

**Ohio University Faculty Senate Meeting Agenda:
Monday, May 8, 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. Chris Ament – CIO – Research/Data Management Plans
 - D. Eszti Major-Rohrer, OIT - Manager, Enterprise Learning Systems – Canvas LMS
 - E. Carey Busch, Interim Vice Provost for Student Success - Advising
 - F. Shawna Wolfe, Associate Vice President, University Planning – Space Management

- II Roll Call and Approval of the Minutes (April 3, 2023)

- III Chair's Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. Faculty Senate Election of Officers
 - C. Next Regular Senate Meeting: September 11, 2023

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

- 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
 - B. Resolution Adding Handbook Language Implementing the Testing Your Faith Act – Second Reading

- 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

Attendance: The following Faculty Senators noted in ~~red~~ were not in attendance.

Faculty Senate Meeting Roster	
Monday, May 8, 2023	
<i>College of Arts and Sciences</i>	<i>College of Fine Arts</i>
Jonathan Agensky	Justin Daering
Cynthia Anderson	Kate Hampel
Patrick Barr-Melej	David LaPalombara
Rebecca Challenger	Jennie Klein
Gang Chen	Vladimir Marchenkov
Doug Clowe	Duane McDiarmid
Cory Crawford	Angela Sprunger
Alexei Davydov	<i>College of HSP</i>
Fred Drogula	Melvina Brandau
Dominique Duvert	Debra Cox
Jim Dyer	Molly Johnson
Todd Eisworth	Janet Simon
Joe Gingerich	<i>CHSP/HCOM Clinical</i>
Daniel Karney	Krisin Lugo
Glenn Matlack	<i>HCOM</i>
Talinn Phillips	Peter Coschigano
Gary Sarver	Todd Fredericks
Paul Shovlin	Emily Guseman
Sarah Wyatt	Zelalem Haile
Mirna Zakic	Erin Murphy
<i>College of Business</i>	<i>University College</i>
Mick Andzulis	Jim McKean
Ellen Gordon	<i>Voinovich</i>
Andrew Pueschel	Geoff Dabelko
David Stowe	Lesli Johnson
Aaron Wilson	<i>Regional Campus - Chillicothe</i>
<i>College of Communication</i>	Greg Obi
Ben Bates	John O'Keefe
Matthew deTar	<i>Regional Campus - Eastern</i>
Jatin Srivastava	James Casebolt
Wolfgang Suetzel	<i>Regional Campus - Lancaster</i>
<i>College of Education</i>	Patrick Munhall
Donnie Brown	Jennifer Steele
Allyson Hallman-Thrasher	<i>Regional Campus - Southern</i>
Sara Hartman	Kristi Barnes
Mike Hess	<i>Regional Campus - Zanesville</i>
Marcy Keifer Kennedy	Susan Dowell
Andrew Szolosi	Gabriela Popa
<i>College of Engineering</i>	<i>Regional Campus: At Large</i>
Wojciech Jadwisienczak	Kim Cioli
Zaki Kuruppallil	Debra Dunning
Neil Littell [Yuquiu You - FFL]	Brenda Miller
Shawn Ostermann	<i>Athens: At Large</i>
Valerie Young	Macario Llamas

Chair Wyatt welcomes Provost Sayres and President Sherman 7:15PM

President Sherman shared good news:

- 3% increase in SSI from the State
- May 1st national deadline for deposits/housing suggests 4500 students
- Best budget in 15 years
- Increase in Pell eligible students
- House and Senate negotiate then budget must be passed by June 30th

President Sherman turned the mic over to Provost Sayrs 7:20 PM

Provost Sayres talked about the socials at Latitude and thanked all for support then shared agenda:

- Search updates
- Faculty hiring requests
- Dublin speaker series in the Fall
- Miscellaneous updates

David Koonts will serve as Grad College Dean and Interim VPR. Separate search for Vice President Research and Creative Activity in Fall

Will announce new Deans this week for Russ College and College of Arts & Sciences. Hopeful for updates on HTC and Voinovich in few weeks. Lisa Harrison will serve as Interim Dean of Patton College with recruiting over summer and candidate on campus in fall. Gillian Ice will serve as Interim Associate Provost for Global Affairs.

Faculty Hiring needs/requests using a similar process as last year. Tenure Track requests preferably by June 15th.

Dublin academic planning group is starting an Ohio University Dublin speaker series in collaboration with city of Dublin. This year's focus will Healthy Aging. First event end of September.

Updates: closely watching retention. Early indicators = up 6%. The curve is different. Students are registering when they should now.

Aaron Wilson working on Compensation Committee study and look forward to sharing results.

Academic Achievement Center hit 30K student engagements this year up from 17K last year.

Impact of debt ceiling negotiations will be better known in June.

Excited to highlight all Colleges with new President, Lori Stewart Gonzalez.

Welcome and thank you to new Faculty Senators and thank you to outgoing Senators.

Questions 7:31PM

Q Sen Wilson: Three questions. Feel good about 4500 students. How does that compare to what we were expecting? What does 4500 incoming students do to budget? How does it impact hiring?

A Pres Sherman: Budget based on 4200. Lots of unknowns. Students have an incredible deal [with Guarantee +]. Lots we won't know til June 30th. Inflation 7-8%. We don't know what state will allow us to increase on Freshman class only. We don't control revenues in terms of price we charge. Governor said public universities are over priced and won't allow tuition increases.

Agreed to 3 year average of CPI plus 2.5% increase. We are hoping for at least 3 year average CPI increase and forget about the 2.5%. The hard part is not controlling the price.

Put 4200 in budget but always planned for 4500.

A Prov Sayres - Don't have specific number for hiring because it depends upon where they go, based on student demand for programs.

A Pres Sherman – Compliments to Provost office on retention. If retention is up, student enrollment is up, and state comes back more to what the Governor offered, then should be in a good position and should be able to respond to competitive wages better.

Q Sen Wilson Follow-up: Room and board is part of Ohio Guarantee.

A Pre Sherman – And all fees, too. The problem is that all costs are up [and we don't control revenue]

Q Sen Crawford: \$12 Million extra above budget spent on central administration so if we can find the money for that, where's the reluctance on the faculty side?

A Pres Sherman – Does not know the answer; would have to look at specifically what you're talking about. Would have to break it down for Mark Heil and break it down but it's certainly not Admin salaries. Needs to know the specific line and follow up.

Q Sen Young: Other universities don't have as comprehensive a set of costs rolled into the Guarantee. Why do we? Is this a competitive advantage?

A Pres Sherman: Great question and we've been debating for years. Personally do not think it's a competitive advantage because we show up higher and are left defending it. Thinks some Legislators are saying other schools need to mimic what we are doing.

A Prov Sayres: Now the caps of zero increases are on tuition and fees so there is less wiggle room for other universities.

Chair Wyatt welcomes CIO Chris Ament 7:43 PM

CIO Ament discussed research and data management plans and general data protection practices:

- Working with Library and VPR over last year to improve support services.
- Introduced Ed Carter to discuss data management plan specifics: how to use, store, protect and dispose of data (often required for grants).
- Showed website which has links to options and also by types of data.
- See video for recording walk-thru of specifics that might apply to you.

Q Chair Wyatt: Need a place to put data so that can be shared with NSF/NASA/etc.

A Ed Carter: Are you looking for back solution or services that aren't time bound?

Q Sen Ostermann: Needs ability to make data available to others at request of NASA

Q Sen Guseman: Same concern – NIH requires data to be publicly available immediately after study over.

A Ed Carter: We have solutions to share and can put together info for website.

Q Chair Wyatt: Who do you talk to when you design the systems?

A CIO Ament: Moving forward will focus on use cases.

Q Sen Thrasher: Cannot use OneDrive?

A Ed Carter: Depends on type of data. Is it sensitive?

Q Comment Sen Thrasher: Video data with identifiable respondents.

A Ed Carter: Depends on contract. Most data can be stored.

A Alisha Porter (IT): Use Group OneDrive. It's not permitted to store in Individual OneDrive. Group prevents orphan data. Need at least one partner.

Q Guseman: Does she need to put IT staff member on protocol?

A Ed Carter/Alisha Porter: No. Let them look into it. Member or Owner. They are happy to follow-up with individuals who have questions.

Q Comment Sen Matlack: OneDrive disappears when you retire.

A Ed Carter: Let them know and/or add a partner. Share with team. License with Microsoft goes away. Data doesn't go away. Only a specific user's access. Setting can share with "the world" and they can help with that.

A Chair Wyatt: Now we know who to talk to.

Chair Wyatt welcomes Eszti Major-Rohrer, OIT – Mgr Enterprise Learning Systems 8:01 PM

Eszti spoke about selection of Canvas LMS. Why Canvas? Timeline. Support. Next steps.

- Most intuitive + 24/7 support for students/faculty. Unified digital experience.
- Panopto integration will be better.
- Report available on website.
- Strong calendar feature for students
- Rollout timeline discussed and to be fine tuned over summer. Looking for volunteers to pilot this summer.
- Spring 2024 volunteer programs and classes.
- Blackboard ends June 2026.
- Faculty support will be provided.
- Share questions using website

Q/Comment Sen Brandau: Large online presence in RN to BSN. Great to pilot for Nursing.

A Eszti – Great!

Q Sen Young: What about Blackboard Organizations?

A Eszti: Great Q. Good question so will need to get back to you but there is a plan for them to be able to migrate them to Canvas.

Q Sen Pueschel: A lot of schools in Ohio use the Canvas system so the transition coming in as First Year Bobcats should be easier.

A Eszti: Thank you. Yes, agree. Athens High School uses it as well so some faculty may have familiarity.

Q Sen Ostermann: Exporting to Blackboard. [Microphone cut in and out; indiscernible]

A Eszti: Thank you.

Chair Wyatt welcome Carey Busch, Interim Vice Provost for Student Success to discuss Advising 8:14PM

Vice Provost Busch planned to share vision for advising, role for faculty mentors, and functionality of that, and then to open things up for questions.

- Academic Advising and professional success mentoring are two different things. Mentors and advisors are contacted for different reasons.
- Mentoring can vary by program and can involve guiding future plans (internships, grad school, professional networks, etc.)
- Success advisors help students to develop academic plans. Holistic checkpoint for resources and referral. Academic policies and how to navigate them.
- Discussed administrative roles of faculty mentors vs. success advisors.
- Spoke about next priorities for AY23-24. Increase central support for faculty mentorship. Refine tools, systems and processes. Assessment of mentorship. Development of professional advising pathways and professional development. Data and metrics, Advisory group.

Q/Comment Sen Srivastava: spoke extensively about the history and success of advising journalism students and need for flexibility under the planned system. [See meeting recording for full comments.] Also mentioned faculty advising is in many contract/appointment letters. Mentioned complexities, challenges and quality concerns.

A Vice Provost Busch: Strong commitment to undergraduate education by faculty is what makes this place great and keeps her here but also add complexities. In terms of complexities and nuances of specific programs, need deliberate conversations to be solution oriented.

Q Chair Wyatt: To add to the prior comments, there is a lot of confusion and the walk-in advising is not always best; they may not always know what the plan is. Suggested she and Cary could talk offline about concerns.

Q Sen Matlack: On the Administrative Responsibilities slide, Faculty Mentor and Success Advisors duplicate tasks. Faculty already do the second bullet point. Creates confusion if/when give different info? Most effective when authority concentrated in a single person. The system seems like a recipe for confusion. Wouldn't it be easier if faculty didn't have to enter notes into the advising center?

A Vice Prov Busch: Experience of advising has been quite variable over time and inconsistent. This is the first step to introducing consistency. Some efficiency or congruency may have been lost so the question is how to continue to mature and revise. Faculty mentors have long been asked to enter notes so that there is a record of conversations and advice. Level of change is different across departments.

Q Follow-up Sen Matlack: Suggestion – 90% of questions can be answered by faculty member and then remaining 10% was finding the right bureaucrat to answer. Suggests that success advisors are needed for faculty, not students.

A Vice Prov Busch – I appreciate that suggestion.

Chair Wyatt: Any additional questions?

Chair Wyatt introduces Associate Vice President, University Planning to discuss Space Management overview 8:47PM

AVP Bolin agreed to share brief high level overview of space management and innovation.

- Space is #2 expense at OU after Faculty & Staff
- Underutilized campus
- Opportunity to right size University
- Asked for faculty engagement

Roll Call 8:53 PM

Approval of Minutes 8:56PM

Motion Sen Pueschel. Seconded by Sen Hallman-Thrasher.

Chair's Report 8:56 PM

Next Meeting September 11th

Email invites to Senators will go out for the purpose of preference for serving on committees.

Chair Wyatt invited Sen Ben Bates, Chair of Election Committee to nominate AY 23-24 Officers 8:57PM

- Put forward and Nominated same officers: Chair Sarah Wyatt, Vice Chair Todd Eisworth, Secretary Mick Andzulis
- No nominations from floor or online for other nominations.
- Motion to approve Sen Hallman-Thrasher. Seconded by Sen Klein.

Professional Relations Committee – Sen Ben Bates for Chair Sen Daniel Karney 8:57 PM

PRC Resolution to Clarify Policy on Academic Employee Registration for Graduate Degrees – Second Reading

Sen Ostermann acknowledged to speak. Appreciates the edits. Now has full support of PRC. No additional discussion.

Motion to vote by PRC Committee. Therefore does not need a second.

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

Other PRC Committee Updates:

- Acknowledge support of Sen Littell.
- Sen Bates read statement by PRC Chair Karnery. Work on Early Retirement continues in Fall. Thanked Provost, Office of Legal Affairs, and PRC Committee members. Faculty can reduce their FTE level per the handbook. See Vice Provost Hartman regarding that.

Promotion and Tenure Committee – Cindy Anderson 9:03 PM

Committee met to discuss cross-disciplinary and cross-department hires. Two Sense of Senate resolutions will be read into the record later and will be up for a vote soon.

Educational Policy and Student Affairs Committee – Jennie Klein 9:04 PM

EPSA Resolution Adding Handbook Language Implementing the Testing Your Faith Act – Second Reading.

Resolution added required syllabus language and will go into Student Handbook, too.

Motion to vote by EPSA Committee. Therefore does not need a second.

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

Finance and Facilities Committee – Aaron Wilson 9:07 PM

Compensation Task Force Report will be shared with Provost by end of May. Issues in 2014 and 2017 studies have been improved upon. CUPA data gives more at Assistant, Associate, Professor and Instructor levels. Used 57 peer schools to make comparison.

Provost will discuss implementation plan with President (likely 3 year plan). Also suggesting increases to promotion bumps for Associates and full Professor, as well as mechanism after that to keep bumps from becoming stagnant.

Also have a resolution ready to go regarding benefits.

Q Sen Andzulis – Any discussion about making the bumps retroactive?

A Sen Wilson – it is being discussed.

Q Chair Wyatt – Looking at those who went up for promotion several years ago?

A Sen Wilson – It will be picked up by the compensation study findings. It gets made up in those comparisons as far as the results/findings and will be in report to the Provost.

Q/Comment Sen Matlack: This plan is proactive at the level of the entire faculty. Will there be a mechanism for individual appeals (for salary compression)?

A Sen Wilson: Excellent question. Task force is an Advisory body only. If/when Provost signs off on it, it goes to Deans for action. Will be handled at the College level for implementation. Deans decide what happens at the individual level.

Q Sen Matlack: There will be value in making a prescriptive statement.

A Sen Wilson: There will be variation when it gets implemented by the Dean. Please email with what you are specifically trying to say.

Faculty Senate Executive Committee – Chair Wyatt 9:15 PM

Resolutions didn't make it into packet so she will read them and will be asked to vote later (online).

Sense of the Senate Resolution #1: Evaluation processes for accountability. Systemic efforts to understand issues of inequity. Chair Wyatt – basically says we want to call for taking a look at P&T with a broader scale.

Sense of the Senate Resolution #2: Interdisciplinary and multi-disciplinary hires. [Protecting them] Chair Wyatt –

Q/Comment Sen Wilson – Suggest holding off on first resolution as the Compensation task force is looking into equity.

Q/Comment Sen Anderson – Disagree. Not just talking about pay equity but service and time.

Q/Comment Chair Wyatt – Problem is women in sciences; 1 woman for 10 men means that women always on committees.

Q Sen Wilson: How do you quantify what you're looking for?

A Chair Wyatt: Quantifying it will be difficult but we need to look into it.

Q Sen Wilson: Across University of in Colleges?

A Chair Wyatt: Both, but specifically in Colleges.

A Sen Anderson: Mirrors DIEAB. Need to look at best practices.

Q Sen Wilson: Looking for College to Prepare reports?

A Sen Anderson: Asking Colleges/Depts/Schools to reflect on the processes used in P&T to consider equity.

Q Sen Wilson: What is the Clear ask?

A Sen Anderson & Chair Wyatt: Calling Attention to it and asking people to look at policies and docs to reflect on and consider whether they are equitable. It's about awareness. It may lead to revising policies.

Q Sen Anderson: What would be the reason for not doing it?

Chair Wyatt: Would like to get this done over the summer [May].

New Business – None 9:26 PM

Motion to Adjourn 9:26 PM by Sen Bates and seconded by Sen Kuruppallil