

**Ohio University Faculty Senate Meeting Agenda:
Monday, December 4, 2023**

**Irvine 194 and Via Teams
7:00 p.m. to 9:00 p.m.**

- I Invited Speakers:
 - A. President Lori Stewart Gonzalez AND EVPP Elizabeth Sayrs
 - B. Robin Oliver, Vice President for University Communications and Marketing
 - C. Lewatis McNeal, Vice Provost for Regional Higher Education and Partnerships
 - D. Eszti Major-Rohrer, Sr. Dr, Teaching & Learning Technologies (emrohrer@ohio.edu)
 - E. Paul Shovlin, Co-Chair Educate Strategic Planning Group (shovlin@ohio.edu)

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

- III Chair's Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. Next Regular Senate Meeting: **January 22, 2023**

- IV Professional Relations Committee – Doug Clowe
 - A. Update/Report/Items

- V Educational Policy and Student Affairs Committee – Allyson Hallman-Thrasher
 - A. Update/Report/Items
 - B. Resolution Modifying Handbook Language About Instructional Evaluations –
Second Reading
 - C. Resolution to Assign UCC the Development of a Definition of Co-Curriculars – First
Reading

- VI Promotion and Tenure Committee – Cynthia Anderson
 - A. Update/Report/Items
 - B. Resolution to Change University-Level Promotion and/or Tenure Requirements –
First 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/Other

- X Adjournment

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

Faculty Senate Meeting Roster	
Monday, December 4, 2023	
Glenn Abraham	Sara Hartman
Deigo Alvarado-Serrano	Wojciech Jadwisieniczak
Cynthia Anderson	Molly Johnson
Mick Andzulis	Marcy Keifer Kennedy
Patrick Barr-Melej	David LaPalombara
Melvina Brandau	Victoria LaPoe
Cassidy Brauner Jarrahi	Macario Llamas
James Casebolt	Kristin Lugo
Rebecca Challenger	Vladimir Marchenkov
Doug Clowe	Lindsey Martin
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 Esworth	Jatin Srivastava
Todd Fredricks	David Stowe
Joe Gingerich	Andrew Szolosi
Ellen Gordon	Aaron Wilson
Emily Guseman	Sarah Wyatt
Allyson Hallman-Thrasher	Valerie Young

Chair Wyatt welcomes President Lori Stewart Gonzalez and Provost Elizabeth Sayrs 7:01 PM

President Gonzalez shares updates 7:02PM

President Gonzalez shared a reminder about Dynamic Strategies and the surveys related to priorities related to the four strategies: Educate, Discover, Service (Engage) and Work

January will be second campus update including Lynn Reddington (Student Affairs), Candace Boeninger (enrollment management), John Day (Interim CFO) and Julie Cromer (Athletics)

Go to www.ohio.edu/updates if interested in videos for short video responses from campus leadership

Mission and Vision – work of committee should wrap up in February and be brought to the June board meeting

Visits to all the regional campuses just completed. Met with students, faculty, staff and community partners.

Provost Says Shares Updates 7:10 PM

Great visit to the regional campuses. Students talked about their faculty in terms of what they loved and vice versa.

Search updates

- HTC hope to have an announcement by the end of the semester
- Patton – interviews this week and on campus early 2024
- Libraries – finalists by early April

AI (artificial intelligence) group – call for those interested was very robust so may be two and kick off in next semester

Vice Provost Katie Hartman Asked by Provost to Share Update 7:06 PM

18.001 – **Faculty qualifications and credentials** – trying to comply with HLC requirements through Watermark system for CVs and transcripts. They can be unofficial transcripts as well. If the highest degree is from OU, there is a process to do that for free with permission.

If your qualifying degree is from an institution that does not have a transcript, then HLC allows us to collect diplomas as well (particularly for those from overseas granting institution). Building a FAQ page. Goal is to have this be the only time it will need to be done.

Provost Says: the goal is setting up processes so we don't have to do this again. Now we are collecting transcripts from various sources and forms from Faculty hired at different times over the years.

Provost Says continued her updates:

The rumor that tenure track faculty cannot be hired on regional campuses is incorrect. There is no policy to that effect.

Provost uses four criteria for TT hires: 1. Required by accreditation; 2. Graduate programs, especially doctoral programs; 3. Research areas especially to support R1 status, 4. Special conditions – starting a new program or the market is so tight that can't find an instructional hire (such as special ed and computer science).

Provost Says Answers Faculty Senator Q&A 7:09 PM

Question Sen Casebolt: About student evaluations, the timeline for student evaluations runs until after Finals Week.

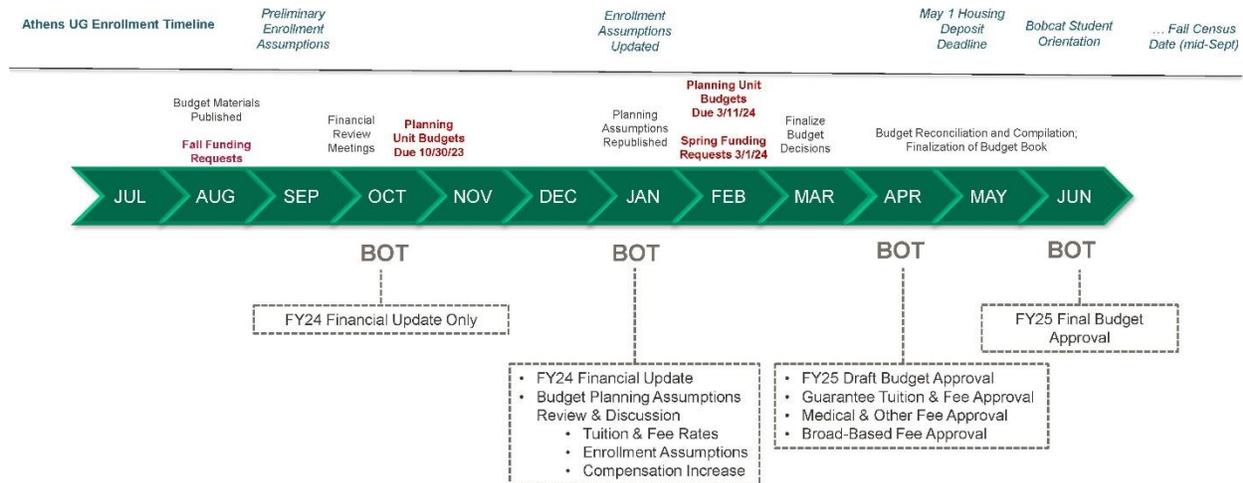
Answer Provost: Runs until after finals week which hasn't been the case before. Will be covered in Esti's presentation.

Question Sen Valerie Young: Two questions. First = Discussion of a timeline/deadlines for making requests for faculty hires. Where can we find timelines?

Answer Provost Says: Go along with the budget requests (Oct 31 for first and Feb/March for second one). Might also be an April 15 ask based on anticipated enrollment.

Provost Says subsequently shared the following slide with Secretary Andzulis for inclusion in the minutes:

Timeline – FY25 Budget Process



Question Sen Valerie Young: Second question: The four criteria for hiring tenure track faculty does not connect to teaching load and leads to impression that moving tenure track out of teaching so more flexibility of growing and shrinking instructional faculty quickly as needed.

Answer Provost Says: Does not embrace that view and sees strength of our faculty and student experience. Definitely are careful about TT hires because of anticipated declines in enrollments connected to demographic cliff/slope of future entering class.

Question/Comment Vice Chair Todd Eisworth: "I come to this meeting burdened with glorious purpose"... always wanted to say that. Question on reality of TT and experienced faculty is not able to teach a calculus class that he has done 25 years and now can no longer do it. So experienced tenured teachers aren't able to teach.

Answer Provost: Appreciate that and part of it relates to drop in enrollment, followed by rebound, followed by slope. Thus it's important to identify where you want tenure track and the best and highest purpose for instructional faculty.

Question Sen Jared DeForest: Update on the compensation plan?

Answer Provost Says: Budgets were due in October, calculating how much there is for compensation and how much can do over how many years. Estimated time when data would be clear would be March or April. Updates would likely happen over the next year. Need to figure out over how many years adjustments would need to be made once budgets are settled.

Question Sen John O'Keefe: We have seen a lot increases in administrative salaries being higher than expected, could you talk about how compensation determined across the board.

Answer Provost Says: Based on market research and a finding that we weren't in compliance from the Dept of Education so had compensation updates to come into compliance with DOE. Hire-in at 25th to 50th percentile of the market. Goal is to analyze Equitable salaries. May need to bring in HR or Finance to talk about this in future.

Chair Wyatt welcomed Robin Oliver, Vice President for University Communications and Marketing 7:24PM

Here as co-chair of mission and vision committee. Analyze existing one last done on 2007. Over 200 responses so far on the survey. More staff completions than faculty at the moment. Please encourage those in colleges to do so. Asking four questions of Faculty Senate

1. What is the most purpose of Ohio University? Would like more than just education.
 - a. Valerie Young – educate and mentor students to serve humanity
 - b. John O’Keefe – build and enrich a sustainable community in our region through education
 - c. Gabrielle – educate the students to help them reach their potential
 - d. Glenn Matlack – give students the intellectual tools for when they leave OU
 - e. Sean Ostermann – We need to help our community focus on things that are real and distinguish from things that are not.
2. In what ways that purpose might be different than other universities?
 - a. Brandow – responsibility living and education in rural Appalachia and more emphasis on service to underserved and disadvantaged populations
 - b. Glenn Matlack – we are small and a that is a virtue – integrated into the city, community, and the natural environment. Walk out the door into our library
3. When we do what we do, who benefits?
 - a. Students
 - b. Place matters – beneficiaries in local community
 - c. In partnership with the community but there is a history of extraction from the community
 - d. Sometimes success is about our students having impact nationally and internationally and that is important just as it is for local
4. Describe your most optimistic vision of Ohio University at 250 years?
 - a. Are our departments in a better position to do what we say we should be doing

Chair Wyatt welcomed Lewatis McNeal, Vice Provost for Regional Higher Education and Partnerships 7:50 PM

RHE Goals and Principles (See ppt)

RHE enrollment – steady decline since 2018. Now does seem to be plateauing. FTE is up as are freshmen and CC+ are up.

Making investments

Program Changes – for example extended Equine Studies program to all regional campuses

OneOHIO – Recap:

1. Suggested by report in 2018
2. Implemented in fall 2020

Vice Provost McNeal engaged Senator Q&A during and after his presentation

Q: Why can’t RHE workload be the same as Athens departments? Answer: RHE workload reflects university policy and no plan to change it.

Why isn’t my salary aligned with my Athens department? Answer: Paid through RHE budget status must be maintained to have regional campus status.

Q: Still a lack of clarity around P&T. What are expectations for RHE faculty. Faculty handbook was updated to make that specific in terms of expectations.

RHE future planning – want to have a faculty working group on it to look at service requirements. Continue conversation on faculty development committee for professional development and for research.

Question Sen John O’Keefe: What do you see as strengths of the RHE?

A McNeal: Students see it as the expertise of faculty and what that means for the communities. Students are coming back and parking lots are full. Regional campuses are cornerstones of the communities.

Question Sen John O’Keefe – a sense of faculty concerns that scheduling is top down for RHE under One OHIO.

A McNeal: It is indeed a different system than Athens. Work to incorporate and include faculty. Referenced annual faculty workshop. Providing opportunities for input. Difficult to go back to system that was previously in place but we are trying to be inclusive and intentional and plans derive from course carousel.

Question: Workload – is there room for change to workload policy or for more flexibility?

A McNeal: No change to workload policy but there is room to explore how we do releases within the mission of doing teaching.

Chair Wyatt welcomed Eszti Major-Rohrer, Sr. Dr, Teaching & Learning Technologies
(emrohrer@ohio.edu) 8:17PM

1. Blackboard and what is going away – course copying is not going away in January. What is going away is merging course sections in the new year. Can still do until the end of the calendar year and then have to put in a ticket. Will also go into an all faculty email. Also going away is a test course or adding people to the course.

Question Sen Andzulis – are organizations going away?

A Esxti: Organizations exist in Canvas but they aren’t called that in Canvas. Rather they are a Non-term based course that can have students and content there. They won’t expire like courses do.

Q Sen Dowell: Are current orgs being copied over to Canvas? Have you determined how?

A Eszti: It is now resolved to be able to record over organizations to Canvas; now have a way to do it.

2. Course evaluations – Earlier questions about date – If using Blue except HCOM, GVS, and COB, the evaluations go to Dec 2 and close Dec 16 before grades are due on Dec 20th. Understand there are a lot of concerns about these dates.

The idea is to make things better with Blue: 1) to make the student experience better so more likely to do it; 2) to make it better for faculty; 3) make it less administrative work to do the evaluations. Blue launched summer 2022. Problems – some departments do things slightly differently and system - some had evals through finals week and some do not.

Concerns 1) When are they running; 2) Which courses getting evaluated even though they should. 3) What questions being asked – lots of inconsistency across units and Katie Hartman’s teaching and learning assessment task force looking at these problems and recommending changes.

Q Sen Dowell: What if faculty didn't get email Dec 2nd notifying students received email? Can we surmise that they were sent?

A Eszti: Will follow-up with you. Chances are that they were missed. Will fix.

Q Sen Casebolt: Timing?

A Sen Eszti: The system can only accommodate 1 timeline.

Q Sen Casebolt: How was this decided?

A Eszti: Went with what most students have done and went with that.

A Vice Provost Hartman: Eszti's team did a big survey pre-implementation. If you have a concern, the surveys will close before the grades are due so you may wait.

Q/COMment Sen Popa: Evals are during Final Exam when there is a lot of frustration. Does not think this is right and shouldn't do this again. Perhaps a survey would make sense next time.

Q Sen Hallman-Thrasher: Low enrollment courses means evaluations are not anonymous. Can we stop this.

A Eszti: Yes. The CTLA is working on this and she agrees. This semester they are following the college Admin lead. It's a difficult process. Hope to improve it to work something out.

Q Sen Hallman-Thrasher: Should I tell a class with one student not to complete the eval?

A Eszti: Yes.

A Chair Wyatt: This hasn't been done in the past for classes less than 5.

Please email additional questions to Eszti

Chair Wyatt welcomed Paul Shovlin, Co-Chair Educate Strategic Planning Group
(shovlin@ohio.edu) 8:35 PM

There will be additional surveys from the different working groups. They will also be reaching out to stakeholders. Interested in innovation and areas of differentiation.

Roll Call and Approval of the Minutes (November 6, 2023) 8:38 PM

Motion to Approve Sen Guseman. Seconded by Sen Srivastava

Chair's Report – Sarah Wyatt 8:38 PM

Next Regular Senate Meeting: **January 22, 2023**

Professional Relations Committee – Doug Clowe 8:38 PM

- No updates yet on early retirements but meetings planned with Provost
- Updating clinical faculty terms in the Faculty Handbook
- Ethics Committee – lots of dialogue – 14 separate college committees and thinking of moving it to a university ethics committee. No wondering if would need college ones as well. Soliciting opinions.

Educational Policy and Student Affairs Committee – Allyson Hallman-Thrasher 8:40 PM

Resolution Modifying Handbook Language About Instructional Evaluations – Second Reading

- Aimed at providing more avenues for evaluation than just student evaluations
- Student evals are not going away
- More exhaustive list of evidence you can provide for performance in teaching.

Motion to Approve Sen Eisworth. Seconded by Sen DeForest

Aye – Unanimous

Nay – None

Abstain – None

MOTION PASSED

Resolution to Assign UCC the Development of a Definition of Co-Curriculars – First Reading

-Not yet offering a definition of co-curricular activities, it is about asking UCC to take the first stab at it.

Q/Comment Vice Chair Eisworth: Asking UCC to identify which activities fall under HLC for assessment and which ones do not. It is not shutting down some that may fall outside the definition. Just about which ones would need to be assessed.

A Sen Hallman-Thrasher: Correct.

Q Sen Srivastava: Who does the assessment for HLC?

A Sen Hallman-Thrasher: Your organization (following HLC guidelines) may use what it does for an existing national accreditation currently used.

Q Sen Srivastava: Use what we are currently doing?

A Sen Hallman-Thrasher – Yes

A Sen Eisworth – Confirmed. There is no central authority checking co-curriculars.

Promotion and Tenure Committee – Jatin Srivastava for Cynthia Anderson 8:47PM

Resolution to Change University-Level Promotion and/or Tenure Requirements – First Reading

-Some debate on adding “may be included” language. These additional items would not all be expected but instead would be up to the departments and departments would not be expected to put those in unit level P&T documents and which ones they are choosing to do.

-Needs to be made clear that a candidate was not expected to show effectiveness in all of the criteria but should develop relevant criteria.

Comment Chair Wyatt: Select those that are best for your discipline, department and teaching. Don't need all.

Q Sen Clowe: Would the expectation be that a department would say/dictate which they expect?

A Chair Wyatt: No, it would not be the expectation that any department would dictate. They

would not dictate.

Q Sen Hallman-Thrasher: Should we include expectation that not all 8 are expected?

A Chair Wyatt: Those going up for tenure for read 1 or more as necessarily meaning “more” is needed.

Q Sen Hallman-Thrasher: Should we specify an upper limit?

Q Sen DeForest: Can we put something in that says may include but doesn’t mean all eight? Specify that not all are expected?

Q Sen Young: Colleges can’t specify (through College P&T criteria)?

A Sen Srivastava: Colleges can indendently work on their own policies but may restructure the format for the Provost because the Provost can specify required formatting/policy.

Comment Sen Young: Great, that clarifies it.

Comment Sen Barr-Melej: From one or more sources necessarily means that not all eight are required.

Please send comments to Jatin or Cindy or anyone on P&T Committee.

Finance and Facilities Committee – Aaron Wilson 8:57 PM

-No resolutions tonight

-Benefits Advisory Council is benchmarking healthcare and will share report up the food chain with leadership on campus. Does not know whether it will be made public yet. Vice Provost Hartman didn’t know for certain either but Hoping to make it available in January. Has to be done by mid-December in order to be part of the budget process.

Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth 8:59PM

-No report

-No new business

Motion to adjourn Sen Ostermann. Seconded by Sen Eisworth. 8:59PM!!

Timeline – FY25 Budget Process

Athens UG Enrollment Timeline

Preliminary Enrollment Assumptions

Enrollment Assumptions Updated

May 1 Housing Deposit Deadline

Bobcat Student Orientation

... Fall Census Date (mid-Sept)

Budget Materials Published

Fall Funding Requests

Financial Review Meetings

Planning Unit Budgets Due 10/30/23

Planning Assumptions Republished

Planning Unit Budgets Due 3/11/24
Spring Funding Requests 3/1/24

Finalize Budget Decisions

Budget Reconciliation and Compilation; Finalization of Budget Book



BOT

BOT

BOT

BOT

FY24 Financial Update Only

- FY24 Financial Update
- Budget Planning Assumptions Review & Discussion
 - Tuition & Fee Rates
 - Enrollment Assumptions
 - Compensation Increase

- FY25 Draft Budget Approval
- Guarantee Tuition & Fee Approval
- Medical & Other Fee Approval
- Broad-Based Fee Approval

FY25 Final Budget Approval