned, 8:33 pm