



Ohio Faculty Council

**OHIO FACULTY COUNCIL MEETING MINUTES**  
**10 April 2020**

12:30 – 2:30 PM  
 Virtual via Zoom

*Chair, Ben Givens, Ohio State University Vice-chair, Laura Luehrmann, Wright State University Secretary, Cynthia Ris, University of Cincinnati*

**ATTENDEES:**

**Members in Person:**

Bowling Green University: Jenn Stucker, David Jackson,  
 Central State University: Leanne Petry  
 Cleveland State University: Bill Bowen, Andy Slifkin  
 Miami University: Dana Cox  
 The Ohio State University: Ben Givens  
 Ohio University: Sara Helfrich  
 Shawnee State University: Tony Ward, Kyle Vick  
 University of Akron: Linda Marie Saliga  
 University of Cincinnati: Cynthia Ris, Greg Loving  
 University of Toledo: Tim Brackel, Ainsworth Bailey  
 Wright State University: Laura Luehrmann, Brian Boyd  
 Youngstown State: Mike Ekoniak  
 Ex-officio: Wright State University, Former Chair Dan Krane

**Guests:**

Bruce Johnson, IUC  
 John McNay, AAUP

**INSTITUTIONS WITHOUT REPRESENTATION:**

Kent State  
 NEOMED

1. **Approve agenda**
2. **Approve minutes**
3. **Covid-19 pandemic--Discussion of faculty concerns from our campuses:**

**Ohio State: Ben**

- Successful Senate meeting March 26—P/NP for GenEd and Electives, others determine policies about majors; each college has adopted differently; etc; Extension of tenure clock; Closed buildings; Some students on campus; Commencement—virtual
- Cabinet meeting: concern about bias/discrimination w/Asian students and immigrant employees.
- Energy Management—50-80 degrees; Hiring pause; Merit raises may not happen; RPT process in place will probably continue

**Shawnee State: Kyle/Tony**

- Same issues; Senate meeting via collaborate; P/F option changed; business continued in new environment; new VP of Finance; interviewing for candidates for Vice Provost; Only online until end of June; some health science courses and labs beginning July 1 unless cancelled; looking to fall. Extended decision for P/F to one course only, no majors.

**Bowling Green: Jen/David**

- Qualified faculty NTTF—April 1 deadline to notify about renewal; they were notified, then asked for extension to May 15. Negotiated benefits of \$15-20,000 for those not renewed and notified; severance for 3 year term; potential rehire for first bids for PT teaching; documentation will be provided for COVID-19 reasons—will get 1/3 of severance pay; would get determination if contract would be continued for next year.
- Re Covid-19: P/F policy—students have to discuss w/someone; see evaluations to see if they want to use those for merit decisions; affected faculty could change pay out of salary to 9 months.
- Q if using academic coaches like OCM. Would like to discuss OSU and Kent State admissions requirements.
- Ben: OSU—admissions for those who would have been admitted except that admissions were capped; would offset losses of students

**Cleveland State: Bill**

- SAT isn't being given, etc., so relaxed requirements including for transcripts; research/biology has been hit hard; AAUP guidelines on COVID-19 response—regarding following procedures as to having weekly meetings of academic steering committee to stay on top of action for Senate and is making some decisions on behalf of Senate; planning team had been developed for three weeks and now more questions about repopulating

**U of Toledo: Ainsworth/Tim**

- Heading in direction of optional scores—administration took decision to Faculty Senate to not require students to submit test scores. No limit on P/F—different college policies and consult with academic advisor; instead of new standard course evaluation—four simple questions 1. were they affected 2. did they learn material. 3 what went well, 4 what didn't go well
- 10-20% budget cut for next year—union talking with them but no consensus

**Univ. of Cincinnati: Cynthia/Greg**

- Beginning of March started Public Health Response Team that included Faculty Senate reps and other units from around campus, reporting up to Executive Working Committee; Discussing repopulation efforts, succession planning and business continuity; summer fully “remote” and using that term instead of online to signify course that are now in an online modality but not designed to be online; MOU created between AAUP and

Provost's office regarding lessening impact of student evaluations and temporarily stopping the tenure clock; P/F grading with different options for different colleges; 250 students on campus; students provided refunds for room and board, parking, rec center (faculty also)

**Miami U:** Dana

- Weekly senate meeting all through April very helpful; considering COVID-19 resolutions and business; tight and agendas passed; push-back from Senators who didn't want to discuss important things online; fiscal priority sub-committee that serves as advisory board and faculty have strong voice; C/NC policy for all courses—students can decide to May 1 and can undo choice with significant advising but not mandated; student evaluations and whether we should add questions to work in faculty best interest to separate planned course and OL delivery of that course and pre and post-virus; increase tenure clock for one year and line for external review to take year in consideration; approved 3/3/ teaching load and withheld all course reductions and holding faculty to 3/3 load. Two faculty groups. Finding it hard to maintain trust with faculty.

**Central State:** Leanne

- Microsoft Teams being used for Senate meetings next on 16<sup>th</sup> with many of the topics, including grading scale. Faculty can choose to extend tenure clock. Working with CFO on refunds to students on R&B; Will reach out to admissions/registrar on admission standards for fall.
- Talks with Provost on 20% cuts; so far, nothing on table yet about NTTF not being renewed.

**Wright State:** Laura /Brian

- Online for summer and significant discussion for fall with subcommittee. Many experiential components of courses. Not heard yet re access to campus for summer—more information is needed. Students have time to make decision on P/F for UG and grad alike. Centralized web page. Q about making decisions when many can't make meetings especially over the summer.
- Getting ready for CIO position which has been indefinitely suspended—keeping on person on board who was set to retire.

**Dan Krane:** Interim Dean of regional campus

- Deans have regular meetings; expectation for enrollment surge for closer to home options. Talk about workforce development and upskilling workers across the state—courses available for these?

**Akron:** Linda

- Senate has met remotely; administrators are consulting with executive committees twice a week instead of full Senate; extend tenure clock; not do student evals unless some want it; all P/F option for students before finals start—possibly for tech reasons & not wanting registrar to have to make changes; admissions testing not be required for fall; June 1 instead of May 1 decisions; can be on campus if someone knows whereabouts
- Hiring pause also; searches completed can continue; 8 acting deans w/2 having by-outs and leaving May 31. Were in negotiation w/contract; weren't due to start until fall (ends calendar year).

**Ohio University:** Sara

- P/F option S/NC for all and Deans have to apply for exceptions until last day. Provost will make decisions; many committees have been meeting daily; Remote teaching for summer. Huge student research expo held remotely 900 students and continued remotely.
- Provost removed just before this; Elizabeth Sayers took over for 3 years; Searches temporarily put on hold. Not yet getting rid of any instructional faculty.

**Youngstown State: Mike**

- Refunds provided depending on who paid; previously college by college but now C/NC; Senate Exec. Committee is acting on behalf of Senate per bylaws; devices and virtual access worked on; IP rights for online material developed during this period; canceled all student evaluations; extension for tenure clock and evaluations are extended.
- Under hiring freeze last week

**5. Coordinating campus responses to the COVID-19 pandemic**

**Bruce Johnson, President, Inter-University Council of Ohio (IUC)**

**Bruce Johnson, President, IUC**

- Thanks to Faculty; How can we understand ODHE in terms of responses; Governor cut 20% this year and next cut. Tried to understand effects on campuses. \$300m in net losses for this fiscal year—informal survey of CFOs: there were lost revenues, such as refunds to room and board and so on, there were cost savings as well, but they were gathering net losses; Some see higher ed as being “fine” and this is important to show costs the way higher ed has been hit.
- HR going through emergency maneuvers. Fed Gov’t immediate response. OCOG increases won’t happen; SSI will decrease. State revenue on sales and income tax—latter relates to unemployment rates so these will be down; ½ entire state’s budget will be hit by Medicaid and Unemployment costs; rest is for everything else.
- Money is formulaic 10% for education (not exclusively higher ed); rest for Pell eligible 25%, and 25% FTEs not including online students. Will go to and be spent on students (50%); remaining 50% to colleges to compensate them. No pandemic/rainy day funds. Regular meetings with Provost’s, CFOs, other campuses.

**Questions from members:**

- Shut downs? no indication that institutions will not continue to hold classes; everyone making announcements about summer; beginning to make preliminary plans about fall with face-to-face being first option for fall delivery w/back-up plans to include online; a lot of work needed
- Fully online in fall? Not familiar with any trend nationally.
- About new bargaining contract with prospect of how to be reasonable about what is fair & reasonable; would it be better to wait until another year? This may be deeper cuts early but shorter. State revenue will lag for at least through the next year which will impact the next budget.
- Note about the good work IUC is doing
- When might we reasonably expect guidance about 20% cuts and if they will be across board or differentiation by type or institution. Governor will give a lot of consideration to who needs help; when he gets information, he’ll make a decision, probably within next week or so. Help neediest students but probably not by institution. People who are

Medicaid eligible and unemployed and riskiest population without health insurance, etc. are also in his sights. Three total payments: next week at full amount; cuts will be in last two payments. Some are extremely cash strapped. No emergency funding available.

- Would state default? Has been assured that this is not the case.
- Will there be direction on what to cut? Generally not to change authority of Board of Trustees who are charged to make these decisions; administration has authority to make cuts but legislature is the one to discuss application; federal legislation has more guidance re spending money on students (e.g., refunded and given extra aid, for example).
- What happens if universities default? May be difficult for accreditors, and if cuts continue with phasing out of emergency help from feds and dramatic reduction in tuition, some may need to default or not be able to make payroll. Several months from that position. SB 6 blunt tool regarding financial situations of public institutions; some interested in having state suspend senate bill measures; no consensus re emergency relief in terms of certain tactics at IUC level from state.
- Questions about House Committee: 22 members private-sector focused group will do what Speaker says should be done. IUC has been pushing capital budget; state needs to spend money through borrowing capacity. Bonds are repaid 20-30 years. May be good time to spend on capital infrastructure. Universities have shovel-ready projects to improve 600-\$1 billion in projects or online learning tools, not actual cash infusion and there are limits on what they can borrow.

Will meet again in two weeks: April 24; will discuss return to campus in the fall; how to stay involved with budget decisions.

Did not get to:

- Old Business: Bylaw update, Council operations and goals for remainder of academic year or
- Campus Updates: examples of shared governance successes and challenges

Adjourned at 2:35

Respectfully submitted,

Cynthia Ris, Secretary  
Ohio Faculty Council