

**Ohio University Faculty Senate Meeting Agenda:
Monday, April 3, 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
 - ~~C. Carey Busch, Interim Vice Provost for Student Success~~

- II Roll Call and Approval of the Minutes (March 6, 2023)

- III Chair's Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. Faculty Senate Election Information
 - C. Next Regular Senate Meeting: May 8, 2023

- IV Professional Relations Committee – Daniel Karney
 - A. Update/Report/Items

- V Promotion and Tenure Committee – Cynthia Anderson/Jennifer Steele
 - A. Update/Report/Items

- VI Educational Policy and Student Affairs Committee – Jennie Klein
 - A. Update/Report/Items

- VII Finance and Facilities Committee – Aaron Wilson
 - A. Update/Report/Items
 - B. Resolution to Modify Faculty Handbook Language Regarding Section III Group Benefits Section – Second Reading
 - C. Sense of the Senate Resolution to Acknowledge Wage Deterioration and Promote Wage Transparency [Provost signature requested] – Second Reading

- VIII Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth
 - A. Update/Report/Items
 - B. Resolution for Modifying Certificate Definitions – Second Reading

- IX New Business

- X Adjournment

In Attendance: The following non-Excused Senators were not present:

Sen Molly Johnson, Sen Zaki Kuruppallil, Sen Macario Llamas, Sen Duane McDiarmid and Sen Valerie Young
 Sen Jonathan Agensky and Sen Julie Roche were excused and no alternates were available.

Faculty Senate Meeting Roster	
Monday, April 3, 2023	
<i>College of Arts and Sciences</i>	<i>College of Fine Arts</i>
Jonathan Agensky - Excused no alt	Jennie Klein
Cynthia Anderson	Vladimir Marchenkov
Rebecca Challenger	Duane McDiarmid
Gang Chen	Angela Sprunger
Cory Crawford	<i>College of Health Sciences and Professions</i>
Alexei Davydov	Melvina Brandau
Fred Drogula	Debra Cox
Dominique Duvert	Molly Johnson
Jim Dyer	<i>CHSP/HCOM Clinical</i>
Todd Esworth	
Daniel Karney	<i>Heritage College of Osteopathic Medicine</i>
Glenn Matlack	Peter Coschigano
Talinn Phillips	Emily Guseman
Julie Roche - Excused no alt	Zelalem Haile
Gary Sarver	<i>University College</i>
Sarah Wyatt	Jim McKean
<i>College of Business</i>	<i>Voinovich School of Leadership and Public Affairs</i>
Mick Andzulis	Leslie Johnson
Ellen Gordon	<i>Regional Campus - Chillicothe</i>
Andrew Pueschel	John O'Keefe
David Stowe	<i>Regional Campus - Eastern</i>
Aaron Wilson	James Casebolt
<i>College of Communication</i>	<i>Regional Campus - Lancaster</i>
Ben Bates	Jennifer Steele
Matthew deTar	<i>Regional Campus - Southern</i>
Jatin Srivastava	Kristi Barnes
Wolfgang Suetzel	<i>Regional Campus - Zanesville</i>
<i>College of Education</i>	Susan Dowell
Donnie Brown	Gabriela Popa
Allyson Hallman-Thrasher	<i>Regional Campus: At Large</i>
Sara Hartman	Kim Cioli
Mike Hess	Brenda Miller
<i>College of Engineering</i>	<i>Athens: At Large</i>
Zaki Kuruppallil	Macario Llamas
Neil Littell	
Shawn Ostermann	
Valerie Young	

Meeting was substantially delayed by myriad technical Issues
Meeting called to order by Chair Sarah Wyatt at 7:25 PM

-Several speakers but Carey Busch couldn't invite us and will be here in May instead.

-Welcome President Sherman

Chair Wyatt welcomes President Sherman 7:25 PM

-Pres Sherman welcomed everyone and said he had a few items before opening for questions.

1) Pres Sherman met all candidates and was absolutely thrilled with newly elected President Lori Stewart Gonzales from University of Louisville. Our budget is \$750 million/year and Louisville is \$1.5 Billion so she's dealt with a lot of big issues that every major public university faces. She asked the right questions and understood the politics in the industry/higher education landscape. She's going to be a great President and we couldn't have picked a better person.

2) Board of Trustees meeting is Thurs/Fri. Will discuss preliminary outlooks for final budget and Senate Bill SB83 to explain our stance and conversations at state level.

3) Discussed International week, Music Industry Summit and Commencement planned for May 5th and 6th

President Sherman then turned things over to Provost Sayres 7:29PM

-Provost Sayres welcomed everyone to the pentultimate senate meeting of the academic year and promised to share Search updates, IDEA and Invite Hires, and timelines for inviting hiring requests for the upcoming academic year.

-Provost Sayres updated each Dean Search and timeline.

Working with Beecher Hill firm due to impact of Voinovich Search on local area.

-Updated Cluster and Cohort hire initiatives. In January made a call for two hiring initiatives:

- The invite initiative for instructional faculty to focus on inclusive pedagogy and student success in the classroom
- Approved 6 of 6 proposals: CAS, CoFA and Russ for IDEA proposal which was tenure track
- Approved 5 of 7 proposals in Arts and Sciences and Education. These are super exciting. A joint position with Scripps and CHSP, a joint positions with Arts & Sciences and CoFA, and a joint position with Arts & Sciences, CHSP and Scripps. This supports work we've been trying to do with programs across colleges to work collaboratively.
- That program is different than the D&I revamped fund so there are still opportunities there.

-Enrollment looks strong. Things are coming in well so we will do a similar process as last year

for hires. We've asked Deans to submit immediate instructional needs (for Fall) by April 15th so that we'll know right on May 1st (national decision day) where enrollment stands to support incoming students and longer term/tenure track requests. Departments are forecasting needs for juniors and seniors a year from now and those requests from Deans are due June 15th. Deans know what materials are needed and the process. Urgent positions can be supported and approved outside of this process.

-Spotlight on Learning Conference is April 25th to 28th. This year's topic is technology trends from AI to ChatGPT to improve student learning outcomes.

-Faculty Award Ceremony is Wednesday at 6PM in Walter Rotunda.

Questions:

Q Sen Anderson – Question about SB83

A Pres Sherman – Working with 14 other universities to be coherent group and identify priority issues. Doesn't make sense to have a list of 50 things to go after but, rather a list of 5-10 major issues to go after, with a statement about each and how best to revise it. Primarily discussing strategy formulation. Presidents and Provosts are meeting every 2-3 days and talking with leadership behind the bills to let them know what concerns are.

Q Sen Wilson – What do we tell faculty who might be struggling to buy groceries (against rising inflation, etc.). Money doesn't go as far as it has in the past. It's unprecedented inflation in 40 years. Is there hope?

A Pres Sherman – Hasn't reviewed numbers but doesn't doubt veracity. University wants to get in a position where we can afford competitive wages. Nothing more important to campus than having outstanding faculty members and professional staff. We are facing difficult issues and negotiating with Governor on the biannual budget. Governor/state believe we are too high cost and won't allow us to raise tuition. We have a guarantee program which locks in a student's price as a freshman for the next three years [Soph/Jr/Sr]. That's a great deal for they're getting but we're making the case to the government that it's unfair in the face of solid 8% inflation; it's not sustainable. We have to find a way to be efficient. One of the things we did was the space study to see if we can save tens of millions/year if we don't have all these buildings we pay operating costs and deferred maintenance. For example, we may only use classrooms 50% of the time and office spaces even less. We have to learn how to do things differently and sell properties we are not using so the savings can go back to the faculty.

Q Follow-up Wilson – State is working on a 2-year budget. What happens if they don't allow us to increase tuition? What's the implication? Housing and Res life might propose separate room and board increases.

A Pres Sherman – All conversation has been focused on tuition. We are hopeful that state might allow increases to room and board but it will be 4-4.5% at best, not the 8% inflation. The original guarantee legislation said they would allow universities to raise tuition for freshman by based on a 3 year rolling average of CPI plus about 2.5% increase on top of that. So they have done that for the last 8 years and we can show data to the state that our tuition increases for public universities in the state of Ohio are significantly [almost 1/3] lower than surrounding states nearby so our students are really benefitting and getting a lower cost of tuition. But this

year they saw a big bump in tuition and the state thinks it's too high. So now they're throwing out the deal because they think 8% inflation is too high. During low inflation years they felt it was a good deal. Now that we're facing high inflation they're trying to change the deal which isn't fair.

A Provost Sayres - It's also part of the reason that the faculty compensation group is so important. And also staff salaries which are several notches lower. This has a big impact on lots of people across campus and that's why it's a university wide priority.

Q Sen Duvert – Then University is renting room space from River Park. How financially sound is this to lease building space when we have unused buildings. Does it make financial sense.

A Pres Sherman – it absolutely does because we only have 8000 beds on campus and have not increased that number for a number of years and don't have the intent to increase. They're all taken and we needed that swing space to handle that imbalance of Freshman/Sophomores so we leased 250-300 beds to make sure every student is taken care of. The space we have on campus is not suitable; it's not residential space.

Roll Call 7:53 PM

Approval of Minutes 7:54PM Motion Sen Hallman-Thrasher. Seconded by Sen Guseman.

Chair's Report 7:55 PM

-SB83 Feedback due April 5th but will accept through April 12th. Collecting all feedback and consolidating into questions/comments to send. Met with Pres & Provost to discuss. Working with other universities as a group.

-Please nominate colleagues for Faculty Senate. Use the email/survey. You can nominate anyone in any category but when we vote you can only vote for your constituency [college/campus/classification]. We also desperately need alternates.

Q Sen Marchenkov – Can you share those 5 or 6 issues/points SB83 feedback converges?

A Chair Wyatt – top 3:

- 1) Syllabus language + database
- 2) Free speech
- 3) Diversity issue

Q Sen Klein – Post tenure review?

A Chair Wyatt -Yes, how they want it done. 50% of post tenure review based on teaching evaluation is a concern/stressful.

Please share feedback on all. Strength in numbers so it doesn't look like one disgruntled faculty member.

-Next meeting is May 8th

Professional Relations Committee – Daniel Karney 8:01 PM

Quick updates:

-Working on consensus language on graduate degree resolution; hopefully something by May.

- Working on plans with regards to phased retirement program.
- Working on issues related to scheduling.

No Questions

Promotion and Tenure Committee – Cindy Anderson & Jennifer Steele 8:03 PM

- Remind Departments that P&T guidelines should be updated every 5 years. Especially important in regards to RHE faculty and workloads (for example).
- Cohort hires – adequate for faculty working across departments and colleges for recognizing and protecting their achievements. Hope to have sense of senate resolution for May.

No Questions.

Educational Policy and Student Affairs Committee – Jennie Klein 8:04 PM

- Testing Your Faith Resolution First Reading – Language to require students to notify instructor by 14th day after class starts to be able to take up to three days each academic semester to take religious/faith time off.

Q Sen Ostermann – What does 3 days mean? First day of class or semester?

A Sen Klein – It's not clear. Should be first day of class. Will correct.

Q Sen Wilson – 3 days from each class means what?

A Sen Klein – 3 absences from each class

Q Sen Hallman-Thrasher – So can miss 3 weeks if it mees 1 day/week?

Sen Klein – Yes

Q Sen Duvert – Unexcused or excused absences?

A Chair Wyatt – University says at least 3 days for these reasons.

A Sen Klein – These would be 3 days additional to others the class permits.

A Vice Provost Hartman – Must be in addition to the other absences.

No additional questions. The next reading will be in May.

Finance and Facilities Committee – Aaron Wilson 8:12 PM

- We have two second readings and votes.

-Resolution to modify handbook language for Benefits.

Motion to vote Sen Bates. Seconded by Sen Andzulis.

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

-Sense of Senate Resolution on Wage Deterioration

Q Sen Bates – Joint Resolution with other Senates?

A Sen Wilson – Reached out to 2 Senate Presidents; only hear back from 1. Didn't want to hold it up.

Q Sen Bates - Can we make friendly amendment/revision to add the word "staff?"

Q Sen Llamaa – Support changing it to "faculty and staff."

Motion for friendly amendment Sen Klein. Second Sen Bates. Unanimous support. No nay votes. Friendly amendment passes.

Motion to vote Sen Bates. Seconded by Sen Casebolt.

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

-Couple Quick updates:

- Open enrollment starts in 2 weeks. Benefits committee votes tomorrow. 5% cap Greg Fialko mentioned was the increase across all benefits the university offers. Some don't change [average 0%] due to 3-year contracts. So if Anthem goes up 8-10%, overall benefits stays below cap because they aren't moving as much or at all. Comparing to state, we are below on quality and our costs are higher.
- Compensation Task Force update – narrowing group of peers. Goal is to have report to Provost in May.

Q Sen Guseman – Is task force taking into account income tax differences in states?

A Sen Wilson – No. Looking at OU peer group between R1 & R2 schools plus eliminates high cost of living places like Sand Diego. Also looking at equity study.

-Raises end of June or early July.

Question? None.

Faculty Senate Executive Committee – Vice Chair Eisworth 8:31 PM

Resolution on Certificate Language Second Reading

Motion to vote Sen Andzulis. Seconded by Sen Klein.

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

Chair Wyatt 8:34 PM

-Nothing new beyond the items at the start of the meeting.

Q Sen Hallman-Thrasher – Can we find a different room for meetings?

A Sec Andzulis – Will look into it (again).

New Business – None 8:36 PM

Motion to Adjourn 8:37 PM by Sen Bates and seconded by Sen Klein