

Ohio University Faculty Senate

Meeting Minutes Monday, December 13, 2021

Live and Virtual Meeting Via MS Teams

7:10 – 9:00 p.m.

I Invited Speakers: President Hugh Sherman and EVPP Elizabeth Sayrs

II Roll Call and Approval of the Minutes (November 1, 2021)

III Chair's Report – Robin Muhammad

1. Updates and Announcements
2. Upcoming Senate Meeting: February 7, 2022

IV Invited Speakers: Andrew Pueschel and Katie Hartman, "Conceptualizing and Operationalizing Teaching Excellence"

V Professional Relations Committee – Char Miller

1. Resolution to Clarify Faculty Handbook Language for Deans Evaluations – First Reading
2. Resolution to Clarify University Faculty Fellowship Leaves (FFL) – First Reading
3. Sense-of-the-Senate Resolution on Instructional Faculty Contracts – First Reading

VI Finance and Facilities Committee – Doug Clowe

VII Promotion and Tenure Committee – Jackie Wolf

VIII Educational Policy and Student Affairs Committee – Nukhet Sandal

IX Faculty-Initiated Proposals

1. Sense-of-the-Senate Resolution on the Inclusion of Bonuses in Contracts (formerly tabled for consideration)
2. Resolution on Policies on Leadership Searches (formerly tabled for consideration)
3. Resolution on Multi-Year Contracts for Instructional Faculty – First Reading

X New Business

XI Adjournment

In attendance:

Andzulis, Bates, Brown, Butler, Casebolt, Challenger, Chen, Cirola, Clowe, Crawford, Davydov, Dowell, Dyer, Eisworth, Gordon, Guseman, Haile, Hallman-Thrasher, Hartman, Hendrickson, Hess, Holcomb, Hurley, Johnson L., Karney, Klein, Kuruppallil, Littell, Marinski, Matlack, McDiarmid, Miller, Muhammad, Murray, O'Keefe, Owens, Palmer, Phillips, Pritchard, Raney, Reader, Ridpath, Rosado Feger, Sandal, Sarver, Steele, Webb, Welser, White A., Wilson, Wolf

Meeting called to order at 7:10

President Hugh Sherman

- Good news: thorough review of the budget has been completed. Two favorable swings:
 - Projected \$16M of Federal CARES money, actual closer to \$27M
 - It has been difficult to fill open positions, therefore savings in salaries. This creates tight situations with areas like culinary, where we have about 100 openings. Enrollment Management, down 28 positions. Impact: \$12-14M savings in salaries due to vacancies.
 - Confident about moving into next year and reinstating raises for faculty and staff.
- Thanks to all who participated in commencement, ~1200 graduates.
- Happy holidays to all.

Provost Elizabeth Sayrs

- VSRP opens Jan 15-March 7
- VPFA Search
 - Finalizing position profile
 - Campus interviews in March
- Deans, CHSP and Education
 - Interim Dean appointments extended one year.
- Director, OU Press
 - Completed on-campus interviews. Met Friday, looking forward to news soon.
- UC Dean Search
 - Preliminary interviews starting soon. On-campus interviews early in Spring semester.
- Faculty Affairs Council, Diversity, Equity, Inclusion, Accessibility, and Belonging
 - Faculty recruiting, developing, and retention of diverse faculty.
 - 6-12 members.
 - Recommendations around policy and exploring evidence-based practices.
- THANK YOU for all your work this semester, and for always being willing to participate.

QUESTIONS:

Dysart Woods was presented to Trustees as a parcel for sale, do we have a protection plan in place for this property?

Pres. Sherman: That property will not be sold, it will be given to a Conservation organization. The house on the property has fallen into disrepair.

Senator McDiarmid: How will the financial windfall be used?

Pres. Sherman: The intent is to make strategic choices of investments that we make in the future that have the opportunity to improve our competitive position and recruit more students. One of the things is re-establishing a vibrant Teaching and Learning Center. We have made strategic investments, esp around Enrollment. We are investing in recruiters to assist Deans with yield activities and on the Regional campuses.

Sen. Karney: First, have noticed more activities on campus during visit days. On enrollment, can you share any data on current cycle of applications?

Pres. Sherman: We have early positive data, for example, number of students coming to campus visits. Comparisons are hard because the past two years were not normal.

Question: will any of the financial windfall be used to help rebuild programs decimated by the VSRP and the non-renewals of the recent past?

Pres. Sherman: One challenge we have is that we see a shift in the demand for majors, we have to continue to make adjustments in faculty across campus. We We continue to invest in new programs and new majors and we will continue to hire faculty for those classes.

Provost Sayrs: We do need to keep in mind that the CARES funds are temporary, and the vacancies are temporary money. We do want to think about what is typical regarding turnover and vacancies.

Sen. Reader: The budget crisis was hard on everyone. Many innovative programs have been cut, curtailed and essentially defunded to close the budget gap. Now we have increased enrollment projections and aggressive recruitment. Seems like the only way to get some of that fiunding back is to go through a centralized innovation process. We have great students, highlighted in OHIONews, but nothing in the story mentions that the Master's program has been defunded due to budget cuts. We have no assurances that this funding will be restored. This was a highly respected program. Can we get reassurance that innovation can also be organic, and not just in creating "new" programs?

Pres. Sherman: Don't have the data for the Master's program so won't comment on it. But we did have an increase in enrollment of 500 students in Athens, which is critical. But for the system, we are still down 1500 students. Our current 2nd-4th yr classes are small, which has budget repercussions. We are happy about the incoming freshmen, and will plan with this level of enrollment to continue. We still have a significant reduction in revenues due to the smaller classes.

Provost Sayrs: We are trying to use the Program Innovation Accelerator to encourage all types of innovation, and anyone can submit a proposal.

Roll Call and Approval of Minutes Miller/Clowe Minutes from Nov. 2021 meeting approved.

Chair's Report:

- Thanks to Secretary Rosado Feger and the OIT staff for their assistance with Faculty Senate meetings and managing the tech and the hybrid meeting.
- Secretary Rosado Feger announced the other members of the Election Committee: Doug Clowe, David Ridpath, Tracy Pritchard, and Jackie Wolf. If you have an interest in running for a position on the Executive Committee, please contact one of these individuals. Chair Muhammad:

election committee names will be posted on the Faculty Senate website, and candidates for Exec will be asked to provide a brief bio.

- Ohio Faculty council working on drafting a response to the Ohio legislature with regard to the “divisive concepts” debate. A letter (posted in the chat) was sent to Robert Cupp and other members of the legislature.
- Flex-Work Tracker: Nick Wortman and Robert Payne are here to answer any questions about the tracker. No questions were brought forward.
- Representatives from the Board of Trustees will visit Faculty Senate in February.
- Next Senate meeting Feb. 7 2022.

Invited Speakers: Andrew Pueschel and Katie Hartman, “Conceptualizing and Operationalizing Teaching Excellence”

Presentation attached.

T&P Guidelines require “evidence of teaching excellence” but no definition of this or what the evidence should be. Goal: establish a broad, flexible definition of teaching excellence that other units can use within their work. Note that this is currently a conceptualization, and requires help in developing the operationalization. Please provide feedback via Qualtrics survey to be sent via email. The goal is to have a framework that academic units can then customize to their specific situation.

Question: Regarding training regarding teaching. How can we report this type of activity?

Answer: this is flexible, so depending on the reason you attended, or what you got from it, a faculty member can list it within Preparation, or Improvement, or Innovation.

Question: The concern is about the availability of trainings within campus, since the CTL is not very active.

Answer: Pres. Sherman mentioned this as an area of strategic investment. Also, keep in mind that this is not a final definition, items can be added/removed/modified.

Question: Is the intent to have something that can be used to modify P&T guidelines?

Answer: Eventually, yes, but we are very early in this process, and are working on definitions that we can adopt across the university.

Senator Bates: Because this would affect the Faculty Handbook, this would have to come through Faculty Senate and get approval.

Senator Karney: What will the survey results do? Who do they go back to?

Answer: The results go to the committee, and they can then be used to modify the framework.

Senator Stevens: RHE faculty are different from Athens, different students, different teaching loads. Although the academic units are tagged for adoption/adjusting...how does this work with RHE?

Answer: At this time we have not conceptualized RHE as a difference, we do have RHE representatives on the committee. We are open to this conversation to include RHE (and other differences such as Undergrad vs Graduate).

Senator Matlack: Emphasis seems to be on innovation, how to improve/adapt/learn? How do we also assess effectiveness/actual performance?

Answer: Continuous improvement is not necessarily continuous change. Assessment depends on the goal. This gets to the question of operationalization, which will be part of the future.

Senator Dowell: In our department, I was tasked with coming up with a common peer evaluation tool. I used the materials from the Center for Teaching and Learning, particularly the "Special Lenses". Is this something we will be changing? I am looking at this proposal as guidelines for tool development that can be done by the academic units.

Answer: You may use the materials you have developed. And yes, this is a framework that can be used by units, not intended as "guidelines".

Senator McDiarmid: how does the research component of teaching fit in?

Answer: Excellent question that will get brought back to the committee.

PRC: Senator Miller

1. Resolution to Clarify Faculty Handbook Language for Deans Evaluations – First Reading
 - a. Clarifies which Deans get annual evaluations vs those who get ~5-yr evaluations.
 - b. Annual: Academic units with at least 5 full-time faculty with tenure or promotion homes within the unit.

Question: Will Regional Campus Deans get annual evaluations?

Answer: No, unless they have faculty who report to them.

Sen Steele: What about the Executive Dean of RHE? They interact more with faculty than the Athens Deans do.

Answer: This will be discussed and we are open to exploring in the future.

Sen. Reader: This is a good process. But, what happens afterwards? What if a Dean receives a negative evaluation? Repeated negative evaluations? What is the corrective action?

2. Resolution to Clarify University Faculty Fellowship Leaves (FFL) – First Reading
 - a. Changes made to adjust for OneOHIO. Chair receives applications, for RHE Faculty, checks back with RHE campus deans.
 - b. Decisions in writing by March 15, with reasons for denial if not approved.
 - c. Small unit, regional, and specialized faculty should all have access to faculty leave.

Senator Rosado Feger: Given centralized RHE scheduling, who is the appropriate person to ask regarding leave applications?

Answer: The person referenced is the Campus Dean, who may have to communicate with others to gather the necessary information for a decision.

3. Sense-of-the-Senate Resolution on Instructional Faculty Contracts – First Reading

a. Calls for academic units to have clearly articulated set of criteria for offering multi-year contracts, and clearly articulated set of criteria for non-renewal.

Sen. Karney: With regard to grievances, we need to have guidelines and documents, so this would be very helpful.

Sen. Butler: Thanks to the members of the PRC for raising this important issue. I would hope this resolution would spur action. Would like to see a policy proposal to ensure this happens, vs a Sense of the Senate resolution.

Sen. Reader: Would like to see more clarity about how the criteria are developed.

F&F: Senator Clowe

- Met with the search committee for VPFA.
- Met with Julie Allison for PCard policy changes.
- Meeting of capital construction committee, proposal to tear down RTEC.
- Benefits Advisory Council: healthcare costs increasing. University goal is to keep increases below 5%. Last year, Prescription plan change. This year, proposals are:
 - Increase premiums percentage (raise by 1%)
 - Increase deductibles/Increase Out-of-Pocket
 - Change co-insurance (does not generate enough savings)
- Please poll your constituency on which of the two choices they prefer (Increase premium or increase deductible/out-of-pocket).
- Note that premiums are a set percentage of the total cost, and can increase even in the absence of a change in that percentage. Healthcare costs may wash out salary gains from a 1-2% salary pool.

BAC Recommendations and Items Implemented FY21

The items in blue were past recommendations that were not implemented by the new BAC recommendations.

The Specialty Rx Copay change was added by BAC this year.

	Current	FY22	FY23	FY24
Premium	17% - 19% - 21%		18% - 20% - 22%	
Deductible	500 / 1,000	800 / 1,600	1,000 / 2,000	
Out of Pocket	2,500 / 5,000	3,500 / 7,000	4,000 / 8,000	
Co-Insurance	80%	70%		
Medical Office Visit Copay	\$25			
Rx Retail Copay	\$20-\$30-\$40			
Rx Mail Copay	\$25-\$40-\$55			
Specialty Rx Copay	Implement PrudentRx Program. Specialty Rx Copay is \$0 when enroll. If not enrolled copay is 30%.			
	Blue highlighted items are recommendations from 202 that are no longer being implemented.			

Sen.: Why is this being asked of faculty?

Answer: This is being asked of everyone across campus.

Sen. Matlack: From your chart, do the lowest paid employees pay the highest proportion of their salaries, vs the higher-salary employees? This seems regressive.

Answer: Yes, this is the case. This was a structure set in place by a policy decision. If people would like to change this, can bring this back to the BAC.

Sen. Reader: Since 2018, we have seen a net loss due on the value of our salaries, due to the lack of raises. We are talking about a 2% raise pool, but that won't come close to erasing the erosion in the value of our salaries. Was this discussed during this process?

Answer: This process is strictly about the benefits. Raise pools/salaries are addressed by a different committee. Yes, all these increases cut into people's take-home pay.

Sen. Muhammad: We are also in a non-competitive market for healthcare, which keeps costs high. We know shifting costs hurts those who can afford it the least.

Sen. Reader: How much of what we pay goes to executive pay at the healthcare companies?

Answer: We are self-insured. We pay Anthem to handle billing and processing. We are getting hit by high prescription costs. One option is to shift the dental plan, but last time, the lower costs plan was not accepted by the local dentists. (NOTE: Sen Clowe later reported that we pay Anthem \$1.4M for administering the medical and dental insurance and \$1.36M for stop-loss insurance that pays for expenses in excess of \$500k for an individual in a fiscal year)

P&T: Senator White

- OneOHIO P&T taskforce meets weekly, looking at how to assist departments when dealing with P&T for Regional faculty. Document developed and forwarded to the committee.
- Expect some resolutions on this topic in the Spring.

EPSA: Senator Sandal

- Resolutions on graduate student policies expected in Spring.

Sense of the Senate Resolution on the Inclusion of Bonuses in Contracts—Second Reading

- In response to prior input, this resolution changed to eliminating all bonuses for any full-time administrative position, reflected in both initial and subsequent contracts.

Sen. Andzulis: Can you please clarify the statement that bonuses obscure the true cost of administrative salaries?

Sen. O'Keefe: Because these bonuses are almost always granted, it really should be considered part of the cost of the salary.

Sen. Andzulis: Bonuses are used to retain people, esp in cases when compensation is lower than in corporate world. There seems to be an expectation that we as state employees should accept low salaries, but these salaries are lower than industry. Bonuses help us achieve retention.

Sen. Reader: I also came from industry but I decided that teaching was what I wanted to do, but I committed to public service. I don't think bonuses are necessary to retain good people. Many times bonuses have gone to people who have not done very well. Eliminating bonuses means we recruit people who understand the tradeoff between higher salaries and public service.

Sen. Butler: I second what Sen. Reader said. In general, people who are in these positions that are getting the bonuses, are making far more than the median salary for the area, and are well-compensated.

Move to vote: Casebolt/Steele Ayes: Many Nays: 6 Abstention: 0

Resolution PASSES

Resolution on Leadership Searches – Second Reading

- Sen. O'Keefe: presents the resolution.
- Sen. Clowe: move to strike "interim" from the resolution. 2nd Bates, vote PASSES.
- Sen. Bates: Move to strike 7c reference to interim. 2nd Sandal, vote PASSES.
- Sen. Andzulis: Was there not a request to include Accessibility, and a definition of "true" diversity?
- Sen. O'Keefe: I am fine with leaving it for a candidate to define what they see as true diversity.
- Sen. Rosado Feger; the word "true" does not add value, but it does add confusion.
- Sen. Clowe: last time we also discussed how this resolution requires less faculty representation than is current practice for Dean searches.
- Senator Rosado Feger; Please clarify why we would want to lower the floor on faculty representation? Also, please clarify what changes were actually made to this resolution from the last time, because we appear to be discussing the same issues.
- Sen. O'Keefe: Different positions have different needs, and a floor does not prevent more representation from occurring.
- Sen. O'Keefe: I thought I had incorporated these changes, but I appear to have missed a number of changes.
- Sen. Andzulis: I would like to motion to table this resolution until we have an actual updated document.
- Resolution TABLED

Resolution on Multi-Year Contracts for Instructional Faculty – First Reading

- Requests that the language be changed from "should" to "will" be offered multi-year contracts, but retains a negotiation clause.
- Current instructional faculty who have been promoted should be offered 5-yr contracts.

Sen. Andzulis: How did you define "comparable institutions"?

Answer: We looked at R2 universities. The AAUP study looked at multiple different types of institutions.

Sen. Clowe: Can you clarify your respondent numbers? What percentage of the OU instructional faculty does this represent?

Answer: 136 people total responded, 123 were complete responses. This appears to be 40% or so of the total.

Sen. Clowe; why don't we just ask the university how many of the instructional faculty are on multi-yr contracts? We shouldn't need a survey for this. Ask Colleen Bendl.

Sen. Karney: Can we have the second "Be it resolved" be a requested change? Since it does not refer to changing the Faculty Handbook.

Sen. Bates: Yes, we can include that. I think this is unlikely to be signed, but it should be ok to include because it is the enforcement mechanism.

Sen. Karney: We could also write it as the next contract renewal should be for a 5-yr contract.

Sen. Butler: Actually that is an issue we recognized and do need to address.

Sen. McDiarmid: Are we eliminating the 3-yr option?

Sen Butler: the 5-yr is on the policy that exists. However, the negotiation clause can be used to change that duration.

Sen. Reader: We should get the real numbers from HR, this is public information. I am more interested in the "9-months" term, and I would like to see if we can also negotiate that term, so the work can be spread into summer. The word "normally" tends to create a standard to not deviate.

Sen. Andzulis: A comment, the Provost will not sign this. Why would we move forward on this, as it might risk the financial health of the entire institution?

Chair Muhammad: We also want to have the conversation and have Senators be heard.

Sen. O'Keefe: Re public records requests take a long time, waiting for the data does not help people.

Sen. Webb: Is this a business decision? Yes. But, are you invested in your instructional faculty or not? Consider the value of the work that they do.

Sen. Butler: We do acknowledge the provost may not sign this, but the university itself has the policy, and we are asking that the university make good on its own policy. This is complementary to the PRC resolution proposed before.

Sen. Andzulis: Why would we offer 5-yr contracts to faculty teaching in areas where student demand is decreasing? We do have financial limitations and have to be responsive to demand trends.

Sen. Karney: We do need to consider what "the norm" is for renewal?

Sen.: If this is part of the Faculty handbook, do we need this resolution?

Chair Muhammad: yes, there appears to be a nuance and this discussion is helpful.

Sen. Eisworth: Faculty handbook does have a clause to not have a multi-yr renewal due to demand or other needs of the faculty or the department.

New business

None

Move to adjourn: Sandal/Reader

Adjourned,9:47 pm