

Ohio University Faculty Senate
Meeting Minutes Monday, February 7, 2022
Irvine 194 and Virtual Meeting Via MS Teams
7:00 – 9:00 p.m.

- I Invited Speakers: President Hugh Sherman and EVPP Elizabeth Sayrs
- II Roll Call and Approval of the Minutes (December 13, 2021)
- III Chair’s Report – Robin Muhammad
 - A. Updates and Announcements
 - B. Election Preparation Update
 - C. Upcoming Senate Meeting: March 14, 2022
- IV Professional Relations Committee – Char Miller
 - A. Resolution to Clarify University Faculty Fellowship Leaves (FFL) – Second Reading
 - B. Sense-of-the-Senate Resolution on Instructional Faculty Contracts – Second Reading
 - C. Resolution to Remove Early Retirement Policy Language – First Reading
- V Finance and Facilities Committee – Doug Clowe
- VI Promotion and Tenure Committee – Jackie Wolf
 - A. Resolution to Clarify Department and School Expectations for Qualifications for Promotion and Tenure Under One OHIO – First Reading
 - B. Resolution to Clarify the Meaning of Inadequate Consideration – First Reading
 - C. Resolution to Clarify the Composition of Department and School Promotion and Tenure Committees Under One OHIO – First Reading
- VII Educational Policy and Student Affairs Committee – Jennie Klein
 - A. Resolution to Require Continuous Enrollment for Ph.D., Ed.D., and M.F.A. Students – First Reading
 - B. Resolution to Establish a Leave of Absence Policy for Ph.D., Ed.D., and M.F.A. Students – First Reading
 - C. Resolution to Establish a Limit on Ph.D. Transfer Credit – First Reading
 - D. Resolution to Amend Undergraduate Certificate Description and Requirements – First Reading
- VIII Faculty-Initiated Proposals
 - A. Resolution on Policies on Leadership Searches (formerly tabled for consideration)
 - B. Resolution on Multi-Year Contracts for Instructional Faculty – Second Reading
- IX New Business
- X Adjournment

In attendance:

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

Meeting called to order at 7:18 due to technical challenges

President Hugh Sherman

- VP of Student Affairs: Terry Hogan named Interim. Kathy Pfahl is now Interim Dean of Student. Kim Rouse is Interim Assistant Dean of Student Affairs. Search committee formed, co-chaired by Gigi Secuban and Scott Titsworth.
- Notice sent about Shared Services, initiative identified by the Deloitte study. Key processes that need streamlining include Procurement. Shared Services focusing on Administrative areas first, over the next 6 months. The goal is to improve service levels, not eliminate personnel.

Provost Elizabeth Sayrs

- VPFA Search: application deadline is Feb 18, plan is on-campus interviews March 28.
- R1 classification: fantastic news if a bit of a surprise. Reflects the good quality of work that we do.
- Received Innovation and Economic Prosperity Award from the APLU.
- Regarding the R1 designation: we have not been aiming for the designation. Previously, we had determined that it would require new doctoral programs, which we did not do. We have kept focus on our mission as excellent public research institution, while building on targeted research areas. We will continue to focus on our mission and support targeted research areas.
- IUS updates: there is a state bill that requires universities to consider adopting a Textbook Auto-Adoption policy. This policy requires Board of Trustees consideration by August 15.
- Low enrollment and duplicate courses and programs: approaching 5-yr reporting/review date.
- 1804 Grant process is running this year. Consultation deadlines coming up, submission deadline is March 15.

QUESTIONS:

Senator Wolf: Vaccine mandate, why is it not enforced? How was this decision made? And what message does this send to students, those who followed the rules, and those who did not?

Pres. Sherman: The intent is to make sure we have as many of our community be safe as possible. We did achieve a 91.6% vaccination rate. We never intended to make a student unable to enroll in classes. Our public health group has also determined that there was no transmission in classrooms when

everyone had masks on. Given those two, we decided not to stop any student from coming back and getting their education.

Senator: Now that we are R1, what does that mean for teaching loads, P&T?

Provost Sayrs: In terms of teaching loads, those are controlled by state code and by the level taught. P&T is controlled at the department level, any changes would come from individual departments and how they place relative importance on teaching, research, and service.

Question: Is that still state code?

Provost Sayrs: It was the last time checked, about two years ago but will look again. It is also university policy.

Question: Can you explain more about the state code and how it allows for differences in teaching loads across departments?

Provost Sayrs: One place is the University Policy that talks about percentage of effort dedicated to teaching based on the level of programs taught. Departments can have differential workloads based on their needs as long the type of department they align with the designated percentage of effort.

Senator Marchenkov: How does R1 status reflect on level of funding for research at OU? Do you anticipate raising it? Reducing it?

Provost Sayrs: The research strategy will have impact on that, we have made investments in cluster hires and research groups. It's not that we are chasing R1, we are focusing on a research strategy that aligns with our mission and the designation acknowledges that.

Senator Wilson: Does the university have plans to offset the effects of inflation?

President Sherman: I think we are all concerned that we have moved into a more inflationary environment. The commitment that we have made is that we will reinstitute annual raises. It won't cover all the cost raises that we are seeing but that there is a 2% pool for July 1st. We understand that it does not cover inflation.

Roll Call and Approval of Minutes Bates/Miller Minutes from Dec. 2021 meeting approved.

Chair's Report:

- Visit from the Board of Trustees will take place next month at March 14th meeting.
- Ohio Faculty Council has been looking at the textbook auto-adoption legislations. Auto-adopt would assign previously assigned textbooks to sections of courses when the instructor has not identified required materials.
- Legislation regarding divisive concepts: asked to share individual institution policies.
- OLC: AAUP sponsoring nationwide program about educational gag orders on Feb 17th.
- Secretary Rosado Feger: Nominations are open for Faculty Senate. An email will be sent that has continuing Senators, available open slots, and the process for nomination.
- Next meeting is March 14. We do always meet in Irvine 194 as well as online.

PRC: Senator Miller

1. Resolution to Clarify University Faculty Fellowship Leaves (FFL) – Second Reading
 - Motion to approve: Bates/Rosado Feger Resolution PASSES

2. Sense-of-the-Senate Resolution on Instructional Faculty Contracts – Second Reading
 - Motion to approve: Karney/Bates Resolution PASSES

3. Resolution to Remove Early Retirement Policy Language – First Reading
 - The ERP has been discontinued due to legal/regulatory issues.
 - Faculty participating before discontinuation can continue.
 - ERP language would be removed, and a task force be formed to discuss alternative options to the ERP.
 - Senator Steele: Please add RHE representation on the task force.

Motion to change the agenda, presented by Senator O’Keefe.

- Motion to change the agenda to move up the Resolution for Multi-Year Contracts for Instructional Faculty up on the agenda. Seconded by Steele.
- By roll-call vote: 36 For, 17 Against, 2 Abstain Motion PASSES

Resolution on Multi-Year Contracts for Instructional Faculty – Second Reading presented by Kyle Butler.

- Change from First reading: Once five years have passed, Instructional Faculty holding the rank of Associate Professor or Professor of Instruction will be offered five-year renewable contracts.

Senator Andzulis: Spoke against the resolution. Supports instructional faculty, but can’t support locking in five-year contracts in an environment of uncertainty. Individual colleges and departments should be able to make decisions for their units.

Answer: Senator mentioned that contract is locked in, but the multi-year contract follows the promotion process. It is not automatic.

Senator Webb: Spoke in support of the resolution.

Senator Wolf: Expressed ambivalence about the resolution.

Chair Muhammad: Senate Exec received letters of support that will be filed with the resolution.

Senator Steele: Expressed support for resolution and its impact on recruitment of faculty.

Senator Duvert: Spoke in support of the resolution. Emphasized the value of instructional faculty to the university mission.

Butler: noting a question in the chat regarding the last sentence which addresses the possibility of adjusting the length of the contract based on needs. His interpretation is that the 5-yr contract is the starting point for negotiation.

Senator Rosado Feger: Question, can an “offered” contract be negotiated after it’s been offered?

Butler: The starting point is a five-yr contract, but then the department can enter a negotiation about the length.

Senator Dowell: Clarification, this resolution is for faculty going for promotion. At the initial contract, the Handbook allows for negotiation. Under this resolution, who has the responsibility of initiating this negotiation?

Butler: There is a change to the Handbook language in the resolution, from “should” be offered to “will” be offered. In practice, “should” has turned into “don’t.” Multi-year contracts are very rare right now. The intent is that when you earn promotion, you will be offered a five-yr contract with the promotion.

Senator Bates: In favor of retention, but not in support of this resolution. The Handbook already has language for multi-year contracts, the grievance process would be the way to have the Handbook enforced.

Chair: Call for a motion to vote. Brown/Wyatt. We proceed to a voice vote, if there is a lack of clarity on the results, we will do a roll call vote. AYE: Many NAY: Few Abstentions: 2
Resolution PASSES

F&F: Senator Clowe

- Update on benefits: recommendation to increase premiums passed on.
- Shared Services Center: NOT a repeat of the centralization that happened at Arts & Sciences.
- VPFA search continues.

P&T: Senator Wolf

- Resolution to Clarify Department and School Expectations for Qualifications for Promotion and Tenure Under One OHIO – First Reading
 - Departments and schools with differential workloads, must have explicit expectations for Teaching, Research, Service for each of the variable workload conditions.
- Resolution to Clarify the Meaning of Inadequate Consideration – First Reading
 - Adds a definition of Inadequate Consideration that addresses issues relevant to faculty members in regional campuses in tenure processes.

- Resolution to Clarify the Composition of Department and School Promotion and Tenure Committees Under One OHIO – First Reading
 - Ensures that P&T committees for faculty at regional campuses have representatives that understand the work context of the faculty member at the regional campus.
 - Question: does bringing in someone outside of the department who would vote on the tenure decision, interfere with departmental prerogatives of setting promotion and tenure criteria?
 - Answer: departments already have outside members on the T&P committees, for a variety of reasons. We do not see this as different from what is already happening, except that we try to address having appropriate representation for faculty at regional campus.
 - Senator Wyatt: this is common practice in small departments.
 - Senator Wolf: one last comment, the Provost previously expressed concern about the service burden on faculty at regional campuses asked to sit on various P&T committees. Regional faculty polled are more concerned about the possibility of inadequate representation.
 - Senator Steele: Faculty on my campus are indeed concerned more about representation than about the burden of service.
 - Senator Wolf: serving on P&T committees is an expectation of departmental service.
 - Senator Reader: this is very important service and true integration requires regional campus representation, to truly become one faculty.

EPSA: Senator Klein

- Resolution to Require Continuous Enrollment for Ph.D., Ed.D., and M.F.A. Students – First Reading
 - Students who do not stay enrolled, are at risk of not completing their degrees. This resolution requires them to maintain enrollment in thesis credits.
 - Senator Reader: faculty are concerned that there should be a process for exemption. Hiring our students as ABD is very common in our school. They might have financial constraints to cover being fully enrolled.
 - Senator Klein: We have a separate resolution to address leaves of absence.
- Resolution to Establish a Leave of Absence Policy for Ph.D., Ed.D., and M.F.A. Students – First Reading
 - Accounts for continuous enrollment, puts limits on their leave time. At the end of the leave, they need to withdraw or continue enrollment.
 - Does this impact tuition waivers? Answer: Tuition waivers are tied to semesters of funding, the student would not be funded while on leave so tuition waiver is not impacted.
 - Does this affect international students? Answer: this should be a cost savings to them, if they are on leave.
- Resolution to Establish a Limit on Ph.D. Transfer Credit – First Reading
 - This declares a student can only transfer in 25% of the course credits needed for the degree. This can be waived by appeal to the Dean of the Graduate School.
 - Question: does this include a student signing up for 15 hours of thesis? Answer: no, this covers “graded hours:” course work, labs, seminars, etc.
- Resolution to Amend Undergraduate Certificate Description and Requirements – First Reading

- Changes the minimum hours to 12 from 15. Courses at 3000-level are encouraged but not required. This allows Associate degree students to complete certificates.
- This does not change existing certificates.

Resolution on Policies for Leadership Searches – Formerly tabled

- Sen. O’Keefe: incorporated suggested changes.
- Senator Andzulis: Can you clarify the statement about “half of the faculty...from the unit involved”? A lot of the VP positions cover many units. What is the expectation about faculty involvement? Answer: those broad positions would pull from the whole university, narrower positions pull from the faculty involved.
- Senator Reader: comment in chat correcting a minor point, change the word above to the plural “units.”
- Motion to vote: Casebolt/White AYE: Many NAY: Few Abstentions: None
- Resolution PASSES

New business

Questions about course modalities, Katie Hartman is here and can answer them.

Move to adjourn: Rosado Feger/Bates

Adjourned,10:14 pm