

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

- I Invited Speakers:
  - A. Hugh Sherman, President
  - B. Elizabeth Sayrs, Executive Vice President and Provost [**Vice Provost Hartman**]
  - C. Salome Nnoromele, Interim VP of Diversity and Inclusion
  - D. Mark Heil, VP for Finance and Administration and Chief Financial Officer
  - E. Chris Ament, Chief Information Officer
  
- II Roll Call and Approval of the Minutes (February 6, 2023)
  
- III Chair's Report – Sarah Wyatt
  - A. Updates and Announcements
  - B. Next Regular Senate Meeting: April 13, 2023
  
- IV Professional Relations Committee – Daniel Karney
  - A. Update/Report/Items
  
- 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  - B. Resolution to Remove Outdated Promotion and Tenure Language from the Faculty Handbook – Second Reading
  
- VI Educational Policy and Student Affairs Committee – Jennie Klein
  - A. Update/Report/Items
  - B. Resolution to Change the Timeline of Final Grade Appeals – First Reading
  - C. Resolution To Add Required Syllabus Language in Response to section 3345.024 of The “Testing Your Faith Act” – First Reading
  
- VII Finance and Facilities Committee – Aaron Wilson
  - A. Update/Report/Items
  - B. Resolution to Modify Faculty Handbook Language Regarding Section III Group Benefits Section – First Reading
  - C. Sense of the Senate Resolution to Acknowledge Wage Deterioration and Promote Wage Transparency [Provost signature requested] – First Reading
  
- VIII Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth
  - A. Update/Report/Items
  
- IX New Business
  
- X Adjournment

## In Attendance:

Faculty Senate Meeting Roster	
<b>Monday, March 6, 2023</b>	<b>College of Engineering</b>
<b>College of Arts and Sciences</b>	Zaki Kuruppallil
Jonathan Agensky	Neil Littell for Yuqiu You
<del>Cynthia Anderson</del>	Shawn Ostermann
Rebecca Challenger	Valerie Young
Gang Chen	<b>College of Fine Arts</b>
Cory Crawford	Jennie Klein
Alexei Davydov	Vladimir Marchenkov
Fred Drogula	<del>Duane McDiarmid</del>
Dominique Duvert	<del>Angela Sprunger</del>
Jim Dyer	<b>College of HSP</b>
Todd Eisworth	Melvina Brandau
Daniel Karney	Debra Cox
Glenn Matlack	Molly Johnson
Talinn Phillips	<b>CHSP/HCOM Clinical</b>
Julie Roche	Macario Llamas
Gary Sarver	<b>HCOM</b>
Sarah Wyatt	Peter Coschigano
<b>College of Business</b>	Emily Guseman
Mick Andzulis	Zelalem Haile
Ellen Gordon	<b>University College</b>
Andrew Pueschel	Jim McKean
David Stowe	<b>Voinovich</b>
Aaron Wilson	Leslie Johnson
<b>College of Communication</b>	<b>Regional Campus - Chillicothe</b>
Ben Bates	John O'Keefe
Matthew deTar	<b>Regional Campus - Eastern</b>
Jatin Srivastava	James Casebolt
Wolfgang Suetzel	<b>Regional Campus - Lancaster</b>
<b>College of Education</b>	Jennifer Steele
Donnie Brown	<b>Regional Campus - Southern</b>
Allyson Hallman-Thrasher	Kristi Barnes
Laura Harrison for Mike Hess	<b>Regional Campus - Zanesville</b>
Sara Hartman	Susan Dowell
<b>Regional Campus: At Large</b>	Gabriela Popa
Kim Cirolì	<b>Athens: At Large</b>
Brenda Miller	VACANT

**Meeting called to order by Chair Sarah Wyatt at 7:07 PM**

**Chair Wyatt welcomes President Sherman 7:08 PM**

President Sherman started with three key items/announcements:

- Referenced the Presidential Search Open Forums and asked folks to attend and participate in all three sessions.
- Shared that USC Race and Equity Center would share a preliminary report in June and return in Fall with a full report.
- Governor has put in recommendations for budget for next two years; no idea how it will work out with House & Senate not coming together on budget. However some positive news as Governor DeWine's budget for higher education is the best in 16 years. Line items include a 3% increase in state subsidy support for public universities. Some medical lines by 5%. Some for Voinovich 3%. Also, OCOG support for Pell eligible includes proposed increase from \$2200 to \$5400 in two years which is significant for OU,

especially with first generation students who struggle to go to college. Michigan and Maryland doubled their share and were taking Ohio students. The end result is that the participation rate increases. At \$5400 per year it greatly increases the number of students who can attend college. The Governor's support is appreciated in bolstering public education.

**Questions:**

Q Sen Marchenkov – What are enrollment trends showing for the autumn class.

A Pres Sherman – OU put 4200 in the budget for this year. There is an upper limit on what we can take with just 8000 beds on campus. Will probably beat the 4200 target and fall between 4300-4400. OU leased full buildings from River Park and will move sophomores in there. They can walk across the green to eat at Nelson Commons. OU leased full buildings from River Park and will move sophomores in there. Really excited to be on the path to 15-16000 students which is really sustainable.

President Sherman wished everyone a really great Spring vacation and Spring Break.

**Chair Wyatt welcomes Vice Provost Hartman to accept Questions on behalf of EVP & Provost Says 7:15 PM**

Q Sen Karney – Any substantive changes to any of the major searches.

A Vice Provost Hartman shared updates on the finalists and time frames for each.

**Chair Wyatt welcomes Interim VP Diversity & Inclusion Salome Nnoromele 7:18 PM**

VP Nnoromele shared presentation to discuss Opportunity Hire Fund and pointed folks to website for all necessary details: <https://www.ohio.edu/diversity/diversity-opportunity-hires/opportunity-hire-fund-2>

- Discussed Intent of fund
- Discussed three funding categories:
  - Visiting faculty scholars
  - Faculty/staff strategic hire fund
  - Professional development enhancement fund – 3 categories
    - Prof Dev - Individual Max \$10K with less than \$5K no match required
    - Prof Dev - Group – Dept/Units/College – max \$20k per request but match required
    - Retention – Individual – Salary augmentation with plan re how to sustain it
- Committee meets once/month. Goal is to respond to requests within two weeks

**Questions:**

Q Sen Roche – Contact info for questions?

A VP Nnoromele – Committee or Vice Provost Hartman

Q Sen Llamas – Does Medical School/HCOM qualify? Interested in hiring a minority within Biological Sciences

A VP Nnoromele – Yes

**Chair Wyatt welcomes VPFA/CFO Mark Heil 7:30 PM**  
**[Q&A moderated by Finance & Facilities Chair Sen Wilson]**

**Questions:**

Q1 Sen Wilson – Displayed Excel spreadsheet showing 10 year inflation against OU wage increases. Red line shows OU raise pool. Blue line shows CPI. Is there a strategy to fix this gap?  
A CFO Heil – No. OU looks at wages vs. market not vs. CPI. But the difference between CPI and the market might be distinction without a difference. CPI is a proxy for market. Salaries vary by discipline. No financial resources or funds to fix but trying and hoping to afford a 2% adjustment or exceed it.

Q2 Sen Wilson – Forward looking Fed goal for CPI is 2.5% by 2025. Will OU try to attack this. What can we do?

A CFO Heil – President Sherman and he have talked about trying to make investment in the most important resource – People. Will try to get wages closer to market. Wages are the 4<sup>th</sup> pillar of the People strategy (and perhaps most important). In long term hope to solve it so that compensation doesn't have to be part of the people strategy. Governor doesn't support tuition increases or increases in state share of instruction but budget opened the door to discuss and see what the legislature does. May not know until June what the State does.

If we can't increase tuition or SSI, the only other lever is enrollment. President Sherman discussed that those trends look good. If OU can't get additional revenue the only other way to fund raise pools is through budget cuts. How do we get more out of what we have. Must look at things we can stop doing. Do 50 things 100% well rather than 100 things 50% well. We need to work together to identify the Stop List so funds can be reallocated to the raise pool. There is benchmarking analysis underway [helio campus] which can highlight areas to look at and to prioritize or stop.

Q3 Sen Wilson – Where can we find the savings to get things to balance?

A CFO Heil – Boise State and OU are similar but significant difference is OU tuition is \$12k/year and BSU is \$8100 [~53% less]. State share is about same and enrollment is about the same. This suggests there are opportunities out there to optimize or invest. We need to identify and protect what we are best in class at doing

Q4 Sen Wilson – Can you talk about the other pillars of your People strategy?

A CFO Heil – Yes. The four pillars are Compensation, Talent Acquisition, Talent Development and Employee Engagement. The dream is to remove Compensation from that list. Talent acquisition and development drive the last pillar, employee engagement. Get the right people through the door, who buy in and drive student success. Goal is to keep them their entire careers and then (for some) move into a leadership role. Everyone should have a vision for their long term career and that's how we retain people. Working on making HR a real partner and not a regulation/compliance focused machine. We fail about 20% of searches today which is not good. We need to fix that.

**Sen Wilson opened up Q&A at 7:49PM**

Q Sen Bates – What is the people strategy for non-admin or faculty side of house? How do you promote engagement and recruitment of excellence among the faculty side of the house?

A CFO Heil – There are opportunities and mechanisms out there. Offered an example of a post tenure certification process. There are many others not limited to leadership.

Sen Bates follow-up – If you return, would love to hear about those pathways related to teaching, research or service.

Chair Wyatt mentioned that being a Chair is Administration and moving toward Dean, etc. is moving out of the faculty realm.

CFO Heil agreed to speak on pathways.

Q Sen Crawford – Every 2 years or so (2019) there is a calibration with benchmarks made at the executive/admin level. Is that still happening and is that planned for faculty. What benchmarks would be used?

A CFO Heil – Adjustments are done by discipline and peer group. Identifying the right peer group is important.

Sen Wilson reiterated he is chairing the compensation study committee with John Day. Comparable data is extremely difficult to get. It's easier on the Administrative side.

Q Sen Guseman – Can you expand on what you mean by activities in your point about cutting back on activities?

A CFO Heil – Does not have a ready great example and doesn't want to make something up. The concept is to identify an entire thing that can be stopped (programs or initiatives).

Q Sen O'Keefe – Follow-up on Administrative salaries. If the 2 year benchmark process isn't being done, what is the current process?

A CFO Heil – We don't have necessarily have one but we can perform a full market analysis and perform a defensive process to identify those with high turnover and make defensive adjustments. It's a reactive process.

Q Sen Matlack – From a strictly financial perspective, what is the benefit of a football team.

A CFO Heil – there is a benefit. It's one of the gateways to the university. Strong correlation between football teams and enrollment, as well as university/student community engagement and experience.

Sen Matlack Follow-up – An athletic economist at OU did a study and said that's not true.

CFO Heil – Didn't see a correlation between football and enrollment?

Sen Matlack – No and was skeptical about it.

Sen Wilson agreed to email the faculty member if the name were shared with him to connect the person with CFO Heil.

Q Sen Roche – We are concerned that the salary we are going to offer new talent to replace a colleague isn't going to be enough to acquire them. How do we get this to work and increase the salary?

A CFO Heil – It's a matter of priorities. If it's a position we need to fill we need to figure out how to find the money for it. Has been working on this in the annual budget process and has a small pool of money to use to top up salaries in situations like that. Work with your HR liaison acquisition person to run it through the approval process.

Q Sen Llamas – Instructional faculty can't move into positions of administration per p.111 of handbook. He knows of 4 people leaving university for this reason. Instructional faculty cannot

move into Chairs or Deans positions.

Chair Wyatt – This is a handbook issue and something Mark cannot resolve. It's a faculty senate issue and we will look into it.

### **Chair Wyatt welcomes CIO Chris Ament 8:04 PM**

#### **Questions:**

Q Chair Wyatt – First question relates to new authentication system and personal devices. Cannot access or login to campus systems without personal devices.

A CIO Ament introduced Ed Carter, Chief Information Security Officer to give a quick summary and to address and speak to this issue.

Ed Carter indicated that information security has always been a balance between usability and protecting users. It's a cat and mouse game. Shared stats and talked about the authentication process (3 types) and need for extra layers of security. What I know, What I have, or Who I am. A dongle device or call to the help desk for a one-time passcode can work as a back up to the situation where faculty don't have phone.

Q Sen Osterman – Can we put chat to help desk on login if faculty have no phone. There are no phones in building or on campus to call helpdesk. Also, do we need this level of security on classroom computers.

A Ed Carter – devices do have data cached on them and sensitive info that needs to be protected. Great idea. He'll take it back to look at it.

Q Vice Chair Eisworth – The “don't ask again for 90 days” issue. Why doesn't it work?

A Ed Carter – the device cleans up the cookie if you use Chrome or Firefox, rather than Firefox. He will get that taken care of as he witnessed it first hand.

Q Sen Suetzl – Faculty input into way in which major IT decisions are made. Faculty depend on IT to accomplish our objectives in teaching, research and collaboration. Whereas the new Learning Management System process had an input channel to share experiences and preferences, that doesn't seem to be the case with other IT applications and they often seem to be like top down impositions more than collective governance. What possibilities do you foresee to strengthen faculty input into IT choices in the future?

A CIO Ament – We have not always been successful but are working hard to improve how they receive input. It sometimes depends on the scope of what's changing and whether or not they have control over it or not [such as Microsoft or Google making a change]. We do have advisory communities but want to improve. Please share ideas how to better engage. We want input.

Sen Suetzl - Interested in outcome of the evaluation of the LMS and the data they collected. Will they publish those results and in which forum/when? Also advisory councils conflict with teaching times and might be better attended by faculty if changed.

CIO Ament – Appreciates that and is open to moving the meeting times. The LMS evaluation process is still an active RFP so can't talk about it but will share data on it. Hopes to have more info on that in next several weeks.

Estzi Major-Rohrer – Did collect a lot of information and will share and will follow-up after a contract is in place. Regarding the teaching and learning advisory community – thanks for feedback and will find better meeting times to enhance participation opportunities.

Q Sen Karney – If Blackboard is not chosen as the LMS does the RFP require the new LMS to help mitigate [migrate?] content from Blackboard to the new LMS structures?

A CIO Ament – RFP does not require that in the responses but we require it in the change management system so they do expect they will have that support?

Q Srivastava – In the past, classroom support used to be there within 8-10 minutes. Now they often cannot be there even within a half hour or more. Is there something that can be done to address that issue?

A CIO Ament – Yes - Working on this to get better real-time response to incident management. The second thing is how to better deploy staff to make them more readily available in the spaces we have. Third thing is how we more clearly assign ownership within IT for these issues to get the right person to the right place as soon as possible.

Estzi Major Rohrer – Timeline is to have in place in next 6 months.

Q Sen Dowell of Zanesville campus – First - Shout out to Zanesville IT. Response time is great; rarely ever have to wait on response. The second thing is that standardizing equipment across the campus would help. Finally - Returning to a question about security: Can no longer log off a computer? Restarts the computer since she cannot trust it.

Secretary Andzulis showed how to use start button to get to log off. However, it may be different on Zanesville campus.

CIO Ament indicated it may be different on different campuses. He can follow-up. Also wanted to mention regarding standardization of IT that classroom support consistency and technology consistency (or similarity) is important and they are getting to a better place with that as they update devices, etc.

**Roll Call 8:30 PM – Absent senators are noted on the attendance list.**

#### **Approval of Minutes 8:30PM**

Motion by Sen Wilson. Seconded by Sen Klein.

#### **Chair's Report 8:31 PM**

- Will invite CFO Heil back to speak to issues that were raised.
- Search season – Last presidential candidates are this week and VPR sessions are set for before and after Spring Break. Please provide feedback on surveys.
- Next meeting is April 3<sup>rd</sup>.

#### **Professional Relations Committee – Daniel Karney 8:32 PM**

- Working on language for the second reading of the graduate degrees resolution; lots of stakeholders.
- Working on language for the phased retirement program and hope to have updates soon.

#### **Promotion and Tenure Committee – Jennifer Steele 8:33 PM**

- Resolution to Remove Outdated Promotion and Tenure Language from the Faculty Handbook – Second Reading
  - Correcting more outdated language. No procedure to change, just language.

- No questions. Called for vote.

Motion to vote by Sen Steele. Seconded by Sen Matlack. Unanimous support. No nays and no abstentions. **RESOLUTION PASSED.**

#### **Educational Policy and Student Affairs Committee – Jennie Klein 8:36 PM**

- Resolution To Add Required Syllabus Language in Response to section 3345.024 of The “Testing Your Faith Act” – First Reading
- We are required to pass this and add this to the handbook.

Q Sen Ostermann – does the state say this needs to be in the syllabus?

A Sen Klein – Yes

Q Sen Karney – Is the language to be added to be written later?

A Sen Klein – Yes it will be written later to be added.

Q Sen Bates – This doesn’t say what the language to be added is. Should it point to the catalog? Or, where is the specific language to be written into the syllabus? Should there be quote marks or something that tells us what the language is?

A Sen Klein – We can add it.

A Chair Wyatt – Handbook talks about things that should be in the syllabus but doesn’t give the language to be added. Typically the Provost office or someone like that will make suggestions  
Sen Bates - Where is the policy so I know how to be in compliance?

Vice Provost Hartman – It’s in the handbook.

Sen Klein – It won’t come from the Provost office. There will be language added that’s given in the law.

Sen Bates – If I could have a place to copy and paste that would be helpful. Where will it be?

Sen Klein – It will be in the handbook. The language written in the law will be added to the handbook but it’s not in this resolution.

Sen Bates – In the past, we’ve added an appendix.

Sen Klein – Sure we can do this.

Motion to suspend rules and move to vote by Sen Hallman-Thrasher. Seconded by Sen Bates. Unanimous support to suspend rules. No nays. Rules suspended.

Motion to vote Sen Matlack. Seconded by Sen Hallman-Thrasher.

Unanimous support. No nay’s. No abstentions. **RESOLUTION PASSED.**

- Resolution to Change the Timeline of Final Grade Appeals – First Reading
- Approached by Jenny Klein, Dean of Advising because Advisors were running into issues with being able to help students with such a quick turnaround window (21 days) under the current policy.
- Shared some concerns/feedback others have; might be more prevalent in units with more restrictive policies.

Q Sen Ostermann - The resolution text reads “Whereas students often do not meet with their advisor until the middle of the following semester to review the progress they made in prior semester.” This statement says that we are failing.

A Sen Klein – that’s what happening on the ground.



Q Sen Ostermann – the section regarding the reason a student need to appeal say that says a grade cannot easily be resolved...I don't understand what that said.

Sen Klein – There are a lot of reasons.

Q Sen Ostermann – The issue is grammatical [Sen Klein concurred and agreed to fix].

Q Sen Ostermann – My biggest concern is if students can wait until the end of the following semester and if we're talking about something that happens the day before a final exam, how will the Dean find a committee of 5 or 6 faculty who are on break and none of this is going to happen in a timely fashion.

A Sen Klein – They wanted to allow appeals to take place after the current deadline if they were warranted but the point is valid and she will go back for thoughts/direction.

Please share comments on this first reading with EPSA.

### **Vice Chair Eisworth next shared a First Reading on Resolution for Modifying Certificate Definitions - 8:51 PM**

- For Standalone undergraduate certificates – Rewriting language
- Also discussed Certifications versus Certificates

### **Finance and Facilities Committee – Aaron Wilson 8:54 PM**

- At next faculty meeting we hope to have final updates on benefits based on Anthem final numbers.
- Preventative healthcare will move forward but they'll be required to do an assessment at the end of the year to show that it's doing something.
- Raise pool is all over the place. It depends on what the state gives us.

Q Sen O'Keefe – Are there RHE members on the Compensation Committee.

A Sen Wilson – Yes, they were deliberate in selecting the committee to ensure broad representation. Committee met twice. They are still trying to find what data are available. It's messy but they'll come up with something and try to ensure it's fair as they cast a wide net for reliable data. Also looking at where we fall in the R1 vs. R2 school markets. Biggest frustration is lack of comparable data. They are also looking at promotion raises [for Associate and full Professor because those dollar amounts (increases) haven't changed in a long time.

- Resolution to Modify Faculty Handbook Language Regarding Section III Group Benefits Section – First Reading
  - Some stuff hasn't changes in 10 years, since Affordable Care Act. Tried to remove any year specific or outdated language.
  - No questions in room
  - Sen Wilson asked for comments over next couple of weeks.
- Sense of the Senate Resolution to Acknowledge Wage Deterioration and Promote Wage Transparency [Provost signature requested] – First Reading
  - This resolution lays out where things are
  - Asks for a 5-year plan and to consider CPI in raise pools.

Q Secretary Andzulis – Is it important to push this forward before we get the Compensation Committee results?

A Sen Wilson – The compensation study is a lagging metric that will look at 2021 data, maybe

2022 at best and won't capture the huge spike in inflation until next study years from now. Prefers to move this forward now to act leadership to consider the issue and work with us to make some gains on the issue. Now we are at 15% wage challenge and after inflation this year we'll be at 20% gap.

Q Sen Bates – This would be more powerful if we asked other groups to join us and prepare a joint resolution.

Q Secretary Andzulis – If we don't expect it to be signed, is there a value in putting in some triggers that say if X happens then Y should happen?

A Chair Wyatt – Prefer not to because then those on fire will get attention/action and those that aren't won't.

A Sen Wilson – Prefer not to make it confrontational.

A Chair Wyatt – Opportunity for shared governance; not to be confrontational.

**Faculty Senate Executive Committee – Sarah Wyatt 9:07 PM**

- Nothing additional to share now.
- Please share ideas for other guests.
- Considering invite to Jenny Klein and/or Carey Busch to talk about Advising, etc.
- Will invite Chris Ament back.

**New Business – None 9:08 PM**

**Motion to Adjourn 9:08 PM by Sen Bates and seconded simultaneously by numerous Senators in the room.**