

**Ohio University Faculty Senate Meeting Agenda:
Monday, February 6, 2023
Irvine 194 and Via Teams
7:00 p.m. to 9:00 p.m.**

- I Invited Speakers:
 - A. Elizabeth Sayrs, Executive Vice President and Provost
 - B. Mark Heil, VP for Finance and Administration and Chief Financial Officer
 - C. Greg Fialko – Sr HR Dir & Dir of Benefits OHIO UHR

- II Roll Call and Approval of the Minutes (December 12, 2023)

- III Chair’s Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. Regular Senate Meeting: March 6, 2023

- IV Professional Relations Committee – Daniel Karney
 - A. Update/Report/Items
 - B. Resolution to Clarify Policy on Academic Employee Registration for Graduate Degrees

- V Promotion and Tenure Committee – Cynthia Anderson/Jennifer Steele
 - A. Update/Report/Items
 - B. Resolution to Remove Outdated Promotion and Tenure Language from the Faculty Handbook

- VI Educational Policy and Student Affairs Committee – Jennie Klein
 - A. Update/Report/Items
 - B. Resolution to Amend the Acceptance of D grades for Transfer Students to include Out-Of-State and Independent Institutions

- VII Finance and Facilities Committee – Aaron Wilson
 - A. Update/Report/Items

- VIII Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth
 - A. Update/Report/Items

- IX New Business

- X Adjournment

In Attendance:

Faculty Senate Meeting Roster	Monday, February 6, 2023
College of Arts and Sciences	College of Fine Arts
Jonathan Agensky	Jennie Klein
Cynthia Anderson	Vladimir Marchenkov
Rebecca Challenger	Duane McDiarmid
Gang Chen	Angela Sprunger
Cory Crawford	College of Health Sciences and Professions
Alexei Davydov	Melvina Brandau
Jim Dyer	Debra Cox
Todd Eisworth	Molly Johnson
Robert Ingram [No longer at OU]	CHSP/HCOM Clinical
Daniel Karney	Macario Llamas
Glenn Matlack	Heritage College of Osteopathic Medicine
Talinn Phillips	Peter Coschigano
Julie Roche	Emily Guseman
Gary Sarver	Zelalem Haile
Paul Showlin for Dominique Duvert	University College
Sarah Wyatt	Jim McKean
College of Business	Affairs
Mick Andzulis	Leslie Johnson
Ellen Gordon	Regional Campus - Chillicothe
Andrew Pueschel	John O'Keefe
David Stowe	Regional Campus - Eastern
Aaron Wilson	James Casebolt
College of Communication	Regional Campus - Lancaster
Ben Bates	Jennifer Steele
Matthew deTar	Regional Campus - Southern
Jatin Srivastava	Kristi Barnes
Wolfgang Suetzel	Regional Campus - Zanesville
College of Education	Susan Dowell
Donnie Brown	Gabriela Popa
Allyson Hallman-Thrasher	Regional Campus: At Large
Sara Hartman	Kim Ciroti
Mike Hess	Brenda Miller
College of Engineering	Athens: At Large
Zaki Kuruppali	Ruger Porter [Resigned]
Neil Littell for Yuqiu Yu (FLL)	
Shawn Ostermann	
Valerie Young	

Meeting called to order by Chair Sarah Wyatt at 7:02 PM

Chair Wyatt welcomes Provost Sayrs 7:03 PM

Welcomed everyone to Spring Semester

Search Updates:

- Dean Search Updates:
- VP Research Grad College Dean – selecting finalists this week. On campus interviews Feb 20th and 27th
- Russ College Dean – also selecting semi-finalists now. Finalists on campus after Spring Break during weeks of March 20th and 27th
- Arts & Sciences – launched December. Currently recruiting. Share nominations with Provost and/or Cary Frith to relay to search firm. On campus interviews planned weeks of April 10th and 17th
- Honors Tutorial College - launched Jan 24th. Also recruiting. Share nominations. On campus interviews April 24th and 1st week of May
- Voinovich College hired search firm local to Ohio and Appalachian region. Planning to launch this month with on campus interviews week of May 8th. Voinovich is on 12 month contracts so they are around after finals week

- Patton – Finished RFP for search firm and received 11 proposals; will go through them to identify search firm and form committee later this month. Search to launch in March.
- VP for Student Affairs – A President’s Office search. Sent invites for search committee and will try to launch as fast as possible. Bring Finalists in April when students are still on campus.

Faculty Compensation Task Force:

- Sent call for participants at end of last semester.
- Co-Chairs are John Day and Aaron Wilson
- First meeting this week. Planning to meet in Spring and provide analyses and recommendations in May

Update on Cluster Cohort hires:

- Discussed last semester. Proposals were due end of January. Decisions by Feb 15th, perhaps even end of this week. There were strong proposals.
- Cluster hires are different than Office of Diversity & Inclusion Revamped Opportunity Hire fund. More info on this from D&I at next meeting. Their website has more info.

Update on Faculty hires this year so far:

- How they were distributed and bunch of caveats
- Colleges shared immediate instructional needs by April 15th, followed by tenure track in summer, plus Deans working on 3-5 year plans leading to other requests and one-offs
- Impact will be known next year
- Overall 74 faculty hires approved [46 Instructional Faculty/7 Visiting/21 Tenure Track]. Does not include 5 hires through program innovation accelerator [4 TT + 1 IF] or the Cluster hires [up to 6 TT and up to 6 IF].
- Hires also impacted/depended on how the VSRP hit colleges.
- Total hires were CoFA -11, COB -7, CHSP -7 (not including some done in Spring), Patton - 11, Russ -9, Scripps -5, CAS -24.
- Lots of students coming in with lots of credits. Will watch enrollments and will likely need more hires.

Miscellaneous announcements and updates:

- Announcement for 2023 Spotlight on Learning Conference April 25th – 28th. Proposals invited. Theme = Technology Trends from AI to ChatGPT to Improve Student Learning Outcomes. In-person first day and virtual sessions thereafter [more participation and focus on technology] Proposals submitted online; deadline = Feb 21st.
- Improvements to Procurement process that have come through Business Services initiative. Form no longer needed for non-preferred vendor purchases. Business services have figured out (on the back end) how to do reporting and audit instead of pre-approval.
- Central Admin is absorbing booking fees so don’t have to account for that in booking travel (as a random fee that shows up). Amount is same for institution but the goal is to make it easier for faculty to use the service. Heather Krugman is now leading Business Services (Exec Dir). She comes from Scripps and has strong knowledge of academic need plus technical knowledge.
- Mark Heil received questions from Faculty Senate however there was one for the

Provost to respond to: "Why are small faculty raises allocated based on merit?"

- This is really about raises across the board versus merit-based. There are reasonable arguments on both sides. Small raise pools are still important for recognizing faculty who had big accomplishments (like a book coming out that year), or to address equity issues. It's challenging in a percentage based system because low salaries lead to small dollar amounts. It's important to continue recognizing merit. In 2014 there was a raise pool followed by an additional across the board 1% increase for everyone.

Questions:

Q Sen Wilson - To clarify, that question was for years where the raise pool doesn't equal inflation.

A Provost Sayrs – You have inequities either way. People who are low merit fall further behind the cost of living. Those who are high merit fall further behind than they would have if there were a higher raise pool. It's somewhat random because you can't really time your book publication for a big raise pool year. So it's about which do you value more and at which time. There are reasonable arguments both ways. It's not a perfect system ever.

Q Crawford – Glad to hear there is hiring. Any totals for how many faculty took VSRP?

A Provost Sayrs – 94 in 2020 and 45 in 2022.

Secretary Andzulis welcomes VP & CFO Heil 7:17 PM

VP/CFO Heil recognized that he hadn't yet met everyone so planned the following topics:

- Provide a little background on himself
- Vision for his tenure at Ohio University
- Answers to Questions that were shared with him

VP/CFO is different and encompasses different roles at different universities. At Ohio U it includes: Finance, Student Financials, the Bursar, Treasury, Procurement, HR, Facilities [including Architecture, Design, Space Planning, Operation and Maintenance] plus Police Department rolls into the Division. Mark is also the Divisions representative on the President's Council.

Joined OU in August 2022 as Interim and accepted the Permanent position January 1st. Sense of comfort because he can move forward on the things that must be done long term.

Prior to OU was the CFO at Boise State. Similar to OHIO but Boise State role also included OIT.

Prior to Boise State worked for Micron Technologies. Mark discussed his role there. Recording and transcript of full conversation are available upon request.

Heil discussed his vision for his role and several categories. The first category or focus is People Strategy which comprises 4 pillars:

- Compensation – Need to solve the Compensation Gap to facilitate the others and take it off radar to focus on the other pillars.
- Talent Acquisition

- Employee Engagement
- Talent Planning

Heil is working with Colleen Bendl on the people strategy on a daily basis. Leadership development, career planning, etc. will fall under pillars and more info will be released.

The second area of focus is on financial sustainability. Last fall's enrollment was great and Candace Boeninger and her team have great strategies in place. Goal is to grow it.

So goes enrollment goes the financial model of the university. State to student shift is impacting Ohio as many other universities. Shifted from 75/25 to 50/50 from university to students in terms of financial support. Tuition increases are dictated by legislature in Ohio and that's a challenge. We are not likely to be able to increase tuition this year so an increase in enrollment is the only control we have. Ohio is competitive so it is also dependent on what other schools in OH due to get students.

If we are all heavily engaged in making students successful, at all levels in every role, it will be attractive to prospective students which will help with enrollment.

People strategy should help retention and lessen turnover.

Next item: questions.

Q Sen Wilson – Given that state has no appetite to raise tuition, does the model of capped revenue and rising expenses allow us to work our way out of this?

A VP/CFO Heil – No concerns about Ohio as an ongoing entity. We need to be deliberate about how we shape the university going forward. Proactive strategy and federal aid allowed OHIO to come out of the pandemic in reasonable condition with reasonable reserves. It's incumbent on us to be very careful in how we invest as an organization. Will have to think on an activity level to review all initiatives to see which we can continue to afford and reshape the organization.

Q Sen Roche – Regarding faculty compensation, we received a puzzling email asking that they do more research and ask that best part of salary be covered by funding agencies that fund the research. Does someone think this will improve compensation by shifting the burden to someone else? This won't fly.

A VP/CFO Heil – Not familiar with this. Provost Hartman not there to comment.

A from Interim VP Research David Koonce shared that this was an initiative out of Heritage Colleg to hopefully encourage faculty to go for more extramural research and to move their research dollars from their base salary to sponsoring agencies that would pay for the faculty through things like release time. This is a three-year trial and two A three other colleges signed up to try on this trial as well. It has local college policy as to how they will implement that and how it will work. The College of Arts and Sciences was one of those colleges and you (Sen Roche) can reach out to the Dean's office to or probably Morgan Vis to understand a little bit more about how that will work. Many federal funding and other agencies will pay for faculty release time and as a mechanism to help faculty go for those.

Q Sen Roche – NIH has a lot of money but that sounds like a strange proposal.

A from Interim VP Koonce - NIH and NSF for both doing that and I'm not sure about the other agencies like DOE, but I would expect there is opportunity in some of their programs to move faculty salary off of base to external funding.

Q Sen Crawford - With regard to enrollment, are you aware of work by OHIO Political Economist [Jim Mosher] who showed that downturn in enrollment was tied to price (jumping higher than Cinn)?

A VP/CFO Heil – Not aware of it but it is an interesting area because it's data-based. Must be careful because there are lots of causes and lots of effects. Price point and branding are both important. It's not all about price.

Follow-up Sen Crawford – He also talks about comparative advantage.

Q Sen Dowell - I'm with the Zanesville campus and associate professor and nursing and I have a two questions actually. So one of them is can you clarify for me when you sit there and when you were speaking of closing that compensation gap, what are you seeing as a gap, what is it but the the gap between?

A VP/CFO Heil – This is a general statement but between our compensation and the market. Believed we were 20% under market but preliminary analysis suggests it's 10-20%. It's still relatively large because we are seeing higher levels of turnover than would classify as healthy.

Q Sen Dowell – Where does RHE fit in the people strategy? We are OneOHIO but there are a lot of questions about the financial piece? Also, enrollment is different on regional campus than Athens.

A VP/CFO Heil – From a strategic level, views auxiliary, HCOM, regional or Athens as one but understands there are differences. There's been a convergence over the last 3-5 years in sharing delivery and we are transparent with where instruction is being delivered from, so the lines are blurred between Athens and the regional campuses and that's ideal so that we can leverage the strength of each campus. It's also cost effective. Enrollment has been a more significant challenge at the regional campus.

Follow-Up Sen Dowell. Provost Sayrs and the President visited regional campuses and it was optimistic. However, there are significant compensation differences between regional and Athens but they teach exactly the same things.

A VP/CFO Heil – Looking at Market, if you have to hire someone for a position, where are you going to hire from? Chances are it's not at the local level but from the national level so the market is the national level. There is an analysis we do however to determine which positions are local, regional and national searches.

Q Sen Llamas – Returning to compensation/salaries. May look at compensation across the United States, and faculty are committed to students, but faculty just 6 hours away are making \$30K more. When we are hiring, and tell people the compensation, they don't come to OHIO. So, how do they use mathematical analysis. Compensation is competitive per the state, but that's not very accurate.

A VP/CFO Heil – We look at a number of sources for market data (the most relevant) such as CUPA which is national. It's not Cincinnati or Columbus or Boston or St. Louis.

Secretary Andzulis thanked VP/CFO Heil and suggested other questions could be shared with him by email.

Secretary Andzulis welcomes Sr. HR Dir & Dir/Benefits Greg Fialko 7:54 PM

Providing an update of discussion with Anthem as a part of current RFP.

Put Healthplan Administration contract out for bid in early Fall and it was rewarded to Anthem.

As a reminder, the two parts were:

- 1) Third party admin – awarded to Anthem
- 2) Health promotion, care navigation and care management – Not awarded yet. This is

acting as a healthcare guide and providing member outreach. Proactive communication. Goals were shared on slides and generally target improving member health and reducing healthcare costs. Also looks at healthcare gaps and benchmarks

Goal is proactive care and using claims analysis, not trying to get you off the phone quickly. Target is 7% reduction in health care over 3 years which could be \$2-4 million in savings.

Discussed cost to add this to PPO plan. \$8.64 per employee/per month. See pay band brackets for impact.

Implementation date after 1-2 month decision would be 3-4 months or roughly July 1st or shortly thereafter.

Q Sen Karney - If this is actually saving 2 to \$4 million a year, it's unclear why we need to pay more in our premiums to save the two to \$4 million for the university. So I'm very skeptical of this particular program. This is my bias, to paraphrase a famous quote, "I'm from the insurance company and I'm here to help" Sounds dangerous to me. . And if it's actually saving that money or premium should be going down and we should get compensation on the front end for this. So I would say if we have to pay. I would not advise doing that.

A Dir Fialko – Will relay that. It would definitely us reduce how much costs are going up. over the next three years, we're looking at seeing our costs going up five to 7% a year depending on the year. This wouldn't make up for all of that because it's each year, but it could help bend that curve down and keep our costs down.

Q Sen Guseman – This sounds like it overlaps with Healthy OHIO.

A Dir Fialko – We think it can enhance Healthy OHIO. Hope is that Anthem can share these existing programs, too, not just their own.

Follow-up Sen Gusemand – Do you have data on Healthy Ohio; can you share comparisons on places that do and do not have programs like Healthy Ohio?

A Dir Fialko – We don't but we will. The plan is to compare claims data to compare folks using Healthy Ohio and similar programs to population that isn't using them. Will get more sophisticated over the next 2-3 years. Historically had not shared claims data between those entities.

Secretary Andzulis thanked Sr. HR Dir Fialko

Roll Call 8:05 PM – All active Senators were present and noted from in-room observation and online attendance.

Approval of Minutes 8:06PM – Motion by Chair Wyatt and seconded by Sen Wilson.

Chair's Report 8:07 PM

- Reach out with comments to Greg Fialko, Chair Wyatt and Sen Wilson with more benefits questions/comments.
- Opportunity to join the University Hearing Board with the Office of Community Standards and Student Responsibility (CSSR). Typical involvement is 1-3 boards/semester. Reach out to Chair Wyatt or Tara Griffitts [Griffitts@ohio.edu] with

questions.

- The State of Ohio General Assembly has enacted legislation entitled the Testing Your Faith Act. This code is about having three days of excused absences for religious holidays. Those not observed by the university, so this is a diversity and equity statement.
 - Having three days of excused absences for religious holidays not observed by the university. We should provide alternative accommodations.
 - Students must tell instructor no later than 14 days after start of class that they will miss.
 - University posts information for community to be aware.
 - Result will be university Policy plus mandatory statement in the syllabus. EPSA will bring forth this resolution.

Questions:

Q Sen Ostermann – Clarification about the 14 days. This doesn't include conflicts in 14 days?

A Chair Wyatt – correct; so that must be worked out.

Q Sen Karney – Does this include the final exam period?

A Chair Wyatt – We'll make sure it's inclusive but we'll make sure it's in the resolution.

Chair Wyatt acknowledged Vice Chair Eisworth for update on Presidential Search 8:13PM

Vice Chair Eisworth indicated committee reviewed applications. Search Committee meeting at a group on Wednesday to each share their top 5. The important thing is that there are candidates and he will keep us updated.

Vice Chair Wyatt turned microphone over to Sen Karney.

Professional Relations Committee – Daniel Karney 8:14 PM

Updates:

- Working on Phased Early Retirement policy
- Resolution Clarify Policy on Academic Employee Registration for Graduate Degrees
 - Shared background. Initiated from Graduate Council to clean up language plus one substantive change [Grad council reviews conflicts of interest]
 - Received comments regarding some unintended consequences. Will review them between first and second readings.

Questions

Q Sen Ostermann – Is there a definition of employee in the handbook?

A Sen Karney – This is the crux of Sen Young's question and they are going to work to clarify

Follow-up Sen Ostermann – A different area of it: Are Grad students non-classified employees because policy says deadcenter that non-classified are subject to this (and can't work in same college).

A Sen Karney – Yes, this is part of that question being worked on.

Q Sen Young – It would be helpful for people in meeting to understand the issue. Non-classified employees doesn't cover faculty but a lot of bargaining employees, lab assistants, grad assistants, etc. who won't be able to finish their degrees. It's important for these people to be able to advance themselves. It's important to get this policy right.

A Sen Karney – Yes, that's the purpose of the readings so they'll work on the language to make sure no one is accidentally cut out by the policy.

Promotion and Tenure Committee – Jennifer Steele 8:20 PM

P&T met to review outdated language in handbook from lingering issues of One OHIO. The first reading of the Resolution to Remove Outdated Promotion and Tenure Language from the Faculty Handbook doesn't change anything but makes us more aligned with what we're actually doing in practice since One OHIO implementation.

No Questions/Comments

Educational Policy and Student Affairs Committee – Jennie Klein 8:23 PM

Just one issue to discuss: Resolution to Amend the Acceptance of D grades for Transfer Students to include Out-Of-State and Independent Institutions. This is the second reading. Made revision to recommend that the policy be reviewed in two years to see if the policy has made a difference.

Questions?

Q Vice Provost Hartman – Who is going to do the 2 year review?

A Sen Klein – Assume Rob Callahan's office.

Follow-up Vice Provost Hartman – Should be EPSA

A Sen Klein – OK. Agree. Can we change the document with a friendly amendment?

Q [Kate] - Do we have a way to collect this data easily?

A Vice Provost Hartman – Yes, there are reports we do so there are records of transfer credits we accept and the grades for each.

Secretary Andzulis – We only have document in PDF.

Chair Wyatt – We will add “EPSA will review this policy in 2025” to the document as a friendly amendment.

Sen Klein – Motion to vote with friendly amendment.

Vice Chair Eisworth – Second by Eisworth.

Chair Wyatt: Voting to Approve Resolution

Aye – Near unanimous support

Nay – None

Abstain – Sen McDiarmid

MOTION PASSES: Resolution to Amend the Acceptance of D grades for Transfer Students to include Out-Of-State and Independent Institutions Passes

Other EPSA business?

Sen Klein – working on resolution; approached by Dean Jenny Klein regarding grade changes/grievances past 21 days. That is before EPSA and will come forward in the future in a resolution.

No other questions.

Finance and Facilities Committee – Aaron Wilson 8:31 PM

Shared update/reiterated cost of the new health management initiative is \$3.80 for the highest pay bracket faculty member with family coverage.

Q Sen Guseman – Is this only a forward cost savings if this works?

A Sen Wilson – Yes. We are trying to pin them down to get the average, not just the max projected savings of 7%.

Follow-up Sen Guseman - I think it would be great if we could compare that to the cost savings that might be expected from things like rewarding getting preventative care, because I think we might find that there are other things that would work better and would save us more money.

Sen Wilson – Benefits are still expected to come in line with what Greg Fialko shared last time.

The purpose tonight is to share iteration 1 of this inflation tool. Please share feedback. The goal here is education. Follow the instructions in the spreadsheet.

Explaining the three graphs shows CPI, OU and the Employee's Actual data. We really lost ground since 2017 [15% pay gap].

Inflation over last 10 years up 30%. Wages up 17.5%. Wages have not kept up with inflation. So we are at 87% of where we used to be.

Cost of Living Adjustments are not Merit Increases. We need to keep with inflation to remain at parity with purchasing power, etc.

This is not a sustainable model. People will leave to make up the gap (the best people) and then our quality will go down.

Q Sen Crawford – What impact will contacting Governor or Reps have? It's a reflection of the spending priorities of the university.

A Sen Wilson – State of OHIO sets budget and caps tuition. They won't increase our funding and won't allow us to raise tuition so they've handicapped us as an institution.

Follow-up Sen Crawford – Why can't we cut costs? The other solution would be to change spending priorities.

Q Sen Bates – This isn't an either/or. Do both. Contact State and ask OU to change spending priorities.

A Sen Wilson – Absolutely agree.

Faculty Senate Executive Committee – Sarah Wyatt 8:48 PM

Watch email for Tara Griffiths re Student Code of Conduct Hearing Committee.

New Business – None 8:49 PM

Q Sen Steele – RHE scheduling issues. Lack of shared governance. Perhaps this is an issue for PRC. We used to have a representative from each campus to help coordinate scheduling, which was an elected position, and now that's disappearing. It's being replaced by a special assistant to associate

Dean, which is appointed, and it's a concern because many faculty believed that if you're representing the faculty, you should be elected by the faculty. And with that regional campuses function very different than Athens, where the associate Dean of RCI has a lot of control over everyday lives of faculty, very similar to a department chair. But they're not a part of the rotation of evaluations like Deans and chairs are in Athens. Overall, there seems to be some problems in the regional campus. Faculty have very little say or input, and so, you know, I'm going to kind of put this out here to PRC. I was wondering if these conversations have started. And then your committee and maybe if this is something that can get looked into, you know, I'm not really sure if this has been addressed.

A Sen Karney – Forward the concerns or please feel free to join the PRC committee meetings. There is no active discussion at this time.

Chair Wyatt – Any other comments or concerns or new business? NONE.

Motion to Adjourn 8:51 PM by Sen Casebolt and Sen Anderson simultaneously and seconded by Sen Wilson.