

**Ohio University Faculty Senate**  
**Meeting Minutes Monday, October 5, 2020**  
**Virtual Meeting Via Teams and Livestream**  
**7:10 – 9:00 p.m.**

- I. Agenda:
- II. President M. Duane Nellis and Vice-President & Provost Elizabeth Sayrs
- III. Roll Call and Approval of the September 14, 2020 Minutes
- IV. Chair's Report
  - Updates and Announcements
  - Next Faculty Senate Meeting Scheduled for November 2, 2020
- V. COVID-19 and Public Health Updates – Dr. Gillian Ice
- VI. Executive Committee
  - Sense of the Senate Resolution in Support of the Decision to Cancel Fall Athletics –  
Motion to Rescind
- VII. Professional Ethics Committee and Promotion & Tenure Committee – Char Miller
- VIII. Educational Policy and Student Affairs – Andrew Pueschel
- IX. Finance and Facilities – Doug Clowe
- X. New Business
- XI. Adjournment

In attendance:

Bates, Blau, Brown, Casebolt, Chen, Clowe, Cluse-Tolar, Crawford, Cronin, Duvert, Dyer, Farris-Brown, Franz, Garlington, Gurien, Haile, Hallman-Thrasher, Healy, Hendrickson, Hess, Hibbitt, Hiler, Holcomb, House, Hurley, Ingram, Karney, Klein, Koestler, Kuruppallil, James, Lowery, Marchenkov, Matlack, McKean, McMills, McMurray-Schwartz, Michaud, Miller, Muhammad, Munhall, O'Keefe, Owens, Palmer, Pritchard, Pueschel, Raney, Reader, Ridpath, Riefler, Rosado Feger, Sandal, Sarver, Schwerha, Shao-Lucas, Shaw, Stork, Webb, White A., Williams K., Wolf, Wyatt, You, Young

Meeting called to order at 7:10

President Nellis:

- Thanked faculty members for what they have done and continue to do during these times.
- University is currently on Phase 2. Surveillance testing for COVID is in place.
- Student Town Hall held on Sept 17<sup>th</sup>.
- OU maintaining close contact with community health authorities.
- OU Homecoming Week this week, many virtual activities taking place.
- Regarding Senior VP Deb Shaffer:

- Been at OU for 7 years.
- She has managed investments well and done an excellent job of financial planning.
- Placed University in very strong financial position before COVID crisis while reconfiguring the finances due to the changing landscape of higher education.
- Worked on OHIO Health and CVS contract negotiations.
- Her salary is competitive in the market, within comparable rates to IUC colleges and national peers.
- Her bonus was negotiated before President Nellis arrived.
- Her position does not receive a performance bonus.
- The University works to retain talent and her contract was restructured to encourage her to stay.
- She is a strong and capable leader and does her job extremely well in his opinion.
- Regarding decision to play football in Fall 2020:
  - Abbreviated schedule of 6 games, similar to other conferences.
  - Made after recommendations from medical advisory council of the MAC.
  - Decision made by MAC Presidents, follows other FBS conferences.
  - Games begin in November with a variety of safety protocols.
  - Testing programs in place for players, coaches, and trainers.
  - Believe their busy schedule and desire to play will help with protocol compliance.
  - General public not allowed at games.
- City of Athens has cancelled the annual Halloween block party, this decision has been communicated to the other schools in the state to prevent other students from coming to visit during Halloween.
- Very positive relationship with city leadership, all working together.
- Fall Commencement will be virtual.
- Spring 2020 graduates voted for in-person ceremony when possible.
- Regarding social justice and anti-racism.
  - We grieve the death of Breonna Taylor and others.
  - Focus energies on moving forward while supporting dialogue around difficult issues.
  - Volunteers sought for Acknowledgement and Reconciliation Committee, to research the historic relationship between the university and slavery, racial oppression, and native land dispossession. Contact Robin Muhammad for information.
- OU selected to be part of a pilot self-study by Center for Diversity and Inclusion at the University of Maryland.
- 26 Faculty members participating in Diverse Junior Faculty Mentoring Program.
- D&I created Challenging Conversations committee.
- Dr. Jenny Hall-Jones named Interim VP for Student Affairs, replacing Jason Pina.

Provost Says:

- Budget Study Group invitations to apply going out this week.
- 29 applications submitted for the Provost Fellows.
- A reminder: extra credit cannot be offered to students for voting.
- PRC and P&T Committees have been working together to formulate guidelines given the implementation of OneOHIO. Guidance is forthcoming.

- Student evaluations for Fall 2020 will receive same treatment as Spring 2020, ie, not used for annual evaluation or P&T unless the instructors chooses to include them.
- Faculty P&T: acknowledge the negative impact of COVID on research and creative activity. Workloads can be renegotiated, automatic one-year extension on tenure clocks granted in spring does not increase the requirements for tenure, may need to do an additional tenure clock extension based on obstacles faced by faculty, encouraged contribution of COVID-related service of all types.
- Thanked those who participated in anti-racism conversations.
- Re Spring Planning:
  - Fall Curriculum Planning is now the Spring Curriculum Planning
  - Course Scheduling process in action, due Oct 19<sup>th</sup> from Chairs/Directors. Offerings go live with modality on Nov 5<sup>th</sup>, registration open Nov 16<sup>th</sup>.
  - Conditions on the ground will determine the capacity in Spring.
  - Alternative teaching arrangement request should be discussed with Chair. Many Fall accommodations are being continued into Spring. ADA accommodations can be addressed via the Office of Accessibility Services.
  - Considering the Spring Calendar, decision has not been made about Spring Break or any alternative calendar. Modelling options with Registrar.

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TECHNICAL NOTE: We apologize for the unexpected technical issue that stopped the LiveStream at this point in the meeting.

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#### Q&A

Q1: Was VP Shaffer’s calculation of enrollment projections correct, is this an example of a “job done extremely well”?

Ans: (Nellis) the bonus was built into the contract and based on serving through time. Meant to support continuity at a time of transition to new president and provost. Her salary is in the comparable range to other similar institutions.

Q2: What is the timeline for Spring Schedule to release?

Ans (Sayrs): Nov 6<sup>th</sup>

#### Roll Call

Minutes for Sept 2020 Approved (Matlack/Duvert)

#### Chair’s Report

- OFC issued white paper regarding faculty involvement in university governance. White paper was circulated to Senators, seeking feedback on how to articulate priorities.

- Classified Employee Senate will be sunsetting after their vote to unionize. One their members will present at a Faculty senate meeting. This decision alters the composition of the Committee on Committees, which determines the composition of standing campus committees.
- Black Faculty have raised issues of equity, hiring, retention, promotion and tenure, and curricular concerns about equity and social justice and student support.
  - Welcome help from any senator or faculty member to complement the work of the Acknowledgement and Reconciliation Committee.
- Acknowledged the work for the majors fair. Virtual Majors Fair is very important to many students seeking a major or area of interest. There was a high level of engagement and connection with faculty advisors, with 300+ students registered/attending.

Dr. Gillian Ice, Special Assistant to the President for Public Health

- Shared updates around COVID response, including dashboard
  - We started asymptomatic testing strategy last week. As of Friday, tested 1269 individuals with 67 testing positive for a 5.3% positivity rate.
  - Wide-net testing in addition to random. For example, if there are 2-3 cases in a dorm...everyone on floor tested (this contributes to higher positivity rate).
  - What is on the COVID dashboard: Athens 627 tests, 270 positive. 98% of positives from Athens. 90% from off-campus. Increasing number in housing (23 total) 21 in isolation housing, 9 in quarantine (exposed but not positive)
  - There is a delay between when the testing occurs on each campus and when it gets rolled up and reported on the Dashboard, the Dashboard updates twice per week. Notably, the dashboard number for “Positives” includes ALL reports of positive tests, not just for those tested at the University. Hence the rate of positive results should NOT be calculated from those numbers.
  - Numbers going up in Athens, largely in our off-campus students.
  - Reiterated the importance of COVID incident reports: faculty please continue to fill out reports, it is appreciated especially when there’s lag from students...and to protect against isolated incidents of academic misconduct. 90% of the reports submitted are from Athens: 255 total, CHSP 15%, A&S, 15%, CoB 10% Scripps 10%

Questions:

Q1: How often is the Dashboard updated:

Ans: The internal dashboard is updated every day, the external facing is twice a week because it is more challenging to update.

Q2: If we do receive an email that student has tested positive...can we talk to the student about it?

Ans: It is not a HIPAA issue when student reports to you. Students who test positive or are quarantined, their access to campus can be cut off (i.e, card access) and they might need to contact you because they can't access things for class.

Student services will contact faculty on behalf of students for affected, isolated/quarantined students.

Students who test positive receive contact from OHIO Health, the Athens County Health Dept, AND the OU team, lots of people are checking on them. Let them reach out to you, because they might be overwhelmed in addition to feeling unwell.

The rates of cases are increasing in several of our relevant counties: still manageable but monitored very carefully.

Q What are the campuses for the other 10% of incidents:

Ans 3% Chillicothe, 2% Zanesville, 3% Southern various other reports

Q What is the consequence for ignoring random testing?

Ans: Students are expected to cooperate and can be reported as a Code of Conduct violation. Their access to campus and classes can be blocked.

Q Will they be tested before returning to class?

Ans NO. If quarantined for 14 days that should cover any potential disease development. IMPORTANT: STUDENTS CAN'T TEST OUT OF QUARANTINE

Q What can we do for students in group projects? Faculty member received notice for two students, one a possible hospitalization.

Ans: Please fill out incident report...the OU team hasn't heard of any hospitalization. Fill out incident report and we will check in with the student.

Q Our response is exemplary, and kudos to Dr. Ice and you team, but how are we interacting with the off-campus community where transmission is happening?

Ans Off-campus is very challenging. We meet with OUPD, APD, and the Mayor about enforcement, peer education, peer mentors, communication. Students are constantly evaluating risk, and the virus is not seen as a high risk, while social connections loss a higher risk (relatively). Trying to tackle it in every way possible, and we are always open to any and all suggestions. Behavior is hard to change, even knowing risk. Suggestions welcome!!!

Chair Muhammad:: thank you for being here and helping us disseminate this information, senators please share with departments and colleges. Questions comments please send them to RM or Dr. Ice. Keep the flow of information going, it is reassuring to get the info, thank you to the OU team.

EXECUTIVE COMMITTEE:

Resolution to cancel Fall Athletics—Motion to Rescind

Sen Casebolt: We are often first in line to note when Athletics does something negative, should turn around and congratulate for positive action. However, the premise of this resolution has been rescinded (ie—football season will be played), therefore there is no reason to approve this resolution.

Motion to rescind: Casebolt/Crawford In Favor: Many Opposed: 1 MOTION PASSES

JOINT REPORT, PRC and P&T Char Miller

- Met to discuss developing guidelines for P&T in the framework of ONEOhio. Developed timeline and work plan, both committees met individually.
- Got feedback on draft guidelines for recording class sections for OIT.
- Plan: Meet individually thru Oct, join in Nov, draft guidelines by Thanksgiving Break

EPSA: Andrew Pueschel

- Working with Registrar, transfer credit, reimagining Gen Ed Committee on a resolution on transfer credit to make things easier for students.

F&F- Doug Clowe

No budget or finances meeting, scheduled in next couple of weeks.

Email to faculty about STRS settlement, please check your email.

- Found out the settlement does not include STRS on defined benefit plan...just ARP's. will find out what happens with regard to the others.

RM: before the next Faculty Senate meeting we will compile an update on this settlement...too many things are not clear

New business: none

MTA Rosado Feger/Crawford

Adjourned, 8:19pm