

**University Senate Meeting  
Wednesday, April 12, 2017  
3:00-5:00 pm  
EMU – Crater Lake Rooms**

**DRAFT**

**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**

Provost's Faculty Advisory Council: Harbaugh reported that about 50 faculty members expressed interest in serving on this council. The Senate submitted these names to Provost Scott Coltrane who selected three from the Senate list plus four other faculty members to establish the council. Harbaugh said he was pleased with the result, but cautioned that this arrangement is not really shared governance. He'd like to see a larger role for the Senate and said he'd continue to work on that.

Board of Trustees Nominations: Harbaugh announced that Gov. Kate Brown has nominated Jimmy Murray, a classified senator, to serve as the nonfaculty staff member on the UO Board of Trustees beginning on July 1 after Oregon Senate confirmation. He also reported that the governor has made no decision on a nominee for the faculty position on the board.

College Diversity Plans: Harbaugh reported that the colleges have now submitted their diversity plans to the Office of Equity and Inclusion. He has asked for copies of those plans, so senators can review and comment on them. Harbaugh thanked CAS for providing theirs and has posted it on the Senate website.

Deans' Advisory Councils: Harbaugh said he is glad to see colleges reviewing their internal structures, but is concerned that numerous items being processed through Deans' Advisory Councils should also be considered by the Senate. In an effort to make the process more open, the Senate is posting on its website the names of members of the various Deans' Advisory Councils.

### **1.2 Lundquist College of Business Update – Dean Sarah Nutter**

Dean Nutter noted that this is her twelfth week on campus and thanked the Senate for the opportunity to connect with a wider section of the university community. She said she was attracted to come here from George Mason University by the UO's overall academic strength and the leadership of President Mike Schill. Nutter appreciates the Lundquist College of Business's emphasis on sustainability, sports products management, and entrepreneurship and is determined to expand its presence in Portland.

In response to questions, Nutter said the college is in good financial shape, though she is looking for efficiencies. She noted that the college approaches academic and career advising differently than the rest of the university, having its own professional advisory staff at both the undergraduate and graduate levels. Faculty are involved with career advising, particularly at the graduate level. Lowell Bowditch asked whether the College of Business intended to offer its own humanities courses for business majors, because doing so in the past had hurt enrollment in and funding for humanities programs in the College of Arts and Sciences. Nutter said she didn't know the current situation in her college, but would investigate. She said her college needs to connect with students earlier, because they need to be accepted as business majors before the start of their junior years.

### **1.3 Elections - Senate Vice President Chris Sinclair**

Sinclair urged senators to take the elections/service survey and continue or expand their Senate or committee service. He also asked that they recruit others to do the same. Sinclair walked everyone through the online survey and explained exactly how to fill it out. He noted that after nearly two weeks only about 140 people had completed the survey. Faculty participation is less than 10%, which is not nearly enough to meet the university's service needs. The survey is scheduled to close on April 14, but will likely be held open for another week.

### **1.4 Call for Senate Award Nominations - Kurt Willcox (Senate)**

Willcox described the four Senate awards and said nominations are open through April 25. So far, only two nominations have been received. Any member of the university community can nominate someone for any of the awards. Nominations should be sent to Senate Executive Coordinator Betina Lynn. Willcox said he is contacting those who submitted nominations last year for people who didn't receive awards to see if they want to re-nominate them. Awards will be presented at the final Senate meeting of the year on June 7.

## **2. Approval of Minutes:**

**2.1 March 15, 2017** – Senators voted unanimously to accept the minutes as currently posted.

## **4. New Business:**

**4.1 Discussion: US16/17-20: Proposal to Eliminate the Y Grade;** Frances White (Anthropology), co-chair of Academic Council. White reported that the Y grade has served the very limited purpose of identifying students who have enrolled in a course, but never participated in it. She said the UO is unique in using this grade and that over the years many faculty have misunderstood its purpose. It is different from an Incomplete, for example, which requires a student to have done the bulk of the work for the class and for the student and faculty member to agree that that is the appropriate

grade. The Y grade was introduced in the 1960's during the Vietnam War as a way of clarifying student status for those subject to the military draft. If the Y grade is eliminated, White said, faculty will need to assign an F grade to those students who enroll in courses, but don't participate in any meaningful way. If a student is accused of academic misconduct, faculty members will be directed to assign a grade based on work completed until the misconduct issue is resolved. In response to a question, White and Registrar Sue Eveland agreed that a graduate student who is not demonstrating academic progress should be assigned an Incomplete or else an N grade for No Progress.

**4.2 Vote: US16/17-17: Proposed Changes to Honorary Degrees Policy;** Bill Harbaugh (Economics). Harbaugh reviewed the changes being proposed in the way honorary degrees are awarded and how the Senate is involved in that process. The Senate's Distinguished Service Awards and Honorary Degrees Committee will now recommend honorary degree recipients, the Senate will vote on whether to place those individuals in a pool of nominees, the UO President will recommend up to two names a year from the pool to the Board of Trustees, and the trustees will make the final selection.

**Motion to adopt the revised honorary degrees policy: Presented by: Bill Harbaugh. Second: John Bonine.**

**Vote on motion: Unanimous – Yes. Moved/Seconded/Carried.**

**4.3 Discussion: US16/17-21: Change to Article 3.11 Modification of the Senate Bylaws;** Stephanie McGee (Internal Audit), Senator. McGee said the current standard for amending the Senate Bylaws – “2/3 affirmative vote of the University Senate” – is open to interpretation. Does it require 2/3 of the entire Senate membership or 2/3 of those present and voting at a duly convened Senate meeting? Her perspective is that the bylaws should only be changed with the support of a significant portion of the Senate. Given that the meeting quorum is 28 senators, it is possible that as few as 19 senators (about 35%) could change the bylaws, if only 2/3 of those present and voting are required. McGee is proposing that the language be revised to say “2/3 affirmative vote of the prescribed University Senate membership”.

During discussion, several senators asked what “prescribed” meant? McGee said it referred to the total number of senators mentioned in the UO Constitution, which can fluctuate between 51 and 54. Some suggested that 2/3 of the entire membership might be hard to achieve and suggested 50%. McGee noted that where the issue isn't explicitly addressed, Roberts Rules defaults to 50% of the total membership when no notice of the vote is provided or 2/3 of those present and voting when notice is provided. Parliamentarian Paul Simonds noted that senators could choose some percentage other than 50% or 67% (2/3). President Harbaugh called for a straw poll to help clarify how people were viewing the matter in advance of a formal vote at the next Senate meeting. 18 preferred a 50% of the entire membership standard; 11 preferred 2/3 of the entire membership.

**4.4 Discuss: US16/17-20: Major Declaration Policy;** Alison Schmitke (Education), chair of Undergraduate Council. Schmitke noted that there is currently no policy designating when students must declare their majors. If the proposed policy were in place now, it would impact about 1600 students who have begun their seventh term without declaring a major. If passed, this policy will take effect Fall Term 2017 and require students who have completed six terms to meet with an advisor and declare a major before they will be able to register for more classes.

Rick Margerum asked about programs like PPPM that have secondary admissions requirements for their majors. Schmitke said that declaring a pre-major would satisfy this major declaration policy. Eveland noted that the policy is meant to deal with the large number of undeclared students. Eric Pederson asked about students who start out as full-time attendees, but then reduce their course loads and go to part-time status, often with the intention of taking more than four years to graduate. Schmitke said the Undergraduate Council hadn't directly addressed part-time students and would consider this issue further. Harbaugh asked about students who declare a major and then change. Schmitke said this policy would not affect those who make a change, as long as they have made an initial declaration within the stated timelines.

**4.5 Discussion & Vote: [RETURNING BUSINESS: April 2017 Administrative Revisions] US16/17-07: Student Sexual and Gender-Based Harassment and Violence Complaint and Response Policy;** Merle Weiner (Law)

Weiner reported that UO President Schill has committed to signing this revised policy, which is very similar to what the University Senate adopted in November. The changes the task force agreed to, she said, were made in order to gain buy-in from university administration and the task force unanimously recommends its adoption. Weiner reviewed some of those changes:

- There is a new introduction to clarify that this is one among several discrimination policies.
- Resident assistants, orientation leaders, and UO Police Officers will now be designated reporters.
- Head coaches of NCAA intercollegiate sports will be designated reporters, but coaches below that level will be considered student-directed employees when a student-athlete on that coach's team discloses having experienced prohibited discrimination.
- Supervisors will not be able to relinquish their supervisory roles in order to qualify as student-directed employees.
- Identified Resource People will now be called "Title IX Ambassadors".

Weiner introduced all the task force members and thanked them for their expertise, effort, and perseverance. Jennifer Freyd said this policy is an extraordinary achievement and will serve as a national model. Missy Matella said she appreciated the hard work and cooperation between the Senate and the administration. John Bonine

briefly reviewed the history of sexual violence policies at the UO and said he is very pleased with this result. Chris Sinclair noted that he had received numerous inquiries about this policy at a recent meeting of the Pac-12 Academic Leadership Council.

Melissa Barnes, graduate student and member of the task force, said she is very proud of the group and fully supports the results of their work, but she remains concerned about one of the compromises they made to secure administration support. That is the university's insistence that UO Police Officers be listed as designated reporters. Barnes is concerned that this will isolate students of color, many of whom have had bad interactions with police officers in other settings. Requiring police officers to report disclosures of sexual violence may well perpetuate mistrust between them and the students of color they serve. Barnes said she expects administrators to address this feeling of mistrust. She said she is raising this concern, so that it will become part of the official record and so the UO will be held accountable.

Harbaugh noted that Keith Frazee had recommended that the label "Title IX Ambassador" be changed to "Title IX Educator", so as not to be confused with the many other ambassador roles that exist on campus. Since the task force does not object to this change, Harbaugh said he saw no reason to make a formal amendment to the policy. He said it should simply be considered the sense of the Senate that this change will be made once the policy is adopted.

**Motion to adopt the revised sexual violence policy: Presented by: Jane Cramer. Second: Eric Pederson.**

**Vote on motion: Unanimous – Yes. Moved/Seconded/Carried.**

**5. Open Discussion:** Harbaugh noted that Ron Bramhall will talk about university accreditation at the next Senate meeting. A report from the Northwest Commission on Colleges and Universities (NWCCU) about its demonstration project will be posted on the Senate website. Harbaugh also mentioned a meeting called "Dear X: Letters from the Classroom" that will be held on April 18 to gather input on the UO's current general education requirement.

## **6. Reports:**

**6.1 Grievance Policies and Procedures;** Heather Quarles (Romance Languages). Harbaugh noted that he had invited representatives from UO administration and Human Resources to join this presentation and explain where they are heading on revising grievance procedures for non-represented faculty, but they were not prepared to attend today.

Heather Quarles introduced herself as the Grievance and Contract Administration Chair for United Academics (UA). She works with a committee of seven faculty members and UA Executive Director Dave Cecil. Grievances, Quarles said, are essentially alleged violations of the collective bargaining agreement (CBA). If a faculty member

represented by UA thinks a grievance has occurred, they are encouraged to contact Quarles for assistance in determining whether this may be the case.

The negotiated grievance procedure has three steps at the university level. Step 1 is an informal conversation with the faculty member's department head. The faculty member can have this conversation on their own or with Quarles present. If this discussion doesn't resolve the matter, the grievance moves on to Step 2 where it is written down and presented by Quarles and the faculty member to the appropriate dean. If the dean's written response doesn't settle things, the faculty member and union representative can appeal to the Provost at Step 3. Quarles noted that each of these steps includes firm timelines for filing and response, which she said is critical to the success of the process. If a faculty member wishes to pursue a grievance further to a hearing in front of an independent arbitrator, they can make a request to do so and the UA Grievance and Contract Administration Committee will determine if that is an appropriate action to take based on a published set of standards.

Quarles said that in 2015-16, 42 cases were brought to the union of which about 30% ended up as formal grievances. They covered 15 different kinds of issues, such as non-renewals and discrimination. So far in 2016-17, there have been 53 cases involving 18 different kinds of issues of which about 20% have been grieved. The faculty bargaining unit has about 1700 members.

Quarles offered two representative types of grievance scenarios:

- Formal: A faculty member was assigned to work in an unsafe office where the pipes leaked and Facilities Services had not fixed the problem. Quarles determined that this situation was, in fact, a violation of the contract article regarding appropriate work facilities. When the department head was unable to resolve the problem, Quarles and the faculty member filed a formal grievance asking that the person be moved to a safe office space. The dean agreed that the faculty member's office was unsafe, but his solution was to get Facilities Services to fix the leaking pipes. This resolved the grievance.

- Informal: A faculty member was notified by AAEO that they had been accused of discrimination. The faculty member contacted UA to find out what their rights were and what the AAEO investigation process would look like. Quarles attended the AAEO meeting with the faculty member who ended up being completely exonerated. Quarles arranged for AAEO to provide the faculty member with a letter indicating that they had been cleared of the allegations. She also had AAEO notify all witnesses and the faculty member's department head about the acquittal.

**6.2 Budget Metrics;** Lisa Freinkel (VP for Undergraduate Studies) & Elliot Berkman (Psychology). Elliot Berkman reported that he and Freinkel are co-chairs of a committee that is charged with developing new metrics that will be used when allocating faculty resources. Under the new budget model that the UO plans to implement, TTF faculty lines will be funded and controlled through the provost's office. When vacancies occur,

a pair of faculty-centered committees will advise the provost how best to use those lines to meet the UO's strategic needs. Berkman said the recommendations of these committees and the provost's decisions will need to be anchored in a set of publishable and transparent metrics that promote excellence and efficiency in teaching and research. Freinkel noted that the metrics must also address the UO's diversity goals and capture university service in some way. The budget metrics committee intends to develop a dashboard that will address research, undergraduate education, graduate education and diversity by identifying metrics that are quantifiable and measurable.

Chris Sinclair noted that the committee has an impossible but necessary task ahead of it. Berkman said the committee's goal is to generate healthy discussion, not final decisions. Jack Boss from the School of Music and Dance pointed out that they have many one-on-one classes. While this may seem inefficient, it is the only way to properly provide instrument instruction. Laura Lee McIntyre asked if the committee is coordinating its efforts with other groups, such as the Faculty Personnel Committee. Berkman said there is some overlap, but there are differences between evaluating individual performance and an academic unit's performance. Harbaugh said that developing better budget metrics is both a necessary and a "dangerous" task. The new budget model will give a great deal of power to the provost, he said, so the Senate needs to stay involved in the process

**6.3 Course Evaluations Task Force Update;** Bill Harbaugh (Economics). Harbaugh reported that the course evaluations task force will have its first meeting on Friday.

**7. Notice(s) of Motion:** Chris Phillips has submitted a resolution about protecting the UO community from email spam

**8. Other Business:** None.

**9. Adjournment:** 5:00 pm

**Attendance:**

| University Senate Members – 2016-17             |      |     |     | Date: April 12, 2017             |      |     |     |
|---|------|-----|-----|----------------------------------|------|-----|-----|
| Senators  | Pres | Abs | Exc | Senators                         | Pres | Abs | Exc |
| <b>CAS – Natural Sciences</b>                   |      |     |     | <b>School of Music and Dance</b> |      |     |     |
| N. Christopher Phillips<br>(Arkady Berenshtein) |      |     | X   | Alexandre Dossin                 | X    |     |     |
| John Conery                                     | X    |     |     | Idit Shner (Jack Boss)           |      |     | X   |
| Dejing Dou                                      | X    |     |     |                                  |      |     |     |
| Jennifer Freyd                                  | X    |     |     | <b>Clark Honors College</b>      |      |     |     |
| Elliot Berkman                                  | X    |     |     | Monique Balbuena                 | X    |     |     |
| Huaxin Lin (Victor Ostriker)                    |      |     | X   |                                  |      |     |     |
| Christopher Minson                              | X    |     |     | <b>Other Academic Units</b>      |      |     |     |
| Hans Dreyer                                     | X    |     |     | Edward Davis                     | X    |     |     |
| Ilya Bindeman                                   | X    |     |     |                                  |      |     |     |

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

**Guests:** Emma Henderson, Nicholas Gioia, Vickie Gimm, Andrew Dunn, Sarah Nutter, Ron Bramhall, Lisa Freinkel, Alison Schmitke, Sierra Dawson, Mariann Hyland, Chuck Triplett, Kevin Reed, Missy Matella, Merle Weiner, Melissa Barnes, Phyllis Barkhurst, Darcy Heroy, Mckenna O'Dougherty, Heather Quarles, David Cecil, and Kurt Willcox.