

**Ohio University Faculty Senate Meeting Agenda:
Monday, September 12, 2022**

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

- I Invited Speakers: President Hugh Sherman and EVPP Elizabeth Sayrs
- II Roll Call and Approval of the Minutes (May 2, 2022)
- III Chair's Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. Upcoming Special Senate Meeting: September 26, 2022 Presidential Search
 - C. Upcoming Regular Senate Meeting: October 10, 2022
- IV Ohio Faculty Council Reps – Faculty Senate Vice Chair Todd Eisworth
- V Professional Relations Committee – Daniel Karney
- VI Promotion and Tenure Committee – Cynthia Anderson
- VII Educational Policy and Student Affairs Committee – Jennie Klein
- VIII Finance and Facilities Committee – Aaron Wilson
- IX New Business
- X Adjournment

In Attendance:

College of Arts and Sciences	College of Communication	CHSP/HCOM Clinical
Jonathan Agensky	Ben Bates	Macario Llamas
Cynthia Anderson	Matthew deTar	Heritage College of Osteopathic Medicine
Rebecca Challenger	Jatin Srivastava	Peter Coschigano
Gang Chen	Wolfgang Suetzel	Emily Guseman
Cory Crawford	College of Education	Zelalem Haile
Alexei Davydov	Donnie Brown	University College
Dominique Duvert	Allyson Hallman-Thrasher	Jim McKean
Jim Dyer	Sara Hartman	Voinovich School of Leadership and Public Affairs
Todd Eisworth	Mike Hess	Leslie Johnson
Robert Ingram	College of Engineering	Regional Campus - Chillicothe
Daniel Karney	Zaki Kuruppallil	John O'Keefe
Glenn Matlack	Shawn Ostermann	Regional Campus - Eastern
Talinn Phillips	Valerie Young	James Casebolt
Julie Roche	Yuqiu You	Regional Campus - Lancaster
Gary Sarver	College of Fine Arts	Jennifer Steele
Jeremy Webster	Jennie Klein	Regional Campus - Southern
Sarah Wyatt	Vladimir Marchenkov	Kristi Barnes
College of Business	Duane McDiarmid	Regional Campus - Zanesville
Mick Andzulis	Angela Sprunger	Susan Dowell
Ellen Gordon	College of Health Sciences and Professions	Gabriela Popa
Andrew Pueschel	Melvina Brandau	Regional Campus: At Large
David Stowe	Debra Cox	Kim Ciroli
Aaron Wilson	Molly Jonson	Brenda Miller
		Athens: At Large
		Ruger Porter

Meeting called to order by Chair Sarah Wyatt at: 7:04 PM

Chair Wyatt: Chat disabled per Parliamentary procedure to eliminate a secondary meeting in the chat. To speak, raise hand to be acknowledged online as you would in-person. Mick [Secretary Andzulis] will monitor Teams for order of raised hands.

Wyatt: Turn it over to President Sherman and Executive Vice President and Provost Elizabeth Sayers. (7:05PM)

President Hugh Sherman

- Presidential Search: B.O.T. wanted smaller search committee. Selected people to represent all stakeholder groups in the same proportion as the larger committee but instead of 24-26 there are 15. Those people represent a balanced representation

between faculty, academic leadership, students, administrators, alumni and the Board of Trustees.

- UCM selected outside firm to collect stakeholder info to ensure more exhaustive approach. Will conduct focus groups and surveys of all constituents: This week: students, undergrad students and Grad Senates, administrative Senate, the Council of Student leaders, and the President's student Cabinet for inclusive excellence. Next week: foundation, board members, alumni boards, Dean Council, regional Deans, local and regional elected officials and then at the end of the month, they will be meeting with faculty Senate and hold open sessions for all faculty and staff on the Athens and Regional campuses to be consulted.
- Updates on two other searches: Two interim Vice Presidents
 - CFO and VP of Administration – Mark Heil - incredible background most recently from Boise State.
 - Vice President of Student Affairs - Bill Schafer has worked with Virginia Tech and West Virginia University.
 - Searches will restart at end of calendar year. Posts go out in November/December and heavy recruiting in January/February/March.
 - New President will then have opportunity to weigh in on decisions.
- State of University Address is Wednesday [10 AM Sept 14th Walter Rotunda].
- Black Alumni Reunion Thursday night through Sunday morning. Returns to campus every three years. Really excited that this will perhaps be largest ever; expecting over 2000 people.

EVP & Provost Elizabeth Sayrs

- Starting with Dean and VPR searches but first welcome back.
- Five ongoing searches right now:
 - Patton College of Education launched Spring 2022. Co Chairs are Dr. Danielle Dani from Patton College of Education and Dean Donal Skinner from HTC. Search Committee interviewed semi-finalists and expect on campus interviews week of October 10th.
 - Health Sciences and Professions also launches in Spring 2022. Co-Chaired by Dr. Char Miller and Dean of Scripps College of Communication, Scott Titsworth. Semi-finalist interviews next week and expect finalists after Patton Candidates; about the week of October 24th.
 - Search for VP for Research and Creative Activity and Dean of Grad College launching Thursday' Co-Chaired by Dr. Sarah Wyatt and Dean of University Libraries, Neil Romanosky. Role touches a lot of colleges so open forum is Friday to ensure people have input. Candidates expected on campus in February 2023.
 - Russ College of Engineering Search launches Friday morning. Co-Chaired by Dr. Issam Khoury and College of Business Dean Dr. Jackie Rees Ulmer. Open forum Friday. On campus interviews late February/early March.
 - College of Arts & Sciences Search expect to launch in October 2022. College of Fine Arts Dean Matthew Shaftel will Co-Chair. The other Co-Chair will be chosen through the process where half of the search committee is elected and half appointed. Ballots from Institutional Effectiveness will go out next week after open forum this Thursday. On Campus interviews expected late March/early April 2023 to stage throughout next 5 months to get through those searches.
- Intel announcement: recognized Faculty and RHE Deans involved. Innovative proposal will work across all educational institutions to get students everything from short-term certificates to PhDs. Several faculty are also Co-PIs on a research grant from Intel.

- Comment on questions about Faculty Hiring:
 - Started filling requests from Deans in mid-April
 - Added more during Bobcat Student Orientation
 - Instructional and Tenure track hires requested to Provost in mid-June. Deans are still working with Chairs and Directors as this new year launched with goal of identifying 3 - 5 year staffing plans.
 - Will continue to look at enrollment projections; focused first on immediate instructional needs. Now focused on long-term needs for both instructional and tenure-track. Talk to Chairs and Deans if you have questions about process inside your College.
 - Additional new investments including some new hires funded by the Program Accelerator are coming. There are great proposals and looking forward to bridge funding those.
- Monthly Faculty get-togethers (beyond formal/scheduled Bobcat Coffee Hours). Informal get-together at Latitude 39. Can discuss informal or formal topics. Good coming out of Covid to establish connections and put faces to names.

QUESTIONS:

Senator Karney: This is actually a follow up from end of last year where John Day was describing kind of the new budgeting system at the university and this distinction between kind of an operating budget and he didn't quite say this, but I'll call it a capital budget. And I just wondering if you were getting update on that structure and any preliminary sense on how those are going?

President Sherman: Last summer went to new way of looking at financial records; source and use of funds. All revenue you have and how you're using those dollars. Revenue and cash flow. Second thing is we do a normal kind of net income statement: total revenues for year and all expenditures. Board has fiduciary responsibility to make sure we are long-term financially sustainable. They hold us responsible for making sure we don't run deficits on a yearly basis; to make sure we break even. We simplified what we look at on a yearly basis. It's not an all funds model. What are the expenses. What are the revenues. The third thing you look at is the balance sheet; all the reserves put aside for investment purposes. For example \$60 million for residence halls, and \$40 million to update IT and the enterprise systems. Reserves are important because they show the health of the organization because we have been putting aside resources to make sure that we can invest in things that we have to renew over time. When we did this we could see that the financial balance sheet was strong for the university and we set aside the right reserves to make sure we can make the investments to keep the business viable over a long period of time. With every Board meeting we make sure everyone understands that this is how we are going to continue to look at the financial statement going forward.

Senator Casebolt: This is for the Provost. A number of RHE employees found out about the hiring of the vice president for RHE over the weekend on social media. Since the only communication about it that came out from the university was buried six stories deep in a seemingly generic OU communication e-mail that very few people scrolled all the way to the bottom of. I understand this apparently has become kind of the norm for recent administrative hires being announced, but that doesn't necessarily make it a good policy when the university hires a new boss for an academic unit, sending out a brief targeted e-mail to employees to inform them seems like a pretty minimal consideration, so I hope that's a policy that will be reconsidered.

Provost Says: I've shared that we followed the same process we do for all Vice Provosts. I've heard that it did not get to the people who wanted it if they weren't reading the employee news. So we'll certainly look at that going forward and I appreciate the feedback.

Senator O'Keefe: This this question is also for Provost series, but if President Sherman also wants to add

anything that would be great. So the Black Faculty Association would like to see some action on a number of steps towards diversity, equity and inclusion. And they presented a list of action items that they would really like to have seen. They presented that in June... What steps have been taken in the past several months regarding black faculty, but regarding the Black faculty list of action items presented in June?

Provost Sayrs: I've actually met with the leadership of the Black Faculty Association. I met with them in the spring, kept them in the loop and met with them in June, met again in August, because we are working together on implementing things that will support diversity in our faculty, closing equity gaps with our students, which we adopted as a university goal a couple of years ago now. So I would say the things we've been really focusing on are supporting faculty recruiting and retention. So you might remember last January we put out a call for those who are interested in participating in a Provost, faculty, DEIAB Faculty Affairs Council. So that is up and running. And we've been partnering with the vice or the Vice President of Diversity and Inclusion on that. And they sit on that Council. We've implemented several faculty retention and development programs this fall, everything from a faculty learning community on thriving in the Academy. For new faculty, we've worked with the VP D&I to institute the Faculty mentoring program with a focus on diverse faculty. We are looking at a couple of cluster hire A potentials so we have been working through all of those action steps and I think where I really need help is recognizing that most of those hiring decisions and the climate for retention and promotion and tenure happens at the departmental or the campus level. And the more that we can get people participating in those programs training, being aware of equitable practices and hiring and creating a climate where all work is valued in teaching, research and service, that's going to go a long way to furthering those goals, so whatever help you all can do in, in your own departments as well as participating in the university wide programming that we're doing is really critical. It's one of those issues that that can't just be, you know, a Provost did a program and now racism's over. It's got to be at every level to make that long term cultural change.

Senator Roche: I wonder in the presidential search committee who is representing the interest of people who are doing sponsored research.

President Sherman: The Board fundamentally makes the ultimate decision. We have multiple focus groups with sponsored research faculty members in different college. With 15 people we can't have representatives from every college and every discipline. The Board is very interested in retaining R1 status and is making choices now in terms of supporting sponsored research and adding extra resources to make sure we invest in areas where there is great potential.

Senator Roche: My question, maybe you misunderstood my question was not like a specific field or specific college, but someone who's just holding on an outside want... [indiscernible] in any college, in any department.

President Sherman: I would say the same answer: I think that there's a very strong understanding of the importance of sponsored research. And I think that that can be expressed in the different focus groups and the surveys. I know the Board is committed to ensuring that the next President has that as part of their agenda.

Senator O'Keefe: This is I guess just a bit more of a statement I have been talking with my colleagues on the regional campuses and we really appreciated the visits that both of you, President Sherman and Provost Sayrs made to the campuses to hear our concerns. I do want to reiterate on behalf of a number of faculty, a lot of concerns about the elimination of majors on the regional campuses. You know specifically biology, accounting, and I believe also exercise science, and there's a lot of concern that some of this may also cause cascading effects with enrollments and we're mostly there mostly here stating that and reiterating that concern. We want to make sure that we're able to have stronger enrollments that we currently have on the regional campuses and that is a concern that many faculty

have expressed on the regional campuses.

President Sherman: We certainly understand the point, I mean, but you know, given the situation with enrollments, we have to be focused. We cannot be all things to all people with the dramatic decline in enrollment. You know, I think the more important point is from my standpoint is all the investments we're making to stabilize enrollments on the regional campuses. Last year was just the start. We recognize, we tried to standardize the practices for marketing and make sure that we had high quality uniform marketing brochures and marketing approaches that were used across the campuses. We did the same with enrollment practices and for the first time we offered the regional Promise Scholarship campaign. We recognize that we just started right and that we don't see the full impact of those investments that we have made. And then as you know, I'm really excited about the new enrollment strategy that we're going to implement, which is a test program over the next two years with EAB, which is our external consultant. They have worked with many regional campuses across this country and they have a good understanding of strategies that work. That's a brand new investment that we're making in the regional campuses. Our hope is that with all these investments we can stabilize the enrollments at the regional campuses. So I think that's more important you know to focus on right now.

Provost Says: I would just add also that the other major component of that is not just programs that were discontinuing, but new programs that we're starting, new pathways for students, new opportunities. I think the Intel proposal leads/opens up a whole new area of possibility. So, like President Sherman said, it's not just that one thing because you're right, if we only did that, it would not be super helpful, but it is this whole component of how do we create a sustainable group of programs that meet the needs of our region and then make sure that everybody knows about it. Because, as we shared with our market research, people in the region don't know what we do or what we offer, so there's a lot of work to do there. I think we've made really good first steps, but it is those first steps.

Senator O'Keefe: I also want to briefly highlight, just with campus data, we just want to make sure that once the home campus data is available, that good decisions can be made right and informed decisions. We thank your willingness to talk about this.

Secretary Andzulis: That concludes the questions. No other hands raised at this moment. Thank you, President Sherman and Provost Says.

Roll Call and Approval of Minutes (7:34 PM):

Matlack and Hallman-Thrasher - Minutes from May 2nd meeting approved.

Chair's Report – Sarah Wyatt (7:37 PM)

- Six of eight members of FS leadership team are new.
- Special Meeting for FS with Presidential Search firm on 26th at normal time [7-9PM] online via Teams with open chat. Biggest opportunity for input on President search.
- Next Regular Senate Meeting is October 10th. In-person and via Teams but no Chat.

Faculty Senate Vice Chair Todd Eisworth – Ohio Faculty Council Reps (7:40 PM)

- Ohio Faculty Council is like Faculty Senate of Faculty Senates.
- Two reps including Chair Wyatt plus one elected.
- Nominated Eisworth to Ohio Faculty Council – Hallman Thrasher and second Valerie Young
- Unanimous support of FS via voice vote. Vice Chair Wyatt elected to serve.
- Item 1 from Fri 9/9 meeting: Mike Duffy, Senior Vice-Chancellor ODHE, asked Council for Faculty perspectives on:
 - Direct Admissions Policies

- Practice of Transcript Withholding [combo of university and state law to address it?]
- Question/Comment from Senator O’Keefe: I just want to reiterate my support for preemptive admissions, the admitting, people who meet certain standards who haven’t necessarily applied. This would really be a boon, especially for regional higher education, which as you guys just heard is having some significant enrollment issues. And I wholeheartedly support this for Ohio University.
- Vice Chair Eisworth: Both of these have to do with getting people back into college so both are on the radar.
- Other items:
 - Issues with mental health: faculty/staff and students
 - Remote proctoring guidance [Cleveland State case: unconstitutional]
 - Guidance on Senate Bill 135 Free Speech Bill
 - Implications of Roe v. Wade reversal for students [contraception]
 - Calendar configuration and contact minutes in courses
- Chair Wyatt: Next we will hear from the Committees. Everyone (mostly) should have gotten their first or second choice of committee as assignment.
- Three of four committee chairs are new this year.

Finance and Facilities Committee – Aaron Wilson (COB)

- Three areas for F&F this year:
 - Looking at Faculty Handbook and reworking outdated wording/info related to benefits to replace with appropriate wording and policy (to come)
 - Working with Shawna (Bolin) Wolfe on swing space and how it impacts Faculty, as well as how we can engage
 - Ongoing University shared services; process continues.
- First meeting of committee hadn’t taken place yet
- Question: Senator Casebolt – repeat second F&F focus.
- Answer: Senator Wilson – process is ongoing to evaluate best use of space/square footage since there is a shortage, and how we can be involved. Chair Wyatt emphasized swing space is the focus.

Professional Relations Committee – Daniel Karney (A&S)

- First meeting discussed committee infrastructure issues and topics for academic year
 - Early retirement program misnomer: phased retirement program big issue
 - Develop set of rules to go by for those who have interest in near term phased retirement

Educational Policy and Student Affairs Committee – Chair: Jennie Klein (CoFA)/ Stand-in: Molly Johnson (CHSP)

- Have not met yet. Plan the following three items:
 - Establish mechanism for development of interdisciplinary programs without forcing them to go through departmental OCEAN/UCC process
 - Clean up Handbook for EPSA/UCC membership and duties
 - Working with University on Free Speech Policy and how it intersects with academic freedom.
- Question: Senator Kuruppallil – Last year discussion on class times for Mon/Wed/Fri and what is happening for Tues/Thurs? Mismatch between classroom and non-classroom time schedules.

- Vice Chair Eisworth will follow-up on it
- Question: Senator O'Keefe – Changes to programs that don't go through UCC. This can have a negative impact on a number of programs (RHE) and create a lot of problems. Wanted to put on record.
- Vice Chair Eisworth – The problem, of course, is that when you try and put through something in in a in an interdisciplinary anytime someone objects to something that gets sent all the way back. So this ends the more departments you involve more colleges, the more just trudging paperwork there is. So we're looking at trying to make that smoother. There of course has to be some oversight somewhere, and I guess that's part of a general project of trying to figure out the right academic infrastructure to govern these kinds of programs. So that's in the background of anything we're going to try to do.
- Question: Senator Crawford – Many departments and colleges have seen increased teaching load sort of declared by Fiat, and I'm wondering if there's like which committee it would make the most sense to address how that activity squares with the Faculty Handbook.
- Vice Chair Eisworth – PRC, maybe, but there are some implications with P&T. Chair Wyatt notes that Daniel Karney (Chair PRC) is writing it down to consider.

Promotion and Tenure Committee – Cynthia Anderson (A&S)

- One major charge: cleaning up the Handbook for One Ohio
 - Set up Teams Channel
 - Communicating with Jackie Wolfe (prior Chair)

New Business (8:01 PM)

- Chair Wyatt: Timelines for Resolutions:
 - First Read October
 - Second Read November (or December)
 - February/March for Spring for Approvals because May doesn't (for all practical purposes) exist.
- Agenda and Resolutions a week prior to the meeting so they can be discussed
- Question/Comment: Senator O'Keefe – For resolutions that don't go through Committees, try to have resolutions more than a week before the meeting because they need to go through the FS Executive Committee and be shared with the Provost. Be timely and ahead of the curve.

Move to adjourn by Senator Matlack. Seconded by Senator Hallman-Thrasher.

Adjourned: 8:05 PM