

**University Senate Meeting
Wednesday, October 5, 2016
3:00-5:00 pm
Gerlinger Lounge**

Attendance can be found at the bottom of the page.

1. Call to Order: 3:05 pm

1.1 Introductory Remarks – Senate President Bill Harbaugh. President Harbaugh welcomed senators to the first meeting of the academic year. He also welcomed UO President Michael Schill and described his administration as committed to shared governance. Harbaugh said he used to wear a “Save the Senate” button out of concern for the way past administrations have treated it. Now he feels we’re in the process of jointly rebuilding the Senate and that it will be a good year ahead.

2. Approval of Minutes:

2.1 May 25, 2016. Minutes were accepted as currently posted on the Senate website.

3. State of the University:

3.1 Welcome – UO President Michael Schill. President Schill thanked the Senate for the opportunity to speak and praised the level of shared governance here. He said he respects the Senate, wants to work with it, and intends to be forthright and transparent. Schill reviewed his three goals for the university – building our academic profile, increasing accessibility and affordability for students, and developing an inclusive learning environment that enhances the student experience. He then described the past year’s achievements and reviewed some of the challenges the university will face in the years ahead.

Achievements:

- 1) We’ve changed the discussion and are now clearly focused on improving academics. Our aim is for academic excellence.
- 2) Top leadership has almost completely turned over. Nearly all of those positions have been filled by people who were our first choice candidates.
- 3) We have begun to recruit more tenure-track faculty, adding a net of 12 this year. We’ve launched five clusters of excellence through philanthropy and internal savings.
- 4) The university’s strategic framework, as well as the IDEAL plan, have finally been completed. Now we need to implement them.
- 5) We’ve launched the Oregon Commitment for student success. We have an Associate Vice President leading the program and have hired more advisors. We are eliminating academic barriers to success and providing graduation assistance grants in order to increase retention and graduation rates.
- 6) We’re increasing the number of graduate students and funds available for graduate assistants.

- 7) We have integrated central communications, so we can more actively communicate what's happening at the university and be more transparent.
- 8) Our capital campaign continues to move forward. We're now more than halfway toward our \$2 billion goal and 80% of last year's giving went to academics.
- 9) We've reorganized the president's office. What used to be known as the gang that couldn't shoot straight will hopefully function more effectively.
- 10) We've streamlined operations by making 2% cuts in administrative budgets.
- 11) We've hired an Associate Vice President and Title IX Coordinator and invested in prevention and compliance efforts.
- 12) We've committed \$3.5 million a year to rebuild our IT infrastructure and are embarked on a reorganization to consolidate our fragmented system. We're also going to be hiring a new Chief Information Officer.
- 13) We've combined the campus planning and facilities services operations under one administrator to improve coordination and efficiency.
- 14) Public Records and Purchasing have been consolidated under the Office of the General Counsel.
- 15) Contract negotiations with United Academics (faculty) and SEIU (classified staff) were settled successfully without disruption.
- 16) Many efforts have begun to make the UO more diverse and welcoming to students of color. Minority enrollment is up and many of the demands outlined by the Black Student Task Force have been completed or are in progress.
- 17) We are working to realign and balance college and professional school budgets. The situation in the College of Arts and Sciences is much improved.

Challenges (Short Term):

- 1) Uncertainty about Ballot Measure 97 – The university's budget could be stable or even a bit improved, if the measure passes, or we could be facing a significant reduction in state funding.
- 2) Big increase in PERS costs – These increases will add \$6 million to the UO's cost in each of the next three biennia for a total of \$18 million.

We will need everyone lobbying in Salem to protect higher education funding. Schill has taken no position on BM 97, but if it fails and there is no help on PERS costs, the UO will face double-digit tuition increases and large budget cuts.

Challenges (Long Term):

- 1) Do we need a larger student body? We are reaching the limit on what we can charge for out-of-state tuition and still remain competitive in attracting students. If we do expand, Schill said we will plan for it this time by having the faculty and necessary buildings in place before adding students.
- 2) We need a funding model that incentivizes excellence and sustainability. We have a committee designing a new budget model that will involve making judgments about where funding should be directed. We will no longer budget based on the number of students enrolled in classes.
- 3) We don't have enough space available to accommodate an increased faculty or a larger student body. Acquiring this space will require significant philanthropy.

- 4) We need to increase enrollment in the Humanities.
- 5) We should emphasize initiatives that cut across disciplines, such as sustainability studies. We're doing this with the clusters of excellence, but we need to find more ways to create linkages.
- 6) We need to grow our presence in Portland and use this as an asset. We have four professional programs there now and need to determine what our overall direction will be.
- 7) We need to increase financing for our PhD programs.
- 8) We need to address fragmentation of services as we are beginning to do in IT and purchasing.
- 9) We need to expand and maintain faculty diversity with a special emphasis on African-American faculty.
- 10) We need to improve gender diversity within our top leadership levels. We hired a great set of deans this year, but they were largely white males.
- 11) We need to complete work on the Black Student Task Force demands and some of them, such as a cultural center, will require increased philanthropy.
- 12) We must do more to keep our students safe. We have made real progress in the area of sexual assault, but we need to work harder on prevention. Alcohol, sexual violence, and hazing are all concerns within our fraternities and sororities. The UO can create great value for itself by addressing these problems, because many of our most devoted donors were fraternity or sorority members.
- 13) We are up for accreditation review this year, so we must be sure to navigate that successfully.
- 14) We need realistic expectations about upcoming contract negotiations. The UO has been very generous in recent years, but 3-4% increases are not going to be sustainable.

Questions and Answers:

- What qualities do you want in a new provost? Schill said he wants someone who has good academic judgment, as well as the ability to manage budgets and make hard decisions. The provost needs to be transparent, understand the importance of peer review, and support shared governance.
- Is there a role for CAS in Portland? Schill said that would be for Dean Andrew Marcus to decide. Schill says the Eugene campus will always be the undergraduate mothership, but he could envision special undergraduate programs being offered in Portland. He expects the Portland campus will continue to focus primarily on graduate offerings. We need Portland to be successful and generate revenue for the rest of the university.
- Which of the challenges that you've mentioned will include an active role for the Senate? Schill said he will need all members of the campus community to lobby in Salem next year for higher education funding. He also mentioned the student success initiative, curriculum issues involving black students, and sexual violence as ones where he wants assistance from the Senate.
- How can we evaluate great teaching without some form of peer review? Schill said peer review is critical in assessing scholarship, but more difficult to apply to teaching. He suggested having department peers sit in on classes and evaluate the teaching. His primary concern, though, for strengthening the reputation of the UO is scholarship.

- A senator pointed out that the Senate can impact more than academic matters. She noted the Senate's role in getting gender-neutral bathrooms established all over campus and its successful support of student efforts to get the UO Foundation to divest from coal. Schill agreed that these were important, though non-academic, contributions.

- Will the UO seek a more international focus, particularly one involving the Pacific Rim? Schill noted that the number of international students coming to the United States, and the UO as well, has declined in recent years primarily due to reduced numbers from China. He said that the UO's focus must be on research, not on setting up campuses or major programs overseas. Schill would like to see more Latino and Asian students at the UO. He noted, though, that these students haven't been as politically active so far as the African-American students in pressing the university to meet their needs. As this occurs, the UO will have to raise funds to address those needs and make investments in stages. Schill stressed that the university must make all students feel comfortable here and must work to diversify the faculty.

3.2 Introductory Remarks – Senate Vice President Chris Sinclair. Vice President Chris Sinclair briefly described the new Senate website which he produced over the summer and demonstrated how it will operate. It functions as a blog and the hope is that this will encourage greater interaction and discussion among senators between meetings.

4. New Business:

4.1 Discussion of Senate procedures, handbook, substitute senator policy. In the interest of proceeding through the agenda, Harbaugh decided to hold this topic for the next Senate meeting.

4.2 Introduce Bylaws Change: Revise Membership Requirements for the Committee on Committees. Currently, membership on the Committee on Committees is limited to statutory faculty. This proposal, Harbaugh explained, would allow OAs and classified staff to serve on the Committee on Committees. The change would help the committee make more informed choices when appointing OAs and classified staff to Senate committees and provide more people to share the workload.

4.3 Introduce Bylaws Change: Allow re-ordering of Senate agenda. The Senate's agenda order is clearly prescribed in its bylaws. An important feature of that order, said John Bonine, is that New Business comes before Reports to ensure that the Senate can accomplish its business. Harbaugh explained that the proposed change would retain the current agenda order, but allow the Senate president to make adjustments when necessary, eliminating the need for a Senate vote at the start of a meeting to change the order. This would make it possible to accommodate the schedules of people making presentations to the Senate, as well as provide senators and the campus community with the actual order of business before meetings.

5. Open Discussion: None

6. Reports:

6.1 Update from Senate Task Force on the UO's Bias Education and Response Team (BERT).

Senator Chris Chavez who chairs the task force reported that its purpose is to understand how the BERT operates, consider its impact on academic freedom and free speech, and make recommendations about its future operations to the Senate. The task force was created during the summer and has been doing some preliminary fact finding research since then. Chavez said the group will be looking at how the BERT has evolved over time, how it stores information, and the nature of its interventions with students and faculty. Chavez hopes to bring a report and recommendations to the Senate during Winter Term.

6.2 Update from the Senate Responsible Reporting Work Group. Chair Merle Weiner explained that the work group was formed over the summer and has been meeting weekly to complete the work started last year by the Senate's Committee on Sexual- and Gender-Based Violence to develop a policy on reporting sexual assaults. The policy proposed by CSGBV was narrowly voted down in the Senate last May and as a result UO President Schill in August issued a new temporary policy for another six months. The work group's goal is to develop a policy that will be accepted by the Senate and President Schill before the temporary policy expires in February.

Weiner described the laws and directives on sexual discrimination and harassment that impact higher education. She said the UO must have a policy for dealing with sexual violence, because it is considered a form of discrimination that can impact a student's education. Colleges and universities are required to take immediate action when they know about sexual violence involving students, so the policy must address matters such as who is responsible for reporting information about incidents of sexual violence, who they must report to, and how the school responds.

Under the current temporary policy, all employees, except those identified as confidential, are designated as "responsible employees", which means that they are required to report any incident of sexual violence they learn about to the UO's Title IX Coordinator. Weiner noted that the UO President's review panel recommended in 2014 that the list of officially "responsible employees" be shortened and said the work group is moving in that direction.

Melissa Barnes, graduate student member of the work group, described the Sexual Assault Student Forum that the work group held on September 30 to solicit student feedback on how to design the new policy.

Weiner explained some of what the work group has accomplished so far. She said the proposed policy will be much narrower than the temporary one, which addresses all forms of discrimination. The work group's proposal will only address sexual violence affecting students. That proposal will be based on a list of about ten principles the work group has developed. One of the key principles is that the policy should respect the wishes of the survivor by ensuring that the Title IX Coordinator receives reports when

the survivor wants that and that no formal report is made when that is the survivor's preference. In addition, the policy will describe what needs to be done to accommodate survivors when no formal report is made.

Still to be addressed, said Weiner, are who exactly will be on the list of official "responsible employees", what obligations all other employees will have in assisting survivors, and how the university might make the Callisto online information escrow reporting system part of its reporting structure.

7. Notice(s) of Motion:

7.1 New Program Proposal: Spatial Data Science and Technology (Department of Geography); Undergraduate Council

7.2 Revise Charge, Status, and Membership of the Intercollegiate Athletics Committee (IAC); Andy Karduna (Human Physiology)

7.3 Allow re-ordering of Senate agenda; Senate Executive Committee

7.4 Revise Membership Requirements for the Committee on Committees; Senate Executive Committee

8. Other Business:

8.1 Recruitment of a new Senate representative to the Coalition on Intercollegiate Athletics (COIA). Harbaugh described the origins and work of COIA and announced that Nathan Tublitz has resigned as the Senate's representative. He asked that anyone interested in filling the position contact him.

9. Adjournment: 5:00 pm

Attendance:

University Senate Members – 2015-16				Date: October 5, 2016			
Senators	Pres	Abs	Exc	Senators	Pres	Abs	Exc
CAS – Natural Sciences				School of Music and Dance			
Vacant				Alexandre Dossin	X		
John Conery	X			Idit Shner	X		
Dejing Dou							
Jennifer Freyd			X	Clark Honors College			
Elliot Berkman				Monique Balbuena	X		
Huaxin Lin							
Christopher Minson	X			Other Academic Units			
Hans Dreyer	X			Edward Davis			X
Ilya Bindeman							
				Librarians			

CAS – Social Sciences				Lori Robare	X		
Jane Cramer	X			Edward Teague	X		
Eileen Otis	X						
Mike Urbancic	X			Officers of Administration			
Craig Parsons	X			Amanda Hatch	X		
Peter Walker	X			Keith Frazee	X		
				Stephanie McGee			X
CAS – Humanities							
Jane Averill (Gone Fall Term)			X	Students			
Lowell Bowditch	X			Hassan Almumen	X		
Cristina Calhoon	X			Lisa Smith	X		
Pedro Garcia-Caro	X			Blair Toy	X		
Alison Groppe	X			Terra Wheeler	X		
Beata Stawarska	X						
Daniela Vallega-Neu	X						
Eric Pederson	X			Classified Staff			
				Valerie Mickelson	X		
Architecture and Allied Arts				Theodora Ko Thompson	X		
Jack Ryan			X	Jimmy Murray	X		
Laura Leete	X						
Ron Lovinger				Career NTTF Research			
Richard Margerum	X			Greg Bryant	X		
College of Education				Academic Council Chair			
Deanna Linville	X			Frances White	X		
Laura Lee McIntyre	X						
Beth Harn	X			Ex-Officio			
				Bill Harbaugh, President	X		
Journalism and Comm.				Chris Sinclair, Vice President	X		
Christopher Chavez	X			Randy Sullivan, Past President	X		
				Michael Schill, UO President	X		
School of Law				Scott Coltrane, Provost			
John Bonine	X			Quinn Haaga, ASUO President			
				Betina Lynn, Sen. Exec. Coord.	X		
College of Business				Paul Simonds, Parliamentarian	X		
Ali Emami	X						
Jennifer Ellis	X						

Ex Officio: Betina Lynn, Paul Simonds

Guests: Angela Wilhelms, Jennifer LaBelle, Chuck Triplett, Sandra Gladney, Merle Weiner, Kevin Reed, Will Campbell, Ian Gerig, and Kurt Willcox