

**Ohio University Faculty Senate  
Minutes for Monday May 4, 2020  
Via Teams – All Participants, 7:10-9:00pm**

<b>College of Arts and Sciences</b>			
Senator	May 4, 2020	Senator	May 4, 2020
Chen, Gang	P	Karney, Daniel	P
Clowe, Doug	P	Matlack, Glenn	P
Crawford, Cory	P	McMills, Lauren	P
Dyer, Jim	P	Muhammad, Robin	P
Holcomb, Gary	P	Owens, Bill	P
Hurley, Mary Kate	P	Sandal, Nukhet	P
Ingram, Robert	P	Sarver, Gary	P
Jung, Peter	P	Welser, Howard	P
Duvert, Dominique	P	Palmer, Ruth	P
Edwards, Heather	P	Roosenberg, Willem	P
Gurien, Molly	P	Stinaff, Eric	P
Holt, Mara	P	White, Julie	P
Manring, Nancy	P	Wyatt, Sarah	P
<b>College of Business</b>			
Hiler, Jacob	P	Ridpath, David	P
Pueschel, Andrew	P	Rosado Feger, Ana	P
<b>College of Fine Arts</b>			
Franz, Mark	P	Klein, Jennie	P
Hibbitt, Alexandra	P	Marchenkov, Vladimir	P
Geist, Kamile	P	Siebrits, Helene	P
<b>College of Health Sciences and Professions</b>			
Miller, Char	P	Spjeldnes, Solveig	P
Sindelar, Betty	P	Webb, Sarah	P
<b>CHSP/HCOM Clinical</b>		<b>Athens: At Large</b>	
Healy, Amber	P	Michaud, Gilbert	P
<b>Heritage College of Osteopathic Medicine</b>			
Haile, Zelalem	P	Williams, Susan	P
James, Calvin	P	Wolf, Jacqueline	P
Stork, Christian	A		
Franz, Berkely	P		
<b>Patton College of Education</b>			
Brown, Donnie	P	Hess, Mike	P
Helfrich, Sara	P	Lowery, Charles	P
Harrison, Laura	A	Hartman, Cindy	P
<b>Regional Campus – Chillicothe</b>		<b>Regional Campus – Eastern</b>	
O’Keefe, John	P	Casebolt, James	P
		McMurray-Schwarz, Paula	P
<b>Regional Campus - Southern</b>		<b>Regional Campus – Lancaster</b>	
Shao-Lucas, Yehong	P	Doty, Sandy	A
<b>Regional Campus – Zanesville</b>		<b>Regional Campus: At Large</b>	
House, Sheryl	P	Cirola, Kim	P
White, Amy	P	Pritchard, Tracy	P
		Nickles, Debra	P

<b>Russ College of Engineering</b>			
Branham, Bryan	P	Schwerha, Diana	P
Kuruppallil, Zaki	P	You, Yuquiu	P
Riefler, Guy	P		
Cotton, John	P		
<b>Scripps College of Communication</b>			
Bates, Benjamin	P	Raney, Kate	A
Hendrickson, Elizabeth	P	Reader, Bill	P
<b>Voinovich School of Leadership and Public Affairs</b>			
Johnson, Lesli	P		
Kauneckis, Derek	A		

Note: P = present, A = absent, E = excused

- I. President M. Duane Nellis and Executive Vice-President & Provost Elizabeth Says**
- II. Roll Call and Approval of the April 6, 2020 Minutes**
- III. Chair's Report—Robin Muhammad**
  - A. Updates & Announcements: Furloughs and Lay-Offs
  - B. Upcoming Senate Meeting: September 14, 2020 via Teams/Zoom
- IV. Officers Election – Nominating Committee**
- V. Executive Committee - Robin Muhammad**
  - A. Resolution to Maintain Academic Excellence while Promoting Financial Stability  
First Reading
  - B. Committee on Budget Planning and Shared Governance (Ad Hoc): Membership & Charge
  - C. Deans Evaluation Coordinating Committee (Ad Hoc): Membership & Charge
- VI. Professional Relations Committee—Sarah Wyatt**
  - A. Resolution to Change Language in Faculty Handbook Per One OHIO – Second Reading & Vote (Jointly-Submitted with the Promotions & Tenure Committee)\*
  - B. Sense-of-the-Senate Resolution Relating to the Integration of Faculty for One OHIO – Second Reading & Vote
  - C. Sense-of-the-Senate Resolution on Faculty Safety after COVID-19 Suspension – First Reading
- VI. Educational Policy & Student Affairs Committee—Betty Sindelar**
  - A. Resolution Amending the Undergraduate Catalog on Major Residency – Associate of Technical Study Degree – Second Reading & Vote
- VII. Promotion & Tenure Committee— Jackie Wolf**

\* See joint resolution with PRC above.
- VIII. Finance & Facilities Committee—Susan Williams**
- IX. New Business**
- X. Adjournment**

Meeting called to order at 7:09

Chair Muhammad opened the meeting with 50 seconds of silence to commemorate the May 4<sup>th</sup>, 1970 events at Kent State.

PRESIDENT NELLIS and PROVOST SAYRS took turns giving updates:

#### NELLIS

- Thanked all present for their attendance and interest.
- CARES Act: Ohio University will receive \$19.2M, with \$9.7M directed to be used for students. This money will be distributed according to federal guidelines, with priority given to students with highest need. Students who are not eligible for the CARES Act funds (for example, international students) can apply for assistance from the Bobcats Take Care fund, which has raised approximately \$165,000.
- There is ongoing scenario planning for what Fall semester will look like, framing how to return safely if/when we return to campus. Jason Pina is participating in a statewide task force through the IUC, working with public health officials to address issues.
- Additionally there are internal working groups figuring out detailed planning. The focus is on the health and safety of our students, faculty, and staff.
- VP Enrollment Management search is suspended, current Interim Vice Provost Boehninger will continue to serve in this role. Enrollment management is a key priority for the university.

#### PROVOST SAYRS:

- On the academic side, we are working on several fronts:
  - Summer courses and delivery modes to keep students on track.
  - Second summer session offerings to help first year students transition (contact UC Interim Dean Carey Busch for information).
  - Planning for fall semester.
  - Executive committee working on facilities issues.
  - Using existing shared governance structures such as UCC and Faculty Senate to review and propose any necessary changes to academic policies.
  - More opportunities for involvement will be upcoming. Would like to finalize membership for these groups soon, please email Provost Sayrs to volunteer.
- Search for Dean of the College of Business has been suspended until we can safely bring candidates to campus. Dean Sherman has agreed to serve for one more year.
- Search for new Deans of Campus Community Relationships at the regional campuses will begin soon. No outside search firm has been retained.

#### NELLIS:

- In a normal year, this past weekend would have seen us celebrate our students at graduation. Although we could not hold the ceremony, we wish them well virtually and hope to reschedule the ceremony to a later date. The last time we did not hold graduation was 50 years ago, the same year as the events commemorated at the beginning of this meeting.

- There are nearly 20,000 cases of COVID-19 in Ohio, and over 1,000 deaths. Universities are facing challenges from this situation across the world. Some have far worse challenges than OU.

#### SAYRS:

- Numerous universities across the US detailing lost revenues and expected impact. Univ of Akron is eliminating 6 of their 11 colleges.

#### NELLIS:

- Unemployment numbers to be released next week. Likely that the rate will be comparable to Great Depression.
- Can and will leverage knowledge as we navigate this unprecedented time.

#### Budget details:

- Shifting away from RCM, readjusting cost structure and growing revenues. Making progress before COVID-19, but pandemic has significantly altered the position.
- 878 foundation funds are underwater, compared to 2 funds underwater at the beginning of the year. Value of the endowment has dropped.
- We paused personnel actions in March, we hoped impact would be temporary, but the impact of the current situation is not temporary, we cannot continue to operate business as usual on administrative or within current academic structure. Enrollments do not support our current levels of teaching capacity. We have worked to minimize financial impact on faculty lines, but all employee groups have seen decreases. Faculty has declines less than other categories (Faculty decline 1.6%, Classified 2.1%, Administrative 4.1%).
- To ensure the viability of the institution, cannot promise to hold any area harmless from reductions. We face difficult and painful decisions but will endure and emerge ever-more ready to meet the changing needs of our students. We have to quicken our pace to make the decisions needed to ensure the future of Ohio University. The impact of this global pandemic will carry over far beyond this year.

#### What We Know:

- Prorated refunds to students for housing and meal plans and parking fees totaled ~\$18M in lost revenues.
- Significant reductions to NCAA revenues.
- Revenue losses from summer programming and study abroad program fees.
- Delayed start of new programs means delaying projected revenues (ex: Public Administration, a \$600,000 hit)
- Foundation portfolio lost \$90M in value.
- Rescinded proposed 4.1% increase in tuition due to gravity of the enrollment situation (represents ~\$2.5M in lost revenue).
- Increased scholarship funds for summer and fall to improve enrollment for incoming class.
- We expect Governor DeWine will announce state agencies a 20% budget reduction for the rest of this fiscal year as well as next year, representing a loss of \$8.7M this fiscal year and \$35M next year. We cannot look to the state for additional support. The state is

projected to have a \$2.4B deficit by the end of June, while the state's constitution requires a balanced budget. The rainy day fund is \$2.7B and will be depleted by early next fiscal year. It cannot be used to plug holes because it has restrictions.

- In short, we started this year with the assumption of using \$26M in reserves, before COVID, as part of a plan to ease the using reserves toward a different dynamic, as far as our future, now we anticipate we will be using \$65M in reserves by end of June.
- Next year we're planning to use \$18M in reserves, and when we layer in expected loss of \$35M in SSI and remove the planned 4.1% increase, we face an additional almost \$56M operating deficit for the year, and we don't know as well what enrollment will look like.
- Half of the CARES act funding goes to students, the other half won't even cover half of the cost of the housing and meal plan refunds. For scale, \$9.7million is ~1% of total budget.
- Even with difficult news, we can survive. We have the benefit of strong reserves but we have to act quickly to avoid depleting. We must make lasting and positive change.

#### WHAT WE DON'T KNOW:

- The COVID pandemic is having an impact on enrollment nationwide.
- Surveys suggest incoming students are less likely to attend in fall, many likely to take a gap year, or attend closer to home. Our continuing students might stop out, may or may not come back.
- This is layered on long term trends of declining high school graduates in Midwest and nationwide.
- Past economic downturns sometimes led to increases in demand at the regionals, but we don't know if this will be same in the remote learning environment.
- Enrollments are very uncertain, and the impact on the budget will last 4 years.
- Don't know how we will resume instruction or what it will look like. But we know that face to face and distancing are at odds. We have to figure out how to balance risk and assurance of educational opportunity.
- Students, faculty and staff medically at higher risk, or live with other at risk are particularly concerned. A significant percentage of faculty and staff fall into risk category, simply by age. We have to be cautious and creative as we contemplate our options for Fall semester.
- Scenario planning is ongoing and will continue but critically, we do not know what coronavirus will do, all we can do is work and plan for multiple contingencies.

#### WHAT WE ARE DOING NOW:

- We're focusing on what is essential: delivery of highest quality experience that we can.
- We have implemented a hiring freeze, only critical positions are being approved depending on a hiring review committee with President, Provost, and VP of Finance.
- We have suspended promotional review for staff, reviewing all in-progress capital project. Suspending all new capital projects. We are limiting all operational spending for all but essential purchases, and will soon release guidance for reductions in operational spending for FY21
- We are looking at all contracts for vendors, software with "Act of God" or "Force of nature" clauses and canceling. These include academic analytics.
- President Nellis and Provost Sayrs have taken a voluntary 15% pay reduction, Provost has asked Sr. staff and deans have been asked to voluntarily take pay reductions of at least 10%.

- All units identifying 20% or higher cuts. This includes reorganizing in some areas to remove management layers. For example, LJ Edmonds announced her retirement...that ViceProvost position will be eliminated, faculty leadership sought for the Center for International Studies. Will work together to find new ways to serve our students, assure continued delivery of service that require visa support
- Some areas will be cut deeper, and some areas will be cut less if it would damage critical or mandated services.
- Athletics will be cut 20%, and will not be exempt from necessary cuts. On April 22, ICAC met to discuss the impact on student-athlete experience. They will reconvene in early summer
- Provost understands foundational role of faculty: course delivery, mentoring, research, service. Also has perspective of working alongside administrative colleagues, that also help our students and faculty.
- Administration will have to be cut but we recognize cuts will impact individuals and the community. Impact of job losses will be significant in this region

#### NELLIS:

- These measures still not enough for the shortfall that we face. We paused planning for personnel reductions in March, as we figured out the impact of the pandemic. While much is unclear the magnitude is large. We need to move forward with significant measures to ensure continuation of our core mission.
- Friday: first significant personnel reduction. 140 AFSCME positions eliminated May 31. An additional 32 vacant positions and 17 ERIP participants will not be replaced. This total of nearly 190 position will result in savings of \$11.3M.

#### SAYRS:

- In addition, as shared at cabinet meeting, an interim furlough policy is moving through the approval process. The major change is to allow for a tiered furlough based on income level, vs an across the board furlough. These are temporary, short-term actions and won't address long term issues.
- Colleges: every Dean asked to look at what is critical, and look at every option to conserve resources and/or generate revenue, both for pandemic and after. Asked to put everything on the table for discussion. Operational spending, administrative, instructional and probationary faculty. No one wants to consider cutting faculty positions, but no one will be unaffected. Continuing discussion with deans in upcoming weeks. At this time, no decisions have been made. No one has received a letter. To clarify the process: we will follow the faculty handbook...including a terminal year for affected faculty.
- Criteria for academic budget decisions: primary is to preserve core mission of serving students., creating knowledge, serving the community.
- We are looking at data (numbers of majors, degrees awarded, credit hours) but also at the impact of curriculum on experience and student progress. Want to get at the real academic information behind the data. Realizing, that we cannot sustain all we do across all campuses.

#### WHAT WE ARE NOT DOING:

- We are not eliminating programs or departments. There is a clear and extensive process for elimination in Faculty Handbook.
- We are NOT laying off tenured faculty, unless there is a termination for cause. Only way to eliminate tenured position is through elimination of programs or departments.

NELLIS:

- To summarize our principles for moving forward include: prioritizing health and safety of students faculty staff and community. While we hope to return to campus in the fall, in the short term business as usual is not likely. Course delivery and limited density
- We hold fast to our previous principles: act in best interest of core mission of teaching, research and creative activity...to be fearlessly first.
- Protect and prioritize student success, accountability, shared governance, ensure data informed decision making, communicate about decision, eradicate internal competition and duplication, streamline programs and course offering with a focus on clear pathways to completion, and to take necessary near term action in context of long term strategy.

Questions (pre-sent):

- Q: April 28 email identified streamlining administrative process and minimizing layers of management. What is your definition of management/administration?
- A: The institutional definition is broad and encompasses many levels. Understand focus on higher level in the context of titles/salaries. We are looking very closely at reducing hierarchy and flattening the institution to put resources on front line where they can be key to the academic mission. Example: eliminate Vice Prov for Global Affairs. Focus is on providing and resourcing essential areas to support students.
- Q: Will salary reduction extend to numerous VP/admin soon?
- A: Nellis and Sayrs took voluntary 15% pay cut and prepared to do more. The Provost asked deans and senior staff to take voluntary minimum of 10%, same with President's leadership team. Many are taking more than the minimum request. These positions are in the top end of the modeling for furlough plan to be implemented at beg of next fiscal year
- Q: Will tenure track probationary faculty be terminated, are there any areas the university is not willing to cut, and what are the priorities?
- SAYRS: Priorities were outline before. No area will be held harmless. There are some depts where enrollment patterns mean we have to look at probationary faculty, while they meet university level needs due to service courses and contribute credit hours, we also know that CC+ has undercut credit hour production and we have to consider that as one of many factors when deciding where to make these reductions.
- How will we implement protocols for control of infectious disease? What are OU plans to test, trace and quarantine in the event of infection? Which OU employees have you identified that have this expertise?
- SAYRS: Exec Dean of HCOM Dr. Ken Johnson, Athens HCOM Dean Dr. Beth Longnecker, RHE Executive Dean Nicole Pennington are working with planning units and local and state health officials to bring students and personnel back when it is safe to do so and in compliance with government guidelines.
- Returning to campus will require increased deep cleaning protocols...is increasing cleaning staff now a priority?
- NELLIS: Working with state to receive and apply new guidance for reopening. We will review and implement all guidance and apply appropriately, but we need to think through this carefully.

- SAYRS: Clarifying from chat question, the current furlough policy is not tiered, the interim policy currently under review is tiered.
- It is important to understand transparently what is happening with budget to understand why we get taxpayer money but other organizations and businesses don't. We need communication internally to avoid rancor and divisiveness. Request: publish, make public records available through a webpage repository of budget line item records across all of the units to raise awareness about the budget situation at detailed level. How we can make decisions and informed choices.
- SAYRS: All of the budget books are online right now, we have added detail so you can see large level line items. Line item information often exists at lower levels, then gets consolidated as it gets moved up. Some colleges have dept and center level, some roll at college level. It can be tricky to distinguish. Information is in large database, but can get at specifics. Budget books are posted and available. If there is info that is not clear or detailed enough, please let us know and we will work to make it publicly available.

Chair Muhammad: questions from exec committee and chat:

- Q1: Nature of furlough and changes to policy, what is the timeline decision-making and sharing information, when we can expect announcement?
- NELLIS: interim policy put in place to apply a tiered approach. Faculty Handbook allows us to apply an interim policy for 6months at a time, May 15 release information on the policy.
- Q2: For students who were working on degrees or certificates in those programs where staff are eliminated, will students be able to complete degree or certificate, and what is criteria used to eliminate staff and faculty positions.
- SAYRS: student will finish their degrees, that is our core mission. Accreditors require that, we absolutely have to do that. We are not eliminating any programs or any departments right now. Criteria for faculty positions: looking strategically at where we can do that without damaging core need to serve our students. Looking at data points (students are majors, trends, credit hours) but also looking to understand impact of the curriculum on other majors, role that major serves in the institution as a whole. Getting at not just data but also what is behind the data to understand impact of those eliminations.
- NELLIS: on the staff side, centralizing services, reducing duplication (communications and marketing, advancement, financial planning) buildups during RCM. Looking at how to deliver better services but with fewer staff via centralized. Student success: different configuration to better serve students, provide greater support for student success by integrating, do we need as many units and divisions as we have?
- Q3: Diversity and Inclusion is a strategic pathway, yet first departments who appear to be affected are WGSS and African American Studies and Sociology. How do we reconcile these actions within the framework of prioritizing diversity and inclusion?
- SAYRS: this questions seems to be premised on the idea that nonrenewals have happened...but that is incorrect. There have been inconsistent messages within the college A&S? Apologize for anything that she may have contributed. NO DECISIONS have been made, and deans asked to have conversations with every department chair.
- RM: is this relating to tenure-trackprobationary faculty or instructional faculty?



- SAYRS: this refers to both.
- NELLIS: strongly support academic area that provide scholarly reflection on important themes. But also...from institutional perspective, I created VP of D&I position, and we are looking at, are there more effective ways for that position to help permeate importance and prioritization of D&I within university community, is it structured the right way right now? It's still front and center and important and we want to do what we can to reflect that in our actions and we will keep this in mind.
- Q4: If OU does not announce its Fall decision within 40 days, university faculty will either work uncompensated in summer or expected to have courses be prepared in a week. If after May 15, what is plan to compensate faculty for this additional labor?
- SAYRS: This question keeps coming up...we cannot make a decision about fall until we have more information, because it would be unscientific and inappropriate. We don't know where virus will be. My advice: prepare for fall, regardless of modality as much as possible. We have asked Library and Instructional Innovation to develop additional workshops to support faculty over summer. Have to be prepared for any type of teaching in Fall.
- Q5: Will Provost/President publicly commit to hold academic colleges to lower percentage cuts than other areas?
- NELLIS: From my perspective, the provost is chief academic officer and I know she feels strongly about protecting the academic areas. We have put a lot on non-academic areas, and many are doing more than 20%. On the academic side it will be somewhat uneven, as we right-size based on the criteria described before, but I don't know average over the whole. Some will cut more, some will be enhanced if area of growth.
- SAYRS: academic units take priority bc core mission but don't know what the percentages will look like, but will bring them forward when they are. Too much is unknown right now. Face to face services may be cut more, whereas teaching and serving students have to be kept, other services can be cut more. We will communicate as we know more.
- Q6: Faculty report resources have been frozen, faculty access suspended to grants, professional development, etc.. When will this be resolved?
- SAYRS: I have heard of these two instances, trying to chase down why but there is no freeze on essential purchases for professional development or essential purchases. If you have a specific instance please contact me.

#### ADDITIONAL:

- NELLIS: Concerning the federal government...we are doing everything we can to position ourselves strongly if there is another round of funding. But it's a difficult time in DC right now to get anything done. Appreciate opportunity to be with you, appreciate Faculty Senate and what you represent. We want to do all we can to create a dynamic academic future for the university.

#### ROLL CALL:

- Motion to approve minutes Casebolt/Hiler
- Approved. Zero nays, zero abstentions

Chair's report:

- Furloughs and layoffs: topic among faculty. Provost Sayrs volunteered to be here to answer questions.
- We have been involved in policy changes, committees made up of senators and other faculty members, we will work on fleshing it out so people more aware of the process and how faculty have been involved. It has been accelerated, and we have outpaced communication. To help, starting May 13 we will issue a weekly bulletin. Also we will schedule open office hours on Zoom for faculty to check in. We need a better understanding of process and how we assist faculty. Commend the officers and faculty senators who have worked so hard this year, it has been an honor to work with you, you have put in countless hours and energy to facilitate.
- Q from Jennifer Fredette: for provost, we have multiple colleagues that have been told they have been nonrenewed or are at risk. If this is not true, we need to know three things: who is speaking wrong or out of turn, how will you correct that communication problem, and what is truly the case come May 16, 2020?
- SAYRS: Thank you for the question. I think what happened, was that chairs had very difficult discussions with deans with varying levels of understanding what stage of the process we were in. I attended chairs and directors meeting at A&S, to have that conversation directly with chairs. As soon as I saw posts in social media that notices had been given, I reached out to Dean Plossmanto ask him to reiterate to the chairs and directors that this was happening, and they were not to share any kind of solid information yet, because no decisions had been made. Those decisions have not come to my office as proposals yet, and I sent the msg to other colleges as well. Don't want to give false reassurances, but nothing has been decided. Anything I say has the potential to add to the anxiety. Trying to clarify that communication, asked deans to look at every option. Decisions not made for instructional or probationary. We will follow faculty handbook for this process.
- Q from Senator Ingram: quick question, faculty handbook Section 2d5 seems like there has to be a state of fiscal exigency before probationary tenure track faculty can be fired, what is your understanding of that, what is the legal basis for even possibly dismissing tenure-track professors?
- SAYRS: Chair Muhammad and Senator Wyatt have raised the same question. There are two processes about termination vs non-renewal. Two different processes...one in middle of contract, one is contract. There is a process for nonrenewal but only for academic freedom. This is different than process for the end of the contract, and only for cause or exigency. Chair Muhammad, Sen Wyatt, Legal Affairs, and I go through all of those areas to make sure we are clear and there's nothing that we are missing.
- Chair Muhammad (from chat) How are decisions for nonrenewals being made at regionals, instructional campus?
- SAYRS: It's the same process, whether Athens or regionals. Same types of conversations with regional leadership.

- Q from Senator Duvert: clear timeline for when decision will be made and announcement, and what form? Email? Snail mail, phone call? Heard all suggestions from our department and this is creating anxiety and confusion.
- SAYRS: handbook has deadlines (May 15), I have not been involved in methods of communication, please let her know about particular concerns about that.
- Q from Senator Welser: Using 2018 salary data, if you make a marginal tax rate reduction for different levels of income, setting maximum of \$150K, then we'd save 21.9M. How much is saved by the current cuts, and what is the intended economic impact of these cuts? (2% for 50K 12% for next 50, 25% for next 25...100% of anything over 150k) Basically, imposing a much lower max salary. Why can't we cut salaries vs positions?
- SAYRS: Even with a \$21.9M contribution, the hole is \$65M. Salaries is 70-80% of cost. This won't get us through the hole nor account for next year enrollment uncertainty.
- Sen Welser: Could we start by looking at salary reductions vs eliminating positions, especially if we are in the business of creating educated people, we shouldn't be in the business of reducing these positions so much.
- SAYRS: If the hole were not so big we might be able to do more, but to cover our hole by just reductions would be dreadfully damaging.
- Sen. Welser: 15% Nellis is not a bold move, to make a large impact the percentage should be higher for people making more than 150k.
- SAYRS: One thing I want people to understand is that you can only get so much even with very large reductions. We will still have to draw from reserves. This is not either/or, we have to do both, plus reduce operational spending, and look at everything.
- Q: How much is saved from voluntary separation?
- SAYRS: I do not have the numbers in front of me right now but I will share numbers with Chair Muhammad.
- Chair: Since there are many questions, let's set up forum around the furlough piece with senators and Provost and then we can share out the information.
- SAYRS: I think that's a good idea and we do want to have communication.
- Q: Can numbers be shared, can scenarios be shared?
- SAYRS: A lot of these numbers shared in the memo. Different scenarios have working groups, please volunteer, inc public health faculty who have volunteered over the weekend, as noted by someone in the chat.

Closing out chair's report:

- We will follow up and get information on voluntary separation numbers and set up more conversations in the very near future.
- Upcoming Senate meetings is Sept 14 via Teams or Zoom...depending on what's going on then.
- Exec Committee approached to continue faculty senate meetings through summer. Will continue to meet in addition to bulleting and virtual office hours. Two new AdHoc Committees: dealing with shared governance/budgeting and Dean's evaluations.

#### ELECTIONS: (Ana Rosado Feger, Election Committee Chair)

- After several rounds of candidate solicitation, we present the following slate of candidates who have agreed to serve:
  - Chair: Robin Muhammad, Arts and Sciences
  - Vice Chair: Benjamin Bates, Communication
  - Secretary: Ana Rosado Feger, Business
- Senator White and Senator Hess spoke on behalf of Robin Muhammad
- Senator Reader and Senator Owens spoke on behalf of Benjamin Bates
- Senator Pueschel and Senator Hiler spoke on behalf of Ana Rosado Feger.
- The slate candidates fielded questions on the role of Faculty Senate leadership. Congratulations to our 2020-2021 Officers:
  - Chair: Robin Muhammad, Arts and Sciences
  - Vice Chair: Benjamin Bates, Communication
  - Secretary: Ana Rosado Feger, Business

#### Exec Committee Resolution:

- Resolution to Maintain Academic Excellence while Promoting Financial Stability  
First Reading  
Motion to suspend rules and proceed to vote by Casebolt/McMills: PASSES  
Motion to vote: AYES have IT. Resolution PASSES
- AdHoc Committee Budget Planning and Shared Governance:
  - To participate in budget meetings and provide a faculty perspective. Current members: Bill Reader, Susan Williams, Diana Schwerha, Bryan Branham, Mike Schorr. If you are interested in serving, please contact Chair Muhammad or a member of the committee.
- AdHoc Committee on Dean's Evaluation
  - To monitor process and assist in the timely completion of Dean Evaluations.

## VII. Professional Relations Committee—Sarah Wyatt

### A. Sense-of-the-Senate Resolution on Faculty Safety after COVID-19 Suspension – First Reading

#### Questions:

Sen. Geist: Regarding holding harmless from penalties, what about pay reductions?

Ans: No effect on pay, if a faculty member requests accommodation per this resolution.

Question from chat: Should there be a time period of effect?

Ans: Because there is no timeframe on the pandemic right now, addressed within resolution as “COVID-19 related concerns”...is that too open-ended as to when this would apply? Time limit is difficult to determine in this fluid situation.

Friendly amendment that it be considered for the coming academic year and re-evaluated during that period...accepted.

Question: What about faculty who might need childcare bc schools not in session? Does this resolution cover that?

Not in this current resolution, this issue should be addressed separately.

Motion to suspend rules and vote: Franz/Hiler

Motion passes, no nays, no abstention

Motion to pass resolution with friendly amendment

Motion passes, no nays, no abstention

## **AGENDA MODIFIED TO MOVE UP “NEW BUSINESS” RESOLUTION PRESENTED BY SENATOR WHITE AND SENATOR RIDPATH**

### **Resolution for No Confidence Vote—David Ridpath**

- Institutions across the country are facing similar issues, with large cuts announced. We have had poor communication and a lack of transparency regarding this process. Cost-cutting measures for high-paid individuals have been announced elsewhere. We are behind this process, with only two administrators announcing voluntary cuts. Athletics are being cut elsewhere. Should not be voluntary salary reduction for upper leadership. If 80% of cost is salary, then salary is a meaningful place to cut.

#### Questions:

- Q: why not Provost? These decisions are made jointly. What is the justification for this?  
Ans: Provost has only been on the job for a few weeks. The Provost is not deciding who takes what cut.
- Friendly amendment: include events of 2019.
- Q: Possible lack of due process in current communication and clarity in pending terminations.
- Two friendly amendments offered and accepted.
- Q from Jackie Wolf: concern with process and speed. We need discussion. This is premature and the end game is not clear. Before we vote, we need to discuss this further.
- Procedural point (from B. Bates): because of the type of process invoked, the petition asks for a vote and we need to vote on it at this meeting.

- Sen. White: resolution enjoys significant support, many signatures in one day. We have a situation where faculty do not know what the strategy from university leadership is, and this represent a lack of shared governance. If we are in really dire economic situations, then we need new ideas and we need the faculty to be involved in decisions moving forward. The way we have been going is not going to be tolerated moving forward.
- Comment: agree with Julie, administration should be mindful of the people they lead.
- Question: This resolution makes a statement, but what is the impact besides making a statement?
- Ans: statement to the board of Trustees that we have been neglected and ignored for a long time and the current path for this institution will make it fail. We need to send this message to the Board of Trustees.

Called by Reader/Marchenkov

Qualtrics response vote suggested due to complexity and technical issues, to maintain legitimacy. However, handbook language prevents not holding a vote if the resolution requests a vote. If quorum exists, then we have to proceed to vote.

Roll call vote called and implemented.

Aye 45 Nay 11 Abstain 6 (Note: both continuing AND outgoing senators eligible)  
RESOLUTION PASSES

#### **VIII. Professional Relations Committee—Sarah Wyatt (continued)**

A. Resolution to Change Language in Faculty Handbook Per One OHIO – First Reading & Vote (Jointly-Submitted with the Promotions & Tenure Committee)\*

Motion to suspend rules and vote: Cotton/Doty

Vote: Aye no nays no abs

Resolution Vote: Ayes have it, no nays, no abstention

B. Sense-of-the-Senate Resolution Relating to the Integration of Faculty for One OHIO – Second Reading & Vote

Support faculty integration group

Call to vote:

VOTE: Ayes have it, no nays, no abstain

C. Resolution Relating to the Integration of Faculty for One OHIO – Second Reading & Vote  
Replaces references to campus or division.

Question: what does it mean about “transfer between campuses”?

Ans: that section relates to tenure, as now all faculty will be tenured through same process, not location-based, this is not an issue.

VOTE: Ayes have it, no nays no abstention

#### **VI. Educational Policy & Student Affairs Committee—Betty Sindelar**

A. Resolution Amending the Undergraduate Catalog on Major Residency – Associate of Technical Study Degree – Second Reading & Vote

No questions, no discussion. VOTE: Ayes have it, no nay, no abstain

**VII. Promotion & Tenure Committee— Jackie Wolf**

\* See joint resolution with PRC above.

Report: None noted. End of P&T season. One denial appeal. Thanks to the committee for all their work.

**VIII. Finance & Facilities Committee—Susan Williams**

- It's been a very difficult year for OU and will continue to be difficult this evening. Hoping for more clarity on financial picture and strategies. Budget Planning Council meeting last week, presented with different levels of strategies: salary reductions, furloughs, admin level strategies (flattening organizations), college-level strategies (no clarity at all).
- Provost Sayrs did not sign resolution passed March 2 on increasing transparency on budget related matters. This was disappointing. Collaboration and shared responsibility is important. Hope for collaborative path forward.
- Thanks to the committee for all their work. Financial meetings had stopped meeting after COVID, Budget Planning Council met last week, and we really hope there are regular meetings of this so information can be passed on, and even more, we need decisions.

Senator Williams is rotating off Senate...Chair Muhammad thanked her for her service and efforts.

**X. Adjournment**

We will be in deep complicated conversations over the summer and continuing, please let Exec know if you have any questions. Standing committees will be staffed over summer.

Thank you outgoing senators, welcome new senators.

Adjourned 10:54