

**Ohio University Faculty Senate Meeting Agenda:
Monday, September 11, 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. Eszti Major-Rohrer, OIT - Manager, Enterprise Learning Systems – Canvas LMS

- II Roll Call and Approval of the Minutes (May 8, 2023)

- III Chair's Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. AY23-24 Priorities
 - C. Faculty Senate Timeline/Process Reminders
 - D. Next Regular Senate Meeting: October 9, 2023

- IV Professional Relations Committee – Doug Clowe
 - A. Update/Report/Items
 - B. Resolution Changing the Handbook Language Regarding Parental Leave

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

- VI Educational Policy and Student Affairs Committee – Allyson Hallman-Thrasher
 - A. Update/Report/Items

- VII Finance and Facilities Committee – Aaron Wilson
 - A. Update/Report/Items
 - B. Faculty Compensation Study Comments

- VIII Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth
 - A. Update/Report/Items
 - B. Resolution to Revise the Faculty Handbook as Required by Changes in Title IX

- IX New Business/Other
 - A. Reminder to Apply to Emerging Leaders and Diverse Faculty Mentoring Program by September 15th – Mick Andzulis

- X Adjournment

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

Faculty Senate Meeting Roster	
Monday, September 11, 2023	
Glenn Abraham	Sara Hartman
Jonathan Agensky	Wojciech Jadwisienczak
Cynthia Anderson	Molly Johnson
Mick Andzulis	Marcy Keifer Kennedy
Patrick Barr-Melej	Victoria LaPoe
Melvina Brandau	Macario Llamas
James Casebolt	Kristin Lugo
Rebecca Challenger	Vladimir Marchenkov
Doug Clowe	Duane McDiarmid
Peter Coschigano	Jim McKean
John Cotton	Brenda Miller
Debra Cox	Patrick Munhall
Cory Crawford	Greg Obi
Geoff Dabelko	John O'Keefe
Justin Daering	Shawn Ostermann
Alexei Davydov	Talinn Phillips
Jared DeForest	Gabriela Popa
Matthew deTar	Andrew Pueschel
Susan Dowell	David Rosenthal
Fred Drogula	Paul Shovlin
Debra Dunning	Janet Simon
Jim Dyer	Greg Springer
Todd Eisworth	Jatin Srivastava
Todd Fredricks	David Stowe
Joe Gingerich	Andrew Szolosi
Ellen Gordon	Aaron Wilson
Emily Guseman	Sarah Wyatt
Allyson Hallman-Thrasher	Valerie Young - Alt Daniel Che
Kate Hampel	David LaPalombra

Chair Wyatt welcomes Faculty Senators to AY 2023-24 and welcomes Provost Sayrs 7:01PM

- Shared reminders RE participation in room and online
- Welcomed Provost

Provost Sayrs shared her agenda for updates and announcements 7:02PM

- Miscellaneous updates
- Dean Search Updates
- Covid Absences
- Faculty Compensation Task Force Recommendations
- Preliminary Enrollment Update

- President Lori Stewart Gonzalez (and Provost) met this summer with and will continue to meet with faculty and visit labs/offices. Will also continue Bobcat Coffee Hours.
- September 27th Dublin campus speaker series – aging and mobility talks with two HCOM faculty. [Also thanked Dr. Bill Burke]
- Wyatt and Sayres co-hosting reception at Latitude before Oct Faculty Senate meeting
- Dean Koonce prepared a report on maintaining R1 status – more to come about those efforts – has been shared with the board
- New deans and Provost doing regional campus visits/tours this Fall
- Classroom update – making sure chalk and markers in all classrooms. [Thanked Katie Hartman]
- Her priority to work on early retirement program restart
- Dean searches
 - HTC – identified additional candidates from search last spring. Co-Chaired by Dean Lisa Harrison and Theater faculty member Matt Cornish [thanked Interim Dean Beth Novak]
 - Patton – nominations can go to Witt/Keiffer – early spring visits of candidates. Co-Chaired by Dean Titsworth and Counseling and Higher Ed faculty member and Chair Chris Bott. Search firm is Witt Kiefer. Finalists invited early Spring semester. Thanked Interim Dean Lisa Harrison.
 - University Libraries – working on selecting search firm. Search committee will be formed in early October. Janet Hulm serving as Interim Dean.
- COVID absence policy – please encourage students not to attend if sick or test positive; please grant excused absence if they are sick. Longer wait times at health clinic for light symptoms is delaying those with lots of symptoms so if need you documentation for excused absence for pedagogical purposes, encourage remote health care.
- Faculty Compensation Task Force – Chaired by Aaron Wilson and John Day. Final report should be posted soon. Proposed updates on tenure track and instructional salaries based on R1 new status peer including minimum salaries and promotion increases. Moving forward now. Next stage should be finalized this semester. Provost working with CFO Mark Heil.
- Preliminary Enrollment update – unofficial – continued rebound enrollment. Total up over last year with high persistence and retention rates across campuses. Rebound continues. New student enrollment up on all campuses and online. And retention rates are way up. May be new record for Athens campus freshman.

Questions 7:12PM

Question Senator Srivastava – You mentioned our academic profile is up. What do we mean by academic profile. How do we measure it?

Answer Provost Sayrs – Look at a couple of things. Percent in the top 10 percent of their high school class, average GPA, standardized test scores (but they are less reliable now because of self selection in sharing them), incoming GPAs, class ranks. In 5 years our percent in top ten has jumped from ~18% to 20%

Chair Wyatt welcomes Eszti Major-Rohrer 7:14PM

Eszti shared that she would speak about learning space updates and LMS [Canvas] transition.

- Learning Spaces and Classrooms
 - Summer 2023 – 21 room tech refresh (Tupper, Porter, RTV, Irvine 194/199), 2 Bentley room renovations where lots of 1st and 2nd year students have classes, 1 room Walter 235 major transformation, annual refresh of centrally managed classrooms
- Canvas
 - Rollout strategies to work with colleges, faculty, and students – starting with course migrations and schedules
 - Focusing on a consistent teaching and learning experience – don't want to be running 2 systems concurrently for any longer than necessary
 - Making sure faculty have time and resources to make successful transition and leverage Canvas
 - Timeline
 - Fall 2023 – training launch – starting to develop program migrations and classes in Canvas – starting October will be able to login and browse with OU login. Can use the Canvas support starting then.
 - Mid fall 2023 – starting programmatic migration launch –
 - Spring 2024 – working with Deans to have 3 or 4 faculty per college to teach in Canvas in order to test and provide feedback from faculty and students
 - Phase 2 – most of the programs to start working with OIT to move programmatic
 - Public online Teams meetings to ask questions – upcoming ones Sept 12, 21, 28 – building a FAQ page based on engagement with faculty
 - All updates will be available on “Available Resources” page
 - Includes a terminology translation sheet between the 2 platforms
 - Steps to prepare courses for migration

Question Senator Casebolt – Students who might be lost during transition when both systems are running [Blackboard and Canvas]; assume the Registrar communicating with them?

Answer Eszti – Yes, they are collaborating closely with the Registrar office and Deb Benton including tactical ways to communicate with students. Welcome additional ideas.

Roll Call 7:34PM

Chair Wyatt Report 7:36PM

- Summer was hectic; did quite a few things.
- Please join us for the pre-Senate meeting reception(s).
- Faculty Senate Timeline and Process
 - Agenda should go out a week before the meetings so meet with committees with that in mind so that you have time to work on your resolutions and put them forward.

- Resolutions for the agenda should be a week before the meeting.
- Oct 9th next meeting with a reception prior to it

Doug Clowe – Professional Relations Committee 7:40 PM

- First committee meeting discussed agenda for the year including updates to the faculty handbook in relations to the professional ethics committee based on external changes
 - Maybe we need a flowchart for how to undertake grievance process?
- 1st reading of resolution on parental leave eligibility in faculty handbook proposing text updates of incorrect information flagged by HR

Q Sen Guseman – Regarding item C, leave extending 3 months from birth or adoption is out of sync [with FMLA]. I think we should extend it.

A Sen Clowe – I agree. We can contact HR to find out if our handbook matches the policy or propose changing it.

Q Sen Guseman – Can we agree on a process to do this?

A Chair Wyatt – We will check on policy to see if it can be updated and will report back next time.

Cindy Anderson - P&T Committee 7:45PM

- Vice Chair Eisworth shared on her behalf that there is no report at this time.

Allyson Hallman-Thrasher - Educational Policy and Student Affairs Committee (EPSA) 7:46PM

- No report

Aaron Wilson – Finances and Facilities Committee 7:46PM

- Faculty Compensation Task Force – Found a good set of 60 comparable schools (bottom R1 and top R2 with some outliers removed such as urban schools) with data that can be a basis for comparison. Comparisons at department levels. Working on processes for implementation. Comparisons only salaries (and not benefits).
 - All promotion bumps be increased by \$1000 for each level implemented over 4 years
 - Create minimum floor for faculty salary
 - Implementation is in the Provost’s hands
- Starting a benefits comparison discussion to make sure OU is competitive with market. Getting to average would be an improvement.

Q Sen O’Keefe – If faculty salaries are lagging; can they be partially offset with benefits?

A Sen Wilson – Short answer is no. Will be handled by Benefits Advisory Council. Looking at peer public institutions in Ohio to see where we fall. In early stages but based on high level data we are out of range (below the average). President wants to start reporting out total compensation to employees, not just salaries [value of included benefits] so we should see more transparency in this space.

Chair Sarah Wyatt -- Faculty Senate Executive Committee 7:53PM

- Shared charges to the committee from the Chair:
 - P&T
 - make sure in alignment with One Ohio
 - work on interdisciplinary hires home departments and P&T requirements
 - multi-year contracts for instructional faculty and how being used
 - Professional
 - Revisions to handbook on sexual conduct processes based law changes and what it means for college ethical committees
 - Finances

- Faculty compensation and getting timelines on what to expect
 - EPSA
 - Looking at implementation of teaching effectiveness report approved last year
- Changes to Title IX
 - Law now states ECRC has control over investigation and sanctions and it no longer goes to ethical committees at college level for sanctions. Hence need to change Faculty Handbook to reflect these legal changes.
 - Rules suspended and voted unanimously to approve the update to the Faculty Handbook to reflect law changes in the processes

Q Sen Casebolt – What does ECRC stand for (acronym)?

A Chair Wyatt – Equity and Civil Rights Compliance

Q Sen Hallman-Thrasher – Can we have a Motion to Suspend rules and vote?

A Chair Wyatt – Yes, if you want to make a motion.

Motion by Sen Hallman-Thrasher to suspend rules and vote. Seconded by Senator Wilson

Aye – Unanimous. Nays – None. Abstain – None. Motion to Suspend Rules Passes.

VOTE on Resolution 8:03PM

Aye – Unanimous. Nays – None. Abstain – None.

RESOLUTION PASSES.

- Faculty senate needs to nominate 2 persons per college for deans' evaluations for the following:
 - College of Fine Arts, HCOM, Business, Scripps, University College, HCOM Cleveland, HCOM Dublin
 - Send nominations to Sarah Wyatt
 - Self-nominations are permitted

Question – Can we nominate self?

A Chair Wyatt – Yes

Question/Follow-up – Are the Deans made aware of the evaluation committee membership?

A Chair Wyatt – Yes (open record)

Q Sen Srivastava – Can anyone serve?

A Vice Provost Hartman

- Must be tenure-tracked faculty only as per Faculty Handbook for annual evaluations.
- Must be one person continuing
- Comprehensive reviews (2 HCOMs) can be a mix of all faculty groups and staff [Tenure, Instructional and Clinical]

New Business 8:08PM

- Sen Andzulis: Encourage people to apply for Emerging Leaders and Diversity Faculty Mentoring Programs by Sept 15th to Mick Andzulis

Motion to Adjourn 8:09 PM

Motion by Sen Clowe. Seconded by Sen Srivastava. Unanimous support.