

**Ohio University Faculty Senate  
Meeting Minutes for Monday, September 14, 2020  
Via Teams for Senators and  
Livestream for General Access, 7:00-9:00pm**

- I. President Nellis and Vice-President & Provost Elizabeth Sayrs**
- II. Roll Call and Approval of the August 3, 2020 Minutes**
- III. Chair's Report—Robin Muhammad**
  - A. Updates & Announcements
  - B. Announcement and Call-for-Application for the Diversity Junior Faculty Mentoring Program –Assistant Director LGBT Center, Jan Hubenthal
  - C. Upcoming Senate Meeting: October 5, 2020
- V. Executive Committee - Robin Muhammad**

Sense of the Senate Resolution in Support of Decision to Cancel Fall Athletic Events – First Reading
- VI. Professional Relations Committee—Char Miller**
- VI. Educational Policy & Student Affairs Committee—Andrew Pueschel**
- VII. Promotion & Tenure Committee— Jackie Wolf**
- VIII. Finance & Facilities Committee—Doug Clowe**
- IX. New Business**
- X. Adjournment**

Meeting called to order on Teams at 7:05

Senators 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, Karney, Klein, Koestler, Kuruppallil, James, Johnson, Lowery, Marchenkov, Matlack, McKean, McMills, McMurray-Schwartz, Michaud, Miller, Muhammad, Munhall, Owens, Palmer, Pritchard, Pueschel, Raney, Reader, Ridpath, Rosado Feger, Sandal, Sarver, Schwerha, Shao-Lucas, Shaw, Stork, Webb, White A., Williams K., Wolf, Wyatt, You, Young

Welcome from Chair Muhammad

Link to Coronavirus Dashboard put in chat.

We have plans to continue meeting virtually as long as necessary but also have reserved a lecture hall where some faculty members would have an opportunity to meet in person, safely.

Thanks President Nellis and Provost Sayrs for their presence.

Called to order 7:05pm

### **President Nellis**

Thanks for opportunity to come and speak with Senate.

Thanks for the work throughout the summer and fall in preparing for the phased approach to returning to campus. It could not have been done without faculty.

Bringing back 100% graduate and medical school enrollment, 31% of undergraduate enrollment invited for Phase 2. We expect some students will choose to decline the invitation, but we do not have final numbers yet.

Will host special event for students and parents, Town Hall on Thursday.

Reminders during COVID:

- All students, faculty, and staff with COVID-like symptoms please call COVID hotline.
- Students, faculty, staff who have cases reported or experience them please fill out the reporting form. This will allow proper tracking.
- [www.ohio.edu/coronavirus](http://www.ohio.edu/coronavirus) has a list of resources.
- Testing strategy during Phase 2: symptomatic and asymptomatic. Contract signed with OhioHealth for testing, also rapid testing via contract with CVS.
- COVID dashboard can track daily data as it becomes available.
- Working closely with Dr. Gaskell and Jack Pepper at Athens County Health Department
- Please cooperate if contacted for contact tracing.
- Thanks to Gillian Ice for her work.
- Thanks to all OHIO faculty for their tremendous work preparing for Fall.

This summer and this year have been a challenge, we have made many changes: teaching, challenging budget dynamics, all aspects of our lives. However, we continue to make progress: US News and World Report ranking improved, Master's in sports Administration named World's Best by Sports Business.

Faculty and student accomplishments:

- Jason Rollins-Smith, professor of tuba/euphonium, 2020 Gold Medal Award Leonard Falcone International Tuba and Euphonium Festival
- Researchers from Russ College and College of Arts & Sciences received grants from NSF

- Dr. Mona Robinson, Patton College, featured for decades of achievement in Counseling Education
- Dr. Susan Williams and Dr. Yang Lee in HCOM received NIH grants
- Dr. Pascal Yao Yong, Music Education, 2020 Ohio Heritage Fellowship Award for Performing Arts from Ohio Arts Council
- Online MBA students Ryan Bernaducci and Sydney Winnenberg named Business Leaders of Tomorrow
- Eleven students awarded Gilman scholarships for Study Abroad

#### Diversity and Inclusion:

HEED award by Insight and Diversity magazine.

Continuing efforts in this arena, for example Bobcats Lead Change, an effort by our student-athletes to remind everyone that Black Lives Matter. We do have systemic issues in our country and in our university. We need more than words; we need action to deal with systemic racism. Met with Black faculty association and NAACP Black student association. We are committed to additional resources in outreach and recruitment of underrepresented students. We will form a Truth and Reconciliation Committee to review building names and campus history. Conduct diversity, equity and inclusion audits of policies and processes. Review Student Code of Conduct. Close to finalizing new Diversity and Inclusion Strategic Plans.

Several D&I activities held this summer. This is a key priority.

#### Other Strategic Themes:

OneOHIO integration of faculty.

General Education implementation.

Research and Creative Activities: growing expenditures to support our faculty

HCOM: Neuromuscular cluster hire to support research efforts

Record fundraising year: \$15M

Thank faculty who volunteered for the standing committee assignments, appreciate the commitment to the shared government process.

#### **Report by Provost Sayrs:**

Thanks for the meetings of this body, and their work over the summer. The work of faculty is acknowledged and helpful

#### Topic 1, Budget Study Group

- Had 32 participants over 6 weeks, 1.5 hrs. per week.
  - 95% would recommend participation
  - Highest marks for transparency.
  - Run this again in Fall, people wanted more time to work through and discuss.
  - Participants were engaged and interested and exploring how strategy at the university and budget combine and how they can contribute to move the university forward.
- Thanks to John Day and CFAO's for preparing materials.

- Information about Fall will be sent out soon, those who applied for summer have priority.

### **Discussion times for prioritizing academic Anti-Racist and inclusive actions**

- Three open conversation providing feedback and actions for this year.
- 20 participants per session, each session is 1 hour.
- Tue-Wed-Thur next week, please fill out survey by Friday at noon.
- Individual discussions: email [provost@ohio.edu](mailto:provost@ohio.edu)

### **Message about Provost Faculty Fellows cohort:**

- Faculty Development
- Student Success
- Teaching Learning and Assessment
- Undergraduate Programs

Commitment is approximately 10 hrs. per week, align projects with experience and research interests, please apply by Sept 21 at 5pm.

### **Public Health Update:**

COVID Dashboard up, link shared.

Introduce Gillian Ice, serving as Special Assistant to the President for Public Health Operations, to talk about testing implementation.

Dr. Gillian Ice:

We will be working with CVS to do the Abbott ID 15-minute PCR test for population monitoring. Tests will be performed in Grosvenor Hall West 111. The strategy is multipronged: Wide-net testing (around a known positive case), Random sampling (stratified), Shift to cluster strategy if warranted, Employee strategy (higher risk group first: maintenance/housing) then inviting others. Capacity to test 150-180 per day.

Question: Will Regional campuses have access to the testing?

Ans: Not at this time, starting with the Athens campus only. Working with CVS to do testing near regionals but not set up yet.

### **Provost Says:**

Support for student interaction in online classes:

Faculty workshops

Reports of more equitable participation

Students figuring out navigating the online experience.

But, also:

Connectivity, access issues.

“Digital natives” struggling with navigating multiple systems

Students providing childcare

Students craving connection and interaction with peers, faculty.  
Encourage to find additional ways. OIT provide material on increasing engagement. Launch 1-hr weekly sessions on encouraging student interaction. Information available on the Keep Teaching website.

## Q&A

- Q1: Sen Sandal: Do we have a sense of what spring semester will look like?
  - Ans: (Nellis) We have started very preliminary discussion at President's council, Provost working to pull together the appropriate people to work on this, important to involve all the key groups.
  - Ans: (Sayrs) Fall Curriculum Scenario re-dubbed Spring Curriculum Scenario Group. Expect to continue to have same challenges, keep informed with most recent data and make decisions
  - Ans: (Ice) We have an upper capacity of available quarantine/isolation beds, therefore limit on inviting students to live on campus. Also, testing capacity issues and making sure we can continue our testing protocols. Monitoring the public health situation as well.
- Q2: How will OU promote Anti-racism actions when students who posted racist posts on Twitter are still allowed to attend OU?
  - Ans (Nellis): We are a public university and we have the opportunity to bring students here and educate them about the richness that comes from diversity and hopefully open their minds. We are a public university that is open to many points of views and perspectives.
  - Ans (Sayrs): We have had a lot of conversation about it. This incident has gone through evaluation in Admissions and
- Q3: Do we have a census for how many students are enrolled?
  - And (Sayrs): Still finalizing numbers, the deadline for withdrawal with partial refund was extended to Sept 11.
- Q4: Is there a level of infection which will make OU reconsider Phase 2?
  - Ans (Nellis): defers to Dr. Ice for her Public Health perspective.
  - Ans (Ice): Tracking data, not only of spread and numbers from Health Dept and symptomatic testing, but ability to manage isolation and quarantine. We do not have hard or fast number because it is difficult to set a limit...if the limit is 20, is 19 ok? We are looking at trends and what is happening in the community. We have provided nurses for County Health Dept to contact trace. We are working with the data and monitoring conditions.
- Q5: Will Ohio University follow others such as Ohio State and cancel Spring Break?
  - Ans (Nellis): This decision has not been made.
  - Ans (Sayrs): Looking at lots of possibilities, Academic Policy Group will be asked for recommendation, but this has not been decided yet. Obviously we do not want travel and disease spread but we also want to be mindful of student mental health.

- Q6: Will there be any kind of punishment for students who violate the COVID guidelines?
  - Ans (Nellis): Very important question and we will do as much as possible to enforce the student code of conduct, had conversations with Dr. Ice, OUPD, Athens PD, and the Mayor's office. It is very important that we have appropriate penalties for those who violate our rules and put people in danger. Working on what that will look like as we approach Phase 2.
  - Ans (Says) Student conduct covers these activities and we do have cases moving through the Community Standards process...HOWEVER, we want students to participate fully with contact tracing, information from that process does not come into the disciplinary process. Two parts: behavior itself, reported via student conduct channels, separate from contact tracing processes.
  - Ans (Ice): Working with APD and OUPD to get citations issued with names for violations of code of conduct. Students should report conduct. BUT we do have three CONFIDENTIAL mechanisms that are public health related:
    - Ohio Health hotline
    - Health Department contact tracing
    - OU Case Managers helping support ill or quarantined students

#### ROLL CALL

Approval of Minutes for August  
Matlack/Sandal APPROVED

#### **Chair's Report - Robin Muhammad**

- COVID-19 updates, if you have questions about dashboard or protocols, please communicate.
- University Professional Ethics Committees are nearly finalized. Annual training with title IX updates to be scheduled soon.
- Dean's Evaluation Committees formed, process underway soon. The following Deans will be undergoing evaluation: Engineering, Arts and Sciences, HCOM, Communication, Education, Fine Arts, Voinovich.
- Whatever format you might be teaching in, if you change mode, location, method, or time of the class meeting, please contact your Chair or Dean per the Faculty Handbook.
- Virtual Majors Fair on Sept. 30. Contact Christy Knoll. Important for students so they can explore their options.

Jan Hubenthal (Assistant Director of LGBT Center)

- Diverse Junior Faculty Mentoring Program, jointly sponsored by the Provost's Office and the Division of Diversity and Inclusion
  - Pairs early-career faculty members with more senior colleagues to talk about professional goals
    - Research streams and portfolios

- Teaching
  - Service and balance
- Purpose is to support our junior faculty members
- Includes all definitions of diversity
- Support towards retention and progress through professional success.
- Fostering relationships across departments and supporting our diverse faculty members.
- Mentorship has mutual benefits
- First year cohort from 24 disciplines, was a wonderful year. This year, hoping to attract the same level of interest, from across all campuses.
- Time commitment: be in contact 4x per semester.
- Apply by Sept 25<sup>th</sup> at [www.ohio.edu/diversity/junior-faculty-mentoring](http://www.ohio.edu/diversity/junior-faculty-mentoring)
- Q: Mentors/mentees available online?
  - Ans: No, we do value privacy, but others may choose to publicize their participation
  - Sen Sandal shared she is a mentor and enthusiastically encouraged others to participate.

Next Faculty meeting will be Oct 5, virtual. Previous attempt to find an on campus physical space has not worked out. Monitoring conditions upon which we can meet in person, so on Teams until further notice.

EXECUTIVE COMMITTEE:

### **Sense of the Senate Resolution in Support of Decision to Cancel Fall Athletic Events– First Reading**

Committee Reports:

Professional Relations – Char Miller

- Met with Title IX Coordinator to operationalize process changes to UPEC.
- Meeting tomorrow jointly with P&T to continue work towards devising standards under OneOHIO given differential workloads.
- Meeting soon to discuss merit evaluation for the past year, video recording of class activities and teaching.

EPSA – Andrew Pueschel

- Thanks to Betty Sindelar
- Working with General Education committee for transfer-friendly policies

P&T – Jackie Wolf

- Working jointly with PRC for P&T documents under OneOHIO
- Recommendations for annual evaluation and P&T during a pandemic, 7 items:
  - Acknowledge research productivity will decline during pandemic

- College Deans should permit faculty to renegotiate their workloads voluntarily
- Tenured and tenure-track faculty who shift to 100% teaching will not be penalized during the COVID years
- Evaluation should acknowledge special circumstances under which faculty are working
- Annual evaluation should explicitly declare that faculty will not be penalized for shifting their academic priorities during the pandemic
- Credit any COVID-related work at any level in annual evaluation
- Survey tenure-track faculty about challenges to achieving tenure during a pandemic
- If the survey indicates, there should be another blanket one-year extension to the tenure clock. No faculty member should be penalized for taking this extension.
- Howard Dewald: these recommendations have not been discussed with Chairs and Directors, not had discussion about how to implement. The Provost and the Committee will need to provide guidance on how to implement.
- Q: can this document be shared?
  - Ans: Dewald, given it has been forwarded to the Provost it would make it a public document.
  - Note: these are recommendations and can be posted as such.
- Q2: Is there a timeline for providing guidance on P&T and Annual Review
  - Ans: (Wolf) It is in the hands of the Provost's office.

F&F – Doug Clowe

- ARP/403b changes are going through. Specifics will be given by financial advisors, not HR.
- Trustees Meeting: approved \$41M in new project starts, hold \$61M in planned projects. Unclear whether there will be a capital allocation from the state this year.

Move to Adjourn: Rosado Feger/Sandal

Meeting Adjourned 8:19