Ohio University Faculty Senate Meeting Agenda: Monday, January 22, 2024

Irvine 194 and Via Teams

7:00 p.m. to 9:00 p.m.

1. Invited Speakers:
   1. President Lori Stewart Gonzalez AND EVPP Elizabeth Sayrs
   2. Mary Elizabeth Miles, Interim VP of Human Resources
   3. Greg Fialko, Sr. HR Dir and Dir of Benefits, Co-Chair of Dynamic Strategy/[Commit Pillar](https://www.ohio.edu/president/dynamic-strategy/commit)
   4. Cindy Anderson, Co-Chair of Dynamic Strategy/[Commit Pillar](https://www.ohio.edu/president/dynamic-strategy/commit) [Update]
2. Roll Call and Approval of the Minutes (December 4, 2023)
3. Chair’s Report – Sarah Wyatt
   1. Updates and Announcements
   2. Next Regular Senate Meeting: **February 12, 2024**
4. Professional Relations Committee – Doug Clowe
   1. Update/Report/Items
5. Educational Policy and Student Affairs Committee – Allyson Hallman-Thrasher
   1. Update/Report/Items
   2. Resolution to Assign UCC the Development of a Definition of Co-Curriculars – Second Reading
   3. Resolution to Expand Definition of Excused Absences – First Reading
6. Promotion and Tenure Committee – Cynthia Anderson
   1. Update/Report/Items
   2. Resolution to Change University-Level Promotion and/or Tenure Requirements – Second Reading
7. Finance and Facilities Committee – Aaron Wilson
   1. Update/Report/Items
8. Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth
   1. Update/Report/Items
9. New Business/Other
10. Adjournment

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



**Chair Wyatt welcomes President Lori Stewart Gonzalez and Provost Elizabeth Sayrs 7:00 PM**

**President Gonzalez shares updates 7:00PM**

Dynamic Strategy 4 Pillars - Work Groups

1. General survey – 379 responses
2. Discovery – 188 responses
3. Commit [aka Work] – 534 responses
4. Mission – 500 responses – What’s the main purpose of the university? 2 key topics
   1. Student success
   2. Experiential learning

* Student experience, development and research access also discussed

What makes OU magic?

See Dynamic Strategy webpage for report and more info.

February 19th – 4 committees will make presentations in the Walter Rotunda

April – executive steering committee receive reports

June – approved at board meeting

Board of Trustees Met Recently

Bentley and Morton renovations approved

AI and Cyber Security Engineering – 2 new degrees approved

Shelly Bean approved as Board of Trustees Secretary

Senior Leadership Searches – hope to have wrapped up by summer

Capital budget dollars awarded. Second year of biennium.

Campus has $750 million of deferred maintenance needs

Slated to get $28.4 million this year expected from the state. HVAC, roofs, etc. Some extended to regional campuses. Chilled water plants, steam work and windows on Athends campus buildings.

President Gonzalez and other state of Ohio university Presidents invited to share public testimony on capital budget. Will answer questions in Columbus in March.

**Provost Sayrs Shares Updates 7:08 PM**

HTC Dean announcement imminent

Patton – finalists on campus this week (Wed)

Libraries search – mid April on campus

Invites for the AI group going out this week to talk about long-term implication of AI in reshaping higher ed and how OU can position itself. Focusing on curriculum, research, ethics and policy, student advising and success, guidelines for an external advisory council. Built on work being done by faculty communities of practice as well as OIT

Academic Calendar Group – emails coming out this week to get feedback on current calendar to support various objectives and things people want to be able to do; experiential learning, student success, structure, timing, terms, break between terms, scheduling days/times, etc. Results from both of these committees at the end of the semester. Provost welcomes others who would like to participate in these committees.

Absences related to solar eclipse: more discussion to come.

If you hired recently, some concerns about employment verification and background checks. Happy to say that employment verification is no longer going to be required. Criminal ones still important but policy just changed so no longer will be employment verification.

**Questions to President & Provost:**

Q Sen Munhall – How much of $28.4 milliuon going to regional campuses?

A Pres – Not certain off hand but access to list/jobs can be shared.

Q Sen Wilson – COLA (Cost of Living Adjustment) vs. Merit raises?

A Pres - Wanting to work on raise pool recognizing that we are behind. Looking at all non-faculty positions for unnecessary or duplicative roles. If so, can we reassign these dollars? Recognize that 2% is COLA not merit and that we need both 2% plus 1-1.3% merit (goal) would be nice. Also, how do we let units begin to save some of their fund balances to save these funds to “save up” for other/larger future efforts.

Q Sen Wilson – Since 2018, the raise pool has not kept up with inflation so we’re not even keeping people “even?”

A Pres- Having fewer people without laying people off is an attrition strategy to free up for funds to address compensation issues. At present the sources of revenue [SSI (state share of instruction) and Guarantee Plus on new first year questions] are together not sustainable. We need a third lever and need to stop and reflect before hiring.

Q Sen Wilson – Benefits Advisoru Council report: will it be made public? Council has found that healthcare benefits are below market; an outlier.

A Provost and A Interim VP Day – Advancing the findings of that report to the Board on Friday.

Q Sen Wilson – Is John Day’s prior role Kari Saunier a permanent hire or interim?

A Provost - Permanent

**Chair Wyatt welcomes Mary** **Elizabeth Miles, Interim VP of Human Resources 7:21PM**

Here for 2 months. People have been very welcoming

Prior to being in higher ed, she was in local government for over a decade. Key in her experience. Lots of experience in HR, working with labor unions. Three year stint as director of Community Action Partnership. Nonprofit focused on eliminating poverty.

**Chair Wyatt welcomes Greg Fialko** and **Cindy Anderson, Co-Chair of Dynamic Strategy/**[Commit Pillar](https://www.ohio.edu/president/dynamic-strategy/commit) [Update] **7:25PM**

Need more faculty responses, only 25% so far of responses.

1000 faculty working at OU. Only 95 faculty have done it. Please complete the survey!

**Roll Call and Approval of the Minutes (December 4, 2023) 7:27PM**

**Chair’s Report – Sarah Wyatt 7:30 PM**

Soon there will be elections for next year’s Faculty Senate. Planning to put up more information on what the committees do. Spread the word and if you know people who would be good, start thinking about nominations for next year.

Next Regular Senate Meeting: **February 12, 2023**

**Professional Relations Committee – Doug Clowe 7:32 PM**

1. Updating clinical faculty language in Faculty Handbook
2. Proposing new faculty **phased** retirement program. Shared draft guidelines not formal.
   1. For tenured faculty only
   2. Changes needed because previous plan had unallowed elements vis a vis the IRS around rehiring and using age
   3. Once enrolled, agreeing to retire within three years
   4. Benefit to faculty members around helping determine workload distribution within program
   5. See draft documents displayed at meeting

Q Sen Crawford asked about TRS and undefined TRS

A Sen Clowe – NO Official TRS is in appointment letter. Benefit to faculty is time and choice. Benefit to department is knowing and planning for someone’s retirement.

For STRS - 93% of Tenure Track faculty qualify at 60 with 5 years of qualified service. Cannot use age but this is a guideline for context/perspective. Using info from HR.

For ARP – using years of qualified service.

No FFL leave when in program

No Faculty Senate service

Q Chair Wyatt – No overload except department emergency?

A Sen Clowe – Yes, this will be policy but not in handbook.

Sen Casebolt – Can we specify overload course vs. overload credit hours? [4 hours vs. 3 hour course]

A Sen Clowe – Could choose to not reduce teaching in the phased retirement plan to resolve this.

Q Send De Forest – Is the goal to find a replacement for that class to transition people out and in?

A Sen Clowe - Yes

**Educational Policy and Student Affairs Committee – Allyson Hallman-Thrasher 7:48 PM**

Two resolution:

1. Resolution 2nd reading to call on UCC to define co-curricular activities requiring assessment vis a vis HLC accreditation
2. Broaden definition of excused absences for students for caregiving for those who have caregiving responsibilities so not just the employee but also those whom you have caregiving responsibilities for. Working to language consistent to reflect this. Does not excuse them from learning outcomes from that day.

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

This is for HLC accreditation.

Motion to Approve Sen Eisworth. Seconded by Sen DeForest

Aye – Unanimous

Nay – None

Abstain – None

**MOTION PASSED**

Resolution to Expand Definition of Excused Absences – First Reading

Allowing medical appointment flexibility for those for whom you have caregiving responsibilities and not just yourself.

No questions.

**Promotion and Tenure Committee – Cynthia Anderson 7:53 PM**

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

First reading was based on TLA Committee report – regarding teaching effectiveness evidence for dossiers for promotion and tenure

Q Sen Dyer – Do we need the 3=year grace period language in last Be It Resolved section?

A Vice Provost Hartman- The 3-year grace is for Associate to Full Professor for Tenure Track as opposed to what you’re hired for [Assistant to Associate].

A Sen Anderson – So we can remove ti.

Multiple Q&A from Senators related to the language related to examples of teaching effectiveness in the resolution [Sen Hallman-Thrasher, Chair Wyatt, Sen DeForest, Vice Chair Eisworth, Sen DeTar and Sen Drogula].

Sen Anderson indicated the resolution would return for another reading in the next regular meeting.

**Finance and Facilities Committee – Aaron Wilson 8:03 PM**

No resolutions to discuss; fairly quiet time on that front as decision makers are talking about the budget.

University did a health care benchmark report; looked at Premiums, Deductibles and Out-of-pocet maximums. Compared to public institutions in the state of Ohio and specifically southeastern Ohio. Report will be shared when given the greenlight to do so from administration/leadership.

Committee is looking for budget information to discuss/share:

1. Understanding how will implement changes from compensation study
2. Any benefits changes from health care
3. Potential splitting of COLA and merit based raises

No questions.

**Faculty Senate Executive Committee – Sarah Wyatt/Todd Eisworth 8:08 PM**

Working on a new faculty classification for research faculty. We do have people doing that but they are administrative positions. There is real interest in having them be faculty lines. They would be non-tenure track and on soft grant money. Hoping to bring it for first read by next month. Please contact Sarah with questions and comments.

Todd – Over the next couple of months, UCC and EPSA will have resolutions. Stay tuned.

Q Sen Clowe – Do we need a motion to move/delay the April faculty senate meeting for the eclipse?

A Chair Wyatt – Will discuss with Provost. Not sure a motion is needed but will sort it out.

Faculty Senate nominations are coming soon. Share widely with colleges and colleagues. This is important work; we make huge changes that affect us.

**No Objections to Chair Motion to Adjourn. 8:10PM!!**