



**OHIO FACULTY COUNCIL MEETING MINUTES
12 March 2021**

12:30 – 2:30 PM
Virtual via Zoom

ATTENDEES

Bowling Green University: Christopher Frey, David Jackson
Central State University:
Cleveland State University: Bob Krebs, Andy Slifkin, Anup Kumar
Kent State: Ed Dauterich
Miami U:
NEOMED:
Ohio State: Ben Givens, Ken Lee
Ohio University:
Shawnee State University: Kyle Vick
University of Akron: Linda Saliga
University of Cincinnati: Greg Loving, Cynthia Ris
University of Toledo: Timothy Brakel, Allyson Day
Wright State University: Laura Luehrmann, Brian Boyd
Youngstown State: Mike Ekoniak
Ex-officio: Wright State University, Former Chair Dan Krane

Guests

Terry Filicko—Ohio Faculty Senate
Sarah Kilpatrick—AAUP
Matthew Ides—OEA

March 12, 2021, 12:30 – 2:30 PM

1. Approve agenda—Agenda approved
2. Approve minutes—Minutes approved
3. Response to hazing concerns

Recent incident at BGSU: Update. Situation is Pi Kappa Alpha—oldest fraternity on campus; had one pledge, Stone Fultz drink a handle of liquor—1.75 l of liquor 39 1.5 oz shots in an off-campus building rented or owned by fraternity—taken back to apartment on couch and flipped him over—changing color, called 911 to Wood County hospital and

transported to Toledo where he passed away; organs donated. Alcohol was 3x the death level. The Pikes have had incidents before: a death as recently as 2011 apparently of natural causes and an action in 2018 dressed in stereotypical Mexican garb saying “your culture is our costumes.” Complaint says they’ve been treated cautiously because they have the biggest collection of alumni. Legislature is considering bill they had looked at last year to shut it down and are looking over the fraternity and processes. Will most likely be reviewed closely. Provost is now Vice President for Academic and Student Affairs.

OSU: Senate doesn’t get involved in student conduct cases much; same at BGSU but management of academic misconduct will move to student affairs.

Individual students can be held liable for student and student and fraternity conduct.

Hazing = 4th degree misdemeanor. Also important is Good Samaritan Rule to help in cases such as these—in Bd of Regents bylaws. State Legislation – Collins Law

4. Discussion about improving faculty-board relations

Laura Luehrmann (WSU) has been collecting information to move forward with ideas. If there is energy behind this, we can then talk about what we can proactively do. Example: work on a white paper to encapsulate this; move forward to share with decision-makers or further action; take to Jim Bennett at ODHE to talk about wide variance in relations between BoT members and faculty; build on initiatives of OFC in the past such as onboarding; and making good concrete suggestions based on experiences that have been positive for faculty and BoT members so that we can have practices serve campuses and governing bodies. Ohio AAUP is working on amendment to the budget to establish a study group to look at board relations. They could work through legislature, while we work through ODHE with parallel missions. Annual conference is a good place to include some change ideas.

Scope of a white paper: Empirically a way to compile and report experiences and include lessons learned on best practices based on experiences but also documents from Association of Governing Board and other organizations that look at and make recommendations on this. Chancellor was interested in this as a concern and place for constructive ideas. Shared interest in doing this better including board members, ODHE, and others. Very few do institutional onboarding and members themselves could benefit.

Timeline: Randy Gardner at April meeting, so a draft then could be useful. Ally, Linda, and Laura will get started. Relates also to Faculty Involvement.

U of Toledo: When president resigned, outside firm was hired for Interim president; three candidates Greg Postel as interim. Noted that Faculty Senate would be ready to be engaged in permanent search. Then term extended from 1 to 3 years. Board of Trustees is planning to meet to remove the Interim Title and grant him 5-year contract because of number of other ongoing searches and concern about those searches not wanting to commit until President is chosen. Reasoning makes sense; concern is about lack of faculty involvement and consultation. Rest of faculty informed though news after Board of Trustees asked Faculty Senate to withhold information. Implementing responsibility-based budgeting and

working on plan for that. Questions to company leading process; unclear if medical campus is held to same standards; unclear about expectations of colleges; unclear about effect on things like the medical college which was in crisis. Concerned about this repeating past behavior under former administration. Interim search in Spring only with Board—no outside groups. Unclear why interim was not internal. When Interim was lifted, he was granted 5 years. Question of violation of the contract. Meetings with candidates all done in executive session by Trustees. Decision technically made in public meeting. No forums for faculty to ask questions or have discussions.

Were two meetings with Trustees and have invited members to attend at least one meeting a year. Conversation with board members and then will contact liaison to board..

Another idea is to have President of the Board address the Senate; when President was stepping down before interim, asked the Board President to address the whole Senate.

OSU advisory committee and faculty co-chair discussed their search as to kind of President and needs, but once search started, it went on with Board only. No public input for finalists.

Board of Trustees have one employee—President; has responsibility of final decision.

Question if state has any guidelines.

Inclusion of OFC reference in draft resolution by UT: The Faculty Senate supports the efforts of the OFC to study the relationships between the public universities of Ohio and their respective Boards in an effort to serve improve relationships so as faculty, the Board of Trustees, and the institutions may fulfill their mission.

5. Faculty Involvement in Hiring and Evaluating Administrators

[University policy and procedures regarding search procedures for major academic administrative officers | Kent State University](#)

[AdminEval_OFCWhitePaper_ApprovedOct2019.pdf \(ohiofacultycouncil.org\)](#)

Which are top down and which are bottom up evaluations?

UT: Evaluation for Deans—every other year. Workshops by Senate to help inform how the evaluation should be done and that this is one element in Deans' overall evaluations. CSU—They don't become part of files; faculty evals and chairs go into permanent files, others do not become part of files according to state law.

WSU—Formal policy for administrators; required every five years. No Provost or President has been in office long enough to be held to this. Enforced by Provost's office. <https://policy.wright.edu/policy/2060-review-administrators>

6. Fall Plans – on campus and in OFC

On campus:

OSU: Depends on size of classes; eliminated distancing requirements and said they want 75% in person.

WSU: Wondering so as to faculty engagement with decisions. Pivot from what could be done remotely to face-to-face was sudden for Deans as well; push to restrict how faculty are delivering classes in the context of institutional efficiency.

BGSU: Advisory committee determined 75% of sections being face-to-face. Also have 7-week online courses with move to grow online courses. Previous allowance for any faculty to be online synchronous or asynchronous expires May 26th; only alternative are ADA specified disabilities. Questions about who decides how courses are taught.

Akron: Planning on normal; masks; 3-ft distancing; by mid-July may be different.

Plans for OFC:

OFC meeting dates

July 9, 2021

August 13, 2021

September 10, 2021

October 8, 2021

November 12, 2021

December 10, 2021

January 14, 2022

February 11, 2022

March 11, 2022

April 8, 2022

May 12, 2022

June 10, 2022

Elections: Laura motioned to open the nomination period for officer elections; Linda seconded; will have elections in April or June.

Location: Possibly moving around state and hitting corners of state; legislative offices for legislators. Mike Duffy's building has offices on 17th floor.

First meeting of year should be face-to-face for onboarding in order to better establish relationships. Questions about what is necessary and what is useful for other reasons.

7. Campus examples of shared governance successes and challenges

Akron: Ratified contract—under contract until June 30 of 2026. Voted for two different contracts at once. BGSU did the same because of a retroactive contract.

WSU: Retrenchment up to 113 faculty members including tenured faculty; hired interim Provost through registry—hasn't moved to Ohio yet; moving to vote of confidence/no confidence regarding new President in early April; campaign for humanities and liberal arts; Tom Hanks has come out in support; moving forward to multiple face-to-face commencements.

OSU: Resolution through diversity and senate to un-name Bricker Hall—Attorney General for Ohio

CSU: Active search for Provost in national search.

Rod McDavis was president of OU during Issue 2. Beginning contract negotiations.

Question regarding faculty compensation for more work during pandemic.

UT: Concern about cuts. AAUP hasn't held meetings transparently.

Akron: All faculty can be paid \$3000 for online development of courses / university owns part of it.

Dan: March 15th inaugural Innovate Ohio and ODHE—shining on good work faculty are doing to help economy through technology commercialization efforts. Quarterly TED-X-like events where three faculty will be giving presentations on their work that shows how Intellectual Property meets the needs of Ohio's industries. Information will be sent to colleges to solicit those who might present. Inspired by the OFC Technology Commercialization Award. www.ohioinnovationexchange.org

OEA: What worked for bargaining in K-12: lots of changes to workload resulted in grievances and changes in compensation was successful to avoid these.

8. Adjourn

Respectfully submitted

Cynthia Nitz Ris, Secretary
Ohio Faculty Council

Additional links from chat:

<https://law.onecle.com/ohio/title-33/chapter-3345/index.html>

AAUP Shared Governance Conference is all online in June:

<https://www.aaup.org/event/2021-aaup-shared-governance-conference>.