



## Ohio Faculty Council

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

### **OHIO FACULTY COUNCIL MEETING MINUTES 13 Nov 2020**

12:30 – 2:30 PM  
Virtual via Zoom

#### **ATTENDEES (via Zoom):**

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

#### **Guests:**

Chancellor Randy Gardner  
Terry Filicko  
Sarah Kilpatrick  
Stacy Rastauskas

**November 13, 2020, 12:30 – 2:30 PM**

- 1. Approve agenda—approved at 12:30**
- 2. Approve minutes: October, and September for attendance—both approved**  
Will be sending out responses and put documents on calendar

### 3. Faculty evaluations in the time of Covid-19

How is this affecting faculty productivity?

- UC: Memorandum of Understanding regarding extension of RPT timelines and review but not use of student evaluations (absent special problems); Provost has not made suggestions about extending this but is open to them; no guidance on APRs and working that in, but no evidence that evaluations were poor and some may have even been better
- Ohio State: committee meeting with Senators through shared governance out of central Academic Affairs to determine COVID impact statement that could be placed in dossiers to note flexibility needed during this period. Guidance for statements that should be made and documentation on how impact will continue. Very different impacts on faculty
- MU: Opt for another year but can disadvantage some; how to take context into account without lowering the bar if one wants to go ahead now with R or T;
- Kent: Not used and not even sent to administrators—only to faculty including this year for student evals. For RPT, if up, can take year off as long as formal request.
- MOUs\* from [BGSU](#) and from WSU, one on [student evals](#) and one on [P and T](#)
- Cleveland State—for workload—last year’s evaluation would be counted toward workload assignment moving forward; teaching evaluations not noted; Senate had passed resolution that teaching and peer evaluations were made option
- UT: Developing teaching innovation awards for credit to recognize virtual teaching.
- BGSU: MOU; trying to extend for fall semester re student evaluations; faculty asking as parity with students who are getting recognition through P/F
- OU: FS had been engaged in course evaluation expectations; how do you craft wording in policy that accounts for pandemic? Messaging on what faculty need is not necessarily on parity with students.
- Shawnee: Spring and Summer evals optional; no other measures; some opportunity for faculty to negotiate for tenure
- Akron: Didn’t do evals in Spring—not available to be used; unclear for Fall; will be extended for tenure track if asked
- Central State: #of evaluations coming in seemed to drop but positive statements seemed to go up; RPT—new President and Provost in the middle and so general idea was to take into account the new normal
- Q: Do we want to advance this as a mutual statement?
  - MU: How to consider impact and how to counsel faculty.
  - UA: If the numbers are there, go for it.
  - UT: Best practices may be important for administration to see that in case these might be used for negative effects
  - Will establish white paper of best practices; Ally Day will work on this

#### 4. **Ohio Department of Higher Education Update (1:00 p.m.)**

- **Randy Gardner, Chancellor of the Ohio Department of Higher Education**

To Chancellor: Thank you for CARES dollars and advocating for higher ed to get relief. Introductions across the board.

From Chancellor Gardner:

- Important to keep higher ed alive and working through COVID; campuses are doing a great
- Following the rules in relation to COVID. Leadership has been great to protect communities.
- K-12 getting dollars and, compared to rest of country, in top 3 for specific state support for higher ed including CARES act, flexibility, and mental health programs. Partly due to success on campuses by faculty. CARES were direct funds for students and institutions from feds; since then, \$300m in state for CARES Act flexible dollars. Competitive with other Cabinet offices with COVID needs.
- One group he hasn't talked with is students—wants to have Chancellor/student round tables; Governor spent over half an hour with students and listened to them. Several elevated mental health counseling. Director of mental health services and Chancellor provided recommendation to provide more support: \$31m, \$13.5m directly to institutions; all checks out the door and on campuses. Hope for new staffing or connection with community agencies; tele-mental health; etc. Gave flexibility to campuses. To students: “Never question whether you can make a difference.” National magazine that will feature this situation. Had already been earmarking some funds, but it wouldn't have been as large or fast without student discussions.
- What else can the State do?
- Governor is concerned about travel; how to get message back to be careful over break and enter back to families. Student ambassadors throughout state will be providing videos of how to do things right.
- Trying to accentuate the positive with higher ed. On Wed, Governor thanked higher ed but noted that if things don't get better, there may be problems for January.
- Overall enrollments a little better though not consistent across the board. Some challenges with first year students. Budgets can be impacted, and SSI could be affected (as well as individual institutions' budgets). Want to be sure value of higher ed is accentuated, including in terms of security and monetary value.
- Tough budget going forward; unsure how different. Things like Medicaid might be so much in deficit that net revenue gains may be balanced. Unclear at this point.
- Q/Concerns about other financial support: Variety of opinions about what mandates or other changes that might be made, especially about health care availability. May have to be careful decision to come back, but each campus may need to do what's best.

- Q/Concerns raised about faculty as well. If federal government passes something, it's likely to include significant support. \$25m loss in room and board alone in de-densifying. At MU 2-3 week delay has cost the university. This is true across the board. Better in government support in some ways, but tuition and room and board, online costs, and other hidden expenses take their toll. Trying to track that. Want to continue to keep faculty, courses, and other offerings for students. Want to press federal support because state constitutional balanced budget mandate means that state funds alone will not provide significant support.
- Not extreme numbers for COVID in faculty and staff.
- Q to UA—question whether UA is continuing—part of this is escalating cases; dashboard was 32 and this week jumped to 60; realizing that the way they are counting can be problematic.
- Q—is there suggestion that due to COVID, more may go back to school. See that in community colleges sometimes, or Tech Cred, but so far not really in 4-yr institutions. Typically can see growth depending on #s attaining higher ed or in salaries; argument to be made that this is crucial in a difficult economy, but people are concerned about near to mid future. FAFSA and financial aid has seen a hit. More robust program will be rolled out—less than 1% of African American males are teachers, but 16% of students are African American, so there are programs designed to help bring these individuals back into higher ed.

## 5. Change in Federal Landscape for Higher Education

- **Stacy Rastauskas, Vice President for Government Affairs, The Ohio State University**
  - Coordinates work with federal governments and other institutions
  - Broad overview: background at federal level worked in Congress.
  - Can expect some changes: will be a new Sec of Education named; rumors extended about Randy Weingarten for K-12; Interest is having an educator serve at Dept of Education. Probably more likely to be K-12 leader. Transition teams announced (agency review teams) to recommend Cabinet Secretary and nominees below. Some higher ed. First Lady is college professor at Northern VA CC.
  - Reports suggest various avenues (*see Beyond High School*); some initiatives may be easier than others, especially those that don't involve Congress. 2x Pell Grant; incentives for pathways from K-12 to Higher Ed; loan forgiveness. Free community college unclear depending on funds, etc. APLU and others may endorse. House of Representative leaders similar. Senator Lamar Alexander will retire so new Chairman; (Richard Burr, Susan Collins, Rand Paul); Donna Shalala lost. The latter two were in higher ed, so this is a loss. Voids need to be filled and we need to help educate members of Congress to put these folks forward.

- May not have higher ed reauthorization completed (hasn't in 12 years); expecting big packages like new COVID bill given pressures on both sides.
- Q/Title IX compliance—what is future given new leadership? Biden administration will likely work to make some changes; courts are the ones driving these questions as to due process. Sixth Circuit decisions have influenced standards that Trump administration adopted. This, like immigration, are those that will likely be markedly different. Need mid-way between survivor approach and due process.
- Q/is there understanding that free Community College may have negative consequences on 4-year schools unless some accommodation is made?—Yes, by some, and some ideas that sound good, but how do we incentivize and provide additional support for students? Relief for CCs may not equal free CC. Emphasis on education beyond high school is to open options, including strengthening pathway programs. Authority to require is limited, but incentivize with funds may be an answer. Unclear whether there will be movement through Senate. May need trade offs.
- Q/plank in Beyond High School that every federal research grant to require 10% inclusion for minority serving institutions—is this a challenge? We as institutions need to consider how platforms translate to requirements. May help to promote action in this area.
- Have publics and privates working together on state and federal issues. Sports wagering, for example, is something that institutional Presidents have signed in on this. Important for institutions to come together for some of these. Collaboration has been important.
- Q/funding change re Humanities and Arts? COVID relief vs anything else likely, but Senate introduced a budget bill and trying to get Omnibus done by end of year which is promising. McConnell and Pelosi seem committed. Optimistic that research in general will see continued bipartisan support in Senate and House.
- Randy Gardiner is a strong advocate for higher ed.

## 6. Campus examples of shared governance successes and challenges

- WSU: administration pulled retrenchment protocol and committee will be formed. February 18 BoT meeting and recommendations aimed at that. Re Pass/Fail option for this year, general consensus is not to offer.
- UCinti: Joint Undergrad/Graduate/Staff Senate/Faculty Senate meeting. Student government asked for endorsements on P/F and FS endorsed that as option but it is decided by colleges and program level; didn't have numbers about who opted in previously for students to look at it. Students decided after grades were in.
- Kent: at least one P/F; of 1200 only 20 took P/F. So faculty and admin decided they won't do for Fall or Spring
- BGSU: extension requested in Sept. Allow all to apply for an S/U. Doubled in Spring compared to Spring of 19. Not overwhelming. No conversation for

Spring. Required all to talk with advisors and strongly suggested to talk with program advisors so there wouldn't be problems with Grad school, accreditation, licensure, etc.

- UA: Students had to make a choice before knowing final grades. Did change of grade for some. Remote as of Monday—decided not to move to P/F but extend drop deadline and encourage Incomplete.
- WSU: allow students to change after grades were entered
- Shawnee: only allowed for Gen Ed—only help student if GPA issue, since D's let them move forward, P/F only C and above.
- Cleveland State: Used this fall; will be considering extension to P/F to Spring 2021 and Summer
- OSU: 3000 requests for grade changes where they wanted grade vs P/NP. Passed for this semester; maximum hours can be P/F; detailed changes relating to which grades are eligible and how they translate. A B C, low pass/no pass. Registrar said they can't wait till end of semester given graduation, etc. Required to consult with advisor. GPA below 2.0 must consult with advisor (previous requirement can't take P/NP, but waived for Spring and Fall). Impetus for motion was diversity and inclusion as those affected were at-risk students.

**Other Points:**

- OSU: New President focused on faculty and shared governance. New Executive VP for Research. Check box that they need to consult with faculty governance ahead of last step, which is a two-week comment deadline triggered by new furlough policy.
- UT: Pushed for representations on key initiatives and committees.
- BGSU: Reorganization being considered; good participation with faculty; number of academic honesty cases has sky-rocketed, especially around final exams.
- OU: Endorsed resolution to support White Paper on shared governance. More actively involved with Provost regarding possible restructuring scenarios. If things happen, better to be involved before ideas are rolled out. Stronger, more wide-spread conversation dealing with transparency and having data, but also being further up the decision-making chain—latter is a harder push. Chair and Vice-Chair are invited to the December BoT meeting (always month before January B of T meeting).

Send additional campus information to Cynthia. Have a good Thanksgiving.

**7. Adjourn at 2:30 p.m.**

\*MOU links below

<https://www.bgsu.edu/provost/faculty-affairs/collective-bargaining-agreement/regarding-disruptions-in-productivity-in-scholarly-activities-and-service-due-to-the-covid19-pandemic.html>

<https://thewebsiteofwrightstateuniversitysaaupchapter.files.wordpress.com/2020/04/2020-04-09-2.pdf>

<https://thewebsiteofwrightstateuniversitysaaupchapter.files.wordpress.com/2020/03/2020-03-25-1.pdf>

Respectfully submitted,

Cynthia Ris, Secretary  
Ohio Faculty Council