

**Ohio University Faculty Senate Meeting Agenda:
Monday, November 6, 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

- II Roll Call and Approval of the Minutes (October 9, 2023)

- III Chair's Report – Sarah Wyatt
 - A. Updates and Announcements
 - B. Next Regular Senate Meeting: December 4, 2023

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

- V Promotion and Tenure Committee – Cynthia Anderson
 - A. Update/Report/Items

- VI Educational Policy and Student Affairs Committee – Allyson Hallman-Thrasher
 - A. Update/Report/Items
 - B. Resolution Updating Language Concerning University Curriculum Council Membership – Second Reading
 - C. Resolution Updating Language Concerning Graduate Council Membership – Second Reading
 - D. Resolution Modifying Handbook Language About Instructional Evaluations – 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, November 6, 2023	
Glenn Abraham	Wojciech Jadwisienczak
Deigo Alvarado-Serrano	Molly Johnson
Cynthia Anderson	Marcy Keifer Kennedy
Mick Andzulis	David LaPalombara
Patrick Barr-Melej	Victoria LaPoe
Melvina Brandau	Macario Llamas
Cassidy Brauner Jarrahi	Kristin Lugo
James Casebolt	Vladimir Marchenkov
Rebecca Challenger	Duane McDiarmid
Doug Clowe	Jim McKean
Peter Coschigano - Excused/No Alt	Brenda Miller
John Cotton	Patrick Munhall
Debra Cox	Graciela Muniz-Terrera <small>*Alt for Todd Fredricks (HCOM)</small>
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 Eisworth	Jatin Srivastava
Joe Gingerich	David Stowe
Ellen Gordon	Andrew Szolosi
Emily Guseman	Aaron Wilson
Allyson Hallman-Thrasher	Sarah Wyatt
Sara Hartman	Valerie Young

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

President Gonzalez shares updates 7:02PM

- Dynamic Strategy Process to differentiate ourselves in the market. Had kickoff meeting with leadership/co-chairs and committees recently.
- Website for the pillars [Educate, Discover, Engage, Commit] – will be an opportunity make comments - www.Ohio.edu/president/dynamic-strategy
- Committee is charged to talk to faculty and staff outside the committee as well.
- Additional group looking at the mission – hasn't been done since 2012. Charged in something more particular to OU. January 2024 deadline.
- Senate Bill 83 – Requires some language – going to be added to what we develop and not be integrated in what we develop
- Co-Chairs are Scott Titsworth and Char Miller
- She wants 2 big ideas from the effort, transformative ideas and a couple strategies under each of them. Two to three maybe but not six.
- 3 year plan – so move quickly to implementation. Big ideas may hold over but we will have deliverables in the first three years.
- Wants to bring it to the board by June 2024.

- VP Research and Provost searches underway. Welcome suggestions sent to the committee members. Provost Chaired by John McCarthy and Sarah Wyatt. Research Chaired by Dean Fox and Darlene Berriman.
- Mark Hyle – CFO – resigned recently. Will be doing a search in hopefully under 6 months. John Day will serve in the interim.
- March 2025 – review team for the HLC accreditation will be on campus. From now until then, will be tapping faculty to get the document ready to go for those reviewers. Please be on the look out for how we can contribute to that.
- Senate Bill 83- Version 11 was made public early last week. Not much has changed. Hearing conflicting reports on its prospects. Speaker of the House says it “still needs work.” They will keep us posted if there is news.

Provost Sayrs Shares Updates 7:10 PM

Dean Search updates

- HTC – Finalists interviewed prior week. Met with Chairs Harrison and Cornish. Decision expected soon
- Patton - finalists on campus in January
- Libraries – Finalists on campus in early April. Witt-Kiefer hired to run search

Other

- Call went out Nov 6 asking for those interested in AI for a committee effort. Both super techy and creative people needed.
- HLC coming to Athens but also visiting Eastern and Lancaster campus in March 2025.
- R1 criteria has been updated. Used to be more complicated formula. New criteria, lower thresholds for becoming R1 – based on fiscal year 23. Very different system. They are also looking at different ways to classify universities that goes beyond singular dimension of R1 for research. Granting 70 PhDs granted per year. OU is 120~ [PhD students, researchers, expenditures. \$50 million in expenditures.

- Academic calendar – starting to have discussions about changes in spring semester schedule including May semester, longer spring break. Experiential learning, study abroad. Should we look at a winter session or “May-mester”
- University updates – Tuesday, Nov 7 at 4pm – in-person options in Baker Theater and online options. Opportunities to submit questions and posting answers. 3 person short presentations in an hour.
- Women’s Center and Provost’s Office sponsoring mentoring mix and mingle.

Q&A 7:16PM

Q Sen Casebolt – Please clarify the R1 standards; does it mean granted 70 PhD’s year requirement?

A Provost Sayers – Graduating 70 PhD per year. OU was ~120.

Sen Wilson – Questions related to compensation task force especially related to regional campuses.

A Provost Sayers - Report discusses a commensurate percentage. Data on instructional faculty is sparse. Will look at pool for tenure track to make it competitive (as a guide) to determine a percentage and then apply to instructional and regional faculty.as a guide). We will proceed with that process once they understand timeline and magnitude to manage it.

Q Sen O’Keefe – understood some Athens faculty have received raises based on compensation task force study already? What does that look like for RHE?

A Provost Sayers – have been associated with promotion bumps and minimum salaries only. There has been no differential implementation.

Roll Call 7:19 PM

Motion to Approve Minutes 7:21 PM by Sen Clowe. Second by Sen Wilson.

Chair Wyatt Report 7:22 PM

- A. Updates and Announcements
- B. Next Regular Senate Meeting: December 4, 2023 – Please plan to be here!
Pushing for resolutions and good information on the items we are pushing forward.

Doug Clowe – Professional Relations Committee 7:23 PM

- A. Update/Report/Items
 - No resolutions to bring forward
 - No early retirement plans finalized yet despite expectations they would be. Provost wants to have some small groups and HR/Legal look at it to try to make it as appealing as possible.
 - Trying to make it a three year plan and teaching load would go down over that period. Hopefully will get more info. Stressed that plan needed by February in order to have time to review it and eventually vote on it.
 - Sense of the committee was not to make changes on the constitution of the deans evaluation committees to include Instructional Faculty for fear of potential for retribution from new Deans
 - Work on University Ethics Committee underway.
 - Want to add language to the handbook regarding clinical faculty and reappointments similar

to Instructional faculty. Not specific in there so want to clarify, hoping to have something formal next month.

- Contact Sen Clowe with feedback/suggestions. clowe@ohio.edu

Jatin Srivastava on behalf of Cindy Anderson - P&T Committee 7:26 PM

A. Update/Report/Items

Discussing a possible resolution in committee on:

- 1) modification on the provost package (dossier submission) guidelines
- 2) reflect any changes at college and school levels;
- 3) only applying to future faculty hired after resolution passes.

Allyson Hallman-Thrasher - Educational Policy and Student Affairs Committee (EPSA) 7:28 PM

A. Update/Report/Items

B. Resolution Updating Language Concerning University Curriculum Council Membership – Second Reading

Motion to approve EPSA01 by Sen Guseman. Seconded by Sen Drogula.

Aye – Unanimous

Nay – None

Abstain None

RESOLUTION PASSES

C. Resolution Updating Language Concerning Graduate Council Membership – Second Reading

Motion to approve EPSA02 by Sen Drogula. Seconded by Sen Dowell.

Aye – Unanimous

Nay – None

Abstain None

RESOLUTION PASSES

D. Resolution Modifying Handbook Language About Instructional Evaluations – First Reading [EPSA03]

Relates to how we measure teaching effectiveness.

- **Numerous Faculty Senator Questions 7:32 PM – See Transcript for detail**

Q Sen Ostermann Discussion – What do I need to do as faculty? Concern that the departments could make it onerous because it is so open ended.

A Sen Hallman-Thrasher – the committee was trying to provide options and not be overly prescriptive and keep it open ended. The goal was to keep it open/flexible to provide options. Then hope would be for P&T to take it up and offer more specific actions.

Q Sen Srivastava [indiscernible]

A Hallman-thrasher Intended to move beyond just the online options. Contact Sen Hallman-Thrasher with questions/comments hallman@ohio.edu

Vice Provost Katie Hartman indicated if folks would like copy of the report it is online at the Center for Teaching, Learning and Assessment. It is the document upon which this resolution is based. Contact Vice Provost Hartman with questions hartmank@ohio.edu

Aaron Wilson – Finances and Facilities (F&F) Committee 7:36 PM

A. Update/Report/Items

- **Numerous Faculty Senator Questions – See Transcript for detail**
- Compensation Task Force – included multiple suggestions in proposals. Study is now available on Provost website (with Appendix now attached to it).
- Recommendation for an increase of \$1000 implemented by thirds over 3 years for those getting promoted. Implemented in July.
- Floor for minimum salary was put into place. This only indicated 4-5 faculty university-wide.
- No differential salary adjustments were processed; only minimum salaries and promotion bumps.
- Regarding benefits: Doing benchmark against other public universities and other public institutions in southeast Ohio. OU is “off” and not in a good way. Benefits Advisory Council will make recommendations and advise in Jan/Feb to call attention to this to leadership. Likely won’t be until March if any changes will be made.

Q Sen O’Keefe – \$1000 promotion bumps across each of the three years?

A Sen Wilson – No; staggered implementation of 1/3 of the \$1K each year for each subsequent group being promoted. Example Instructional Group Bump Last Year \$4,333. Next year Instructional Group Bump \$4,666. Final Instructional Group Bump will be \$5K.

A Sen Clowe – Committee recognizes wage compression from this incremental approach and the previous approach. They are talking about Deans taking this into account with its ultimate actions.

Q/Comment Sen deTar – Creating wage compression with this incremental bump approach?

A Sen Wilson – True; the greatest [salary] issue was with Associate and full Professors. They cannot make everyone who has ever been promoted “whole.”

Q sen Dowell – How will this fix the issue with peers outside the university?

A Sen Wilson - In looking at report, the biggest differences from peers were in full and associate professors. The study noted roughly \$5 million differential that needs to be caught up. No promises folks will receive adjustment. The committee recommended the \$5 million catch up to the Provost who will work with the Deans to implement a plan.

Q Sen Dowell – Can you clarify the raises last year; specifically the policy about the 5% but raises were just 2% and merit would be additional 3%? RHE told Athens main campus got the full 5%.

A Sen Wilson – No, that is false. This is not true. The raise pool was 2% for departments so if someone got more, then others got substantially less in departments.

A Vice Provost Hartman - Minimum was 0.5% and max 5% without a written/strong justification within departments.

A Sen Wilson – Wage pool was 2%.

A Chair Wyatt – For most departments, everyone got 2%. Adjustments higher meant others received lower [within the 0.5% - 5% band by person].

Q Sen Casebolt – Talked to Jeff Vancouver who has looked at per capita level.

A Sen Wilson – No contact. Please have him contact Sen Wilson or Sen Clowe. The committee did look at the data at a per capita level.

Chair Sarah Wyatt -- Faculty Senate Executive Committee 7:52 PM

A. Update/Report/Items

- No updates, tracking all committee activities looking to help others move items forward.
- Sarah's priorities are faculty pay adjustments vis a vis Finance and retirement options with PRC. These two issues appear to be the most challenging. Email wyatts@ohio.edu with other suggestions/items
- VP of UCM Robin Oliver will be at the December meeting as well as Lewatis McNeal from RHE to talk about OneOHIO and regional campuses. If there are others we would like to hear from, please let Sarah know.

Q Sen Rosenthal – Do we know why the CFO resigned?

A Chair Wyatt – No, we do not know.

New Business 7:55PM

None.

Motion to Adjourn 7:55 PM

Motion by Sen Drogula. Seconded by Sen Abraham. Unanimous support.