

Ohio University Faculty Senate
Meeting Minutes Monday, October 4, 2021
Live and Virtual Meeting Via MS Teams
7:10 – 9:00 p.m.

- I President Hugh Sherman and Executive Vice-President & Provost Elizabeth Sayrs
- II Roll Call and Approval of the September 13, 2021
- III Chair’s Report – Robin Muhammad
 - a. Updates & Announcements
 - b. Upcoming Senate Meeting: November 1, 2021 at 7:00 p.m in Irvine 194 and with Teams access
- IV Executive Committee
 - Resolution to Change the Faculty Handbook to Allow Online Meetings for Faculty Senate - Second Reading
- V Promotion & Tenure Committee – Jackie Wolf
 - Resolution Clarifying Next Step to Be Taken After an Affirmative Decision Made by the Standing Committee on P&T Regarding a P&T Appeal – First Reading
- VI Educational Policy & Student Affairs Committee – Nukhet Sandal
- VII Professional Relations – Char Miller
- VIII Finance & Facilities – Doug Clowe
- IX New Business
- X Adjournment

In attendance:

Andzulis, Bates, Brown, Butler, Casebolt, Challenger Chen, Cioli, Clowe, Crawford, Davydov, Dowell, Duvert, Dyer, Eisworth, Gordon, Haile, Hallman-Thrasher, Hartman, Hendrickson, Hess, Hurley, James, Johnson M., Karney, Klein, Kuruppilil, Llamas, Marchenkov, Marinski, , McDiarmid, Miller, , Murray, O’Keefe, Owens, Palmer, Phillips, Pritchard, Raney, Reader, Ridpath, Rosado Feger, Sarver, Steele, Webb, Welsler, White A., Wilson, Wolf, Wyatt, You, Young

Meeting called to order at 7:10

Vice Chair Bates filling for Chair Muhammad.

President Hugh Sherman

- Hazing Prevention legislation, HB126. Training required for all university faculty, students and staff by Oct 7 at midnight.
- Search updates:
 - VP Student Affairs, applications closed 9/30. First round over next two weeks, finalists to campus around 11/10-20.
 - VP Administration and CFO. Start recruiting next week for a permanent position (current Interim). Visits to campus Jan-Feb, start July 1.
 - Budget Director posting is up. John Day is Interim Budget Director.
- Thursday and Friday, Board of Trustees meeting. Short agenda:
 - McCracken Hall will be renamed to Patton Hall, after Violet Patton and her contributions to the College of Education. An internal space will be renamed after Tom McCracken.
 - Regional Trustee to be named. BoT increased by one member. This position does not have a vote, but will be able to contribute to discussions, reflecting the interests, views and perspectives of Southeast Ohio.
 - Real estate to be declared surplus to reduce footprint and costs.

Provost Elizabeth Sayrs

- Curriculum Globalization Committee: nominations received (16). Broad goal: develop global curricular opportunities, developing learning outcomes.
- Summer Groups:
 - Horizontal Pilot Group report posted. Identify and remove barriers to cross-disciplinary programs. Several pilots proposed.
 - Metrics Group report to be posted shortly.
- VSRP proposed. Resolution is broad, but details will be finalized. Annual salary, \$20,000 for health insurance.
 - Targeted: looking at mismatches between student enrollment and program teaching capacity.
 - The last offering for quite a while. IRS rules do not allow this as a regular practice. RHE has had two recently, not included in this VSRP.
 - Details shared mid-October.
 - Window for responses opens January, then remain open longer than the 45-day minimum.
- University College Dean:
 - Internal search, no search firm. Survey sent for voting on faculty representation.
 - Interviews early in Spring semester.

QUESTIONS:

Sen. Karney: Can you expand more on the revenue growth required to keep up with cost increases?

Answer: Organizations need to increase their revenues so they can keep up with increases in costs and to be able to reward their members. Need to increase the revenues or reduce the costs, in order to maintain the investments we want to make.

Sen. Casebolt: Provost said RHE got 2 VSRP rounds, does that mean RHE faculty will not be eligible?

Provost Sayers: That is correct.

Roll Call and Approval of Minutes Minutes from Sept. 2021 meeting approved.

Chair's Report:

- Ohio Faculty Council: Sent testimony in opposition to HB327, a bill about the teaching of "controversial topics," in the name of academic freedom and free discourse. Next meeting of OFC is October 15.
- Accommodations for Testing...exam location is centralized. Contact Ohio Testing Services with any questions with testing, Accessibility Services for questions about accommodations.
- Faculty Senate report to the Board of Trustees:
 - National trends and status of the professoriate (adjunctification, job insecurity)
 - Professional development and opportunities for retention. How do we reward our faculty?
- Next Senate meeting Nov 1, 2021.
- Senator Rosado Feger: Elections Committee will be constituted soon with the Secretary and Senators in their 6th year of service. This will allow senators and candidates to have more time to interact.
- Resolution on Leadership Searches, tabled indefinitely until the revised text is received.

Executive Committee:

Resolution to Change the Faculty Handbook to Allow Virtual Meetings for Faculty Senate--
Second Reading

- Contribution from Senator Kearney: To ensure that eligible members are voting, Senators voting online will do so from their university Teams account, or will authenticate their telephone number with the Secretary prior to the meeting.
- Vote: Ayes have it. Motion carries.

P&T: Senator Wolf

Resolution Clarifying Next Step to Be Taken After an Affirmative Decision Made by the Standing Committee on P&T Regarding a P&T Appeal – First Reading

- There is a contradiction in the Faculty Handbook, one refers a successful appeal case back to the department, another refers the case directly to an appeals committee. This resolution directs the appeal to go directly to committee.
 - An appeal at this level has already been through the process twice.
 - When the P&T Committee decides to grant an appeal, the case should go straight to a hearing.

EPSA: Senator Sandal

- No report

PRC: Senator Miller

- No report.

F&F: Senator Clowe

- Porter Hall roof replacement scheduled to be replaced, FY 22-23 depending on appropriations.
- Meeting of Capital Planning Committee
 - Renovation of Gamerstfelder Hall (plumbing, bathrooms, \$10M)
 - Bromley Hall, building-based heating system.
- Demolishing Bldg 31 at The Ridges (old firehouse)
- Remodel 1st/5th floor of Baker Center for Admissions Visitor experience.

New Business:

Sense of the Senate Resolution on the Inclusion of Bonuses in Contracts

- Presented by John O’Keefe, Endorsed by 10 faculty members
- Resolution addresses the awarding of bonuses during periods of economic hardships.
- Prevents bonuses if, in the same year, there are no cost-of-living salary increases for faculty, or the University eliminates faculty positions by layoffs, eliminations of programs, elimination of campuses, or non-renewal of contracts for instructional faculty.

Senator Wyatt: Would this include the VSRP?

Senator O’Keefe: Something we might consider. VSRP could be seen as a voluntary thing vs a forced elimination. But we may want to consider that.

Senator Wolf: This is a Sense of the Senate resolution, why would we sanction any bonuses at all? We are a public institution that uses public monies. Bonuses destroy credibility of the President and creates animosity. Why would we sanction these at all?

Sen O'Keefe: That get to how we want to frame this issue. Maybe we want to consider whether the very concept of bonuses does harm in various ways. This resolution addresses the specific situation where this came up. This is something we should consider as we move to second reading.

Sen Wolf: Our job is a public trust, and highly paid public employees should not get bonuses.

Sen Hess (no bonuses) and Sen Reader (no bonuses during financial straits).

Sen Reader: No bonuses ever will not happen, but giving bonuses to people at the same time as layoffs is unethical. But no bonuses ever can limit recruitment into those positions.

Sen. White: What does non-renewal mean? All non-renewals, or just for financial reasons.

Sen O'Keefe: Yes, that does need to be addressed, as some non-renewals do occur for other causes.

Senator: Would we be the only school that does this or are other schools in our region/Carnegie classification also doing this?

Sen. O'Keefe: Yes, need to benchmark.

Sen. Andzulis: I have a number of issues with this resolution. First legal might have something to say about contracts that have been legally implemented. Second, it depends the type of bonuses, Athletics has bonuses for achieving certain targets. Or, Deans may have bonuses for hitting performance goals. There is value of variable compensation in motivating people towards reaching goals. I oppose this resolution. Need to ensure that this does not go against legal issues, don't disincentivize people from reaching goals, or having the unintentional consequence of resetting salary levels higher. This may be well-intentioned but requires much more thought.

Sen. Karney: PRC Committee is working on non-renewal of instructional faculty, the language is not clear right now. Second question, some of the positions listed are hired by the Board of Trustees, which I am not comfortable with impinging upon that authority.

Sen. Rosado Feger: First comment, where does \$150,000 come from, and does this number change, ever, or stay fixed? Second comment, conflating all the multiple situations into one action plan is problematic because the odds are very good of any single one of them happening every year, for example, there are non-renewals every year for a wide variety of reasons.

Sen. O'Keefe: yes we need to specify this is in effect due to budgetary reasons, and clarify which position this would apply to. Glad we are getting all kinds of feedback to improve this resolution. We want to have a successful resolution, understanding there are different perspectives.

Sen. Owens: I second Sen Wolf's comments about the notion of public service. Executive0style compensation (base and bonuses) follow a spirit that we cannot afford. We need to recommit to the spirit of public service and commitment to the public good. That's how I see this resolution. It is a sense-of-the-senate, non-binding resolution, but we need to make a statement that stands against a culture that is against the idea of a university. I support this.

Sen. Butler: I support Sen Wolf and Sen Owens, I would support a broader resolution that addresses all bonuses. The only bonus I can earn if I go above and beyond is that I get to keep my job. I strongly support any resolution that reduces the 6-figure bonuses we have seen.

Sen. Andzulis: I would like clarification on the term “No cost of living raises”, is that pegged to a specific rate tied to inflation, or would any raise meet that clause? I’d also like to know what “elimination of programs” means? There are programs where there is one enrolled student per faculty member. I would like to see clarification on every point in that paragraph.

Sen. O’Keefe: We are open to constructive suggestions regarding phrasing. This resolution did come because we are looking at what’s happening, and the value that faculty bring.

Sense of the Senate Resolution on Changing the Management Structure of the Chief Financial Officer Position

Sen. O’Keefe: Financial decisions should be made with the core mission of the university in mind. Academics is at the core of the university, so the CFO should report to the Provost as well as the President. This will keep the Provost better informed, and they have greater supervision of that processes.

Sen. Reader: We introduced and tabled a very similar resolution in Spring because it was seen as targeting a specific person. This person is leaving the university so this concern may be allayed now. The intent was to recognize the EVPP is the second-highest ranking position at the University and takes over in case anything happens to the President. This structure would strengthen that position and provide continuity in case there is a crisis.

Sen. O’Keefe: that’s a good way to structure and think about this.

Sen Casebolt: I disagree with what Sen. Reader just said. The organizational structure does not support the placement of the EVP in that position. The goal of this resolution is to address a particular position that has a unique function and has a direct impact on the academic mission in a way that others don’t. Sen Reader’s comment would dilute this attempt.

Sen Wyatt: are there other institutions with that structure?

Sen O’Keefe: We do not have examples currently.

Vice Chair Bates: Please send comments to okeefe@ohio.edu.

Move to adjourn: Rosado Feger/Brown

Adjourned, 8:40 pm