

**University Senate Meeting
Wednesday, May 24, 2017
3:00-5:00 pm
EMU – Crater Lake Rooms**

Attendance can be found at the bottom of the page.

1. Call to Order: 3:07 pm

1.1 Introductory Remarks – Senate President Bill Harbaugh

President Harbaugh asked Registrar Sue Eveland who is retiring next week to stand and be recognized for her exceptional service to the university. He thanked her for her contributions to shared governance and for her helpfulness in providing his students with access to university data.

Motion to suspend the rules for the purpose of honoring Sue Eveland. Presented by: John Bonine. Second: Bill Harbaugh.

Vote on suspension of rules: Unanimous – Yes. Moved/Seconded/Carried.

Motion to “express the profound thanks of the University Senate and the faculty, staff, and students of the University of Oregon to Sue Eveland for her many years of distinguished service”. Presented by: John Bonine. Second: Frances White.

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

Harbaugh noted that so far no one has stepped forward to become a candidate for vice president (and president-elect) of the Senate next year. If no one runs for the position, he announced that he is willing to fill the position rather than have it become vacant.

Harbaugh reported that UO President Schill recently signed the new sexual violence reporting policy that was developed through the efforts of the Senate’s Responsible Reporting Work Group last fall. The policy will go into effect on September 15. He noted that it is already being shared with other schools and said it will likely become a model for producing a new UO policy on reporting racial discrimination.

1.2 Remarks – UO President Michael Schill

President Schill provided information and comments on several issues that he’s been dealing with recently.

Sexual Violence Reporting Policy: Schill confirmed that he has signed the policy and that it will take effect on September 15. He expressed his thanks to the members of the work group that developed it and in particular to Merle Weiner, the group’s chair, for her patience and perseverance. Schill described the policy as a compromise where faculty

and staff who are told about incidents of sexual violence or harassment will no longer be responsible for reporting the matter to campus authorities, but will now be required to contact the university's sexual violence support staff in confidence and pass along information about available resources and reporting options to the survivor. He noted that the university will need to put a lot of time, effort, and training into implementing the policy, which is why it won't take effect until September. Schill said Title IX Coordinator Darci Heroy is setting up a team to prepare for the rollout of the policy and initiation of the online Callisto reporting system. He also said the university will regularly review how the policy is working in practice.

HECC and the UO's Tuition Increase: Schill said that after the initial rejection of the UO's proposed 10.6% increase in resident undergraduate tuition, he had spoken to 7 of the 8 HECC commissioners and HECC staff about the UO's budget situation and the consequences for low-income and minority students if the increase were held to 5%. He told them no one here was pleased about the size of the increase, but explained it was necessary due to the governor's proposed flat funding of higher education, extraordinary increases in PES and PEBB costs, and salary increases. Even with the large tuition increase, Schill noted, the UO will need to cut about \$9 million from its budget. He expressed optimism that the proposed increase would be adopted when the HECC meets to reconsider the UO's request on May 25.

State Budget Situation: Schill explained several steps he is taking to eliminate the university's \$9 million budget shortfall. These include requiring all administrative units to reduce costs by 1% for the coming budget year, eliminating our strategic investment fund expenditures for next year, ending the graduate student degree completion incentive fund, and sweeping interest earnings from various funds into the central E&G Fund. Taken together these actions will save about \$4.5 million. Schill has a budget advisory group that includes the entire Senate Budget Committee looking at ways to find the other \$4.5 million though no action is likely to be taken until the university knows more precisely what the legislative appropriation for higher education will be. We should learn that sometime in July.

Unit Budget Issues: Schill described how several schools and colleges have ended up with sizeable budget deficits over the years and explained why this hadn't been detected quickly in the university's extremely decentralized budget system. This is clearly not sustainable, he said, and noted that each of the units involved is developing a plan to eliminate these deficits by 2020. These plans will likely include some combination of budget cuts, efficiencies, and generating new revenue.

New Budget System: The new system, Schill said, will be centralized in the Provost's office. It will start, though, with faculty proposals for hiring. He expects the new system to encourage more discussion about how individual faculty hires can advance the university's mission and help it achieve its strategic goals, including adding tenure track faculty, emphasizing research, improving student success, and increasing diversity. It will feature the development and posting of an annual Institutional Hiring Plan listing all the faculty searches the university is pursuing.

President Schill asked Provost Scott Coltrane to explain the new Institutional Hiring Plan. Coltrane reported that this year the UO conducted about 60 faculty searches, hired 40 new faculty and expects to add about 8-10 more. Given the number of anticipated retirements, this should produce a net increase of about 12-15 new tenure track faculty. 21 of the new hires are from underrepresented groups, said Coltrane, more than half are women, and we have made up ground in the natural sciences. 14 of the unfilled searches from this year are included in next year's Institutional Hiring Plan. That plan, Coltrane noted, was put together by deans and faculty who reviewed each other's hiring proposals and settled on a list of 67 searches, which is posted on the Provost's website. These hires cover all colleges and schools and will focus broadly on computational science, the environment, global cultures, inequality, transportation, and several other fields.

1.3 – Remarks – Jessie Minton, Chief Information Officer

Minton expressed great pleasure at returning to her alma mater. She began work as the UO's Chief Information Officer about three weeks ago and said she is currently in listening and learning mode. She spent the last six years at OHSU as Director of Business Operations and Technology Services. Minton's goal is to provide the university with the best system possible within our limited resources. She intends to accomplish that by partnering with units all across campus. Minton is excited by the possibilities the Knight Campus will create. She said technology is now very much a utility, like providing clean water to campus, and we must ensure the uninterrupted delivery of this critical resource.

2. Approval of Minutes:

2.1 April 26, 2017 – Senators voted unanimously to accept the minutes as currently posted.

4. New Business

4.1 Discussion and possible vote: US16/17-28: Create a Teaching Evaluation Task Force; Sierra Dawson (Human Physiology)

Motion to adopt the proposed legislation. Presented by: Chris Phillips. Second: Eric Pederson.

Harbaugh reviewed the various provisions of the legislation in detail. He introduced two of his honors undergraduates who have reviewed public course evaluation data from the Registrar's Office to try to determine if there are any trends in how certain groups of students evaluate courses or how certain kinds of teachers or courses get evaluated. Preliminary results show that the higher the overall average grade for a particular course, the more likely it is that the course and teacher will receive a favorable evaluation.

Senators raised numerous questions about student participation on the proposed task force, how written comments on evaluations will be handled in light of Oregon law which prohibits the use of anonymous data when making personnel-type decisions, and why the task force will be looking into peer reviews, in addition to student evaluations. The task force was also reminded that correlation should not be confused with causality.

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

4.2 Discussion and possible vote: US16/17-27: Department Status for the Cinema Studies Program; Frances White, Co-Chair of the Academic Council

Frances White presented the motion to the Senate and noted that it did not need a second since it was coming from a Senate committee. White said the motion only involves making Cinema Studies its own department; it doesn't address the question of where that department should be located. The Academic Council is comfortable leaving that decision up to the Provost, though it appears the Provost will recommend that the new department be located in CAS. As a department, White said, Cinema Studies will have its own faculty and more control over its curriculum. White said the Academic Council has been told that creating a Cinema Studies Department will not involve greater expense. The department will continue to receive the resources it received as a program, but there will likely be some printing costs associated with the name and status change.

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

5. Open Discussion

5.1 Senate Elections Update

Chris Sinclair announced that Senate elections closed last Friday. While the great majority of the election ran smoothly, there were a few irregularities and tie votes, so those matters will get resolved this week. In addition, Sinclair noted, the Committee on Committees has completed 95% of its work making appointments to Senate committees. Election and appointment results will be announced at the June 7 Senate meeting.

5.2 CAS Shared Governance Update - Senate VP Chris Sinclair

Sinclair reported that he and Harbaugh had met with Andrew Marcus and Bruce Blonigen from CAS to discuss how to establish shared governance structures for faculty and administrators in that college. He said they had a good discussion and will continue the conversation over the summer. They hope to have something in place by Fall Term. One approach they will explore is how to make use of the senators from CAS in providing a governance voice for faculty.

6. Reports

6.1 Senate Curriculum Committee & CAS Curriculum Committee – Frances White

White reported that she, Harbaugh, and Sinclair had met recently with CAS representatives to discuss the college's stated interest in eliminating its own course review committee. Currently, the CAS Curriculum Committee evaluates the content of proposed new courses. If this committee disappears, new course proposals would go directly to the Senate's UO Curriculum Committee, which typically only reviews course proposals to ensure that they meet accreditation standards. The loss of the CASCC would significantly increase the workload of the Senate committee which reviewed 243 new courses this past academic year. White fears that the UOCC will break down entirely, if there is review at the college level is eliminated. Harbaugh said if the CASCC is disbanded, then the UOCC will clearly need additional resources.

6.2 Bias and Education Response Team (BERT) Task Force – Chris Chavez

Chavez reported that his task force had finished its report in March and that it is posted in the Senate website. In general, the task force concluded that BERT handles its educational functions well, but it needs to make changes in how it intervenes and makes referrals regarding bias situations. Specifically, the task force recommended that BERT look into gathering additional data to help it better understand the campus climate, that it refrain from intervening directly in classrooms when teachers are involved, and that it design and publicize a clear channel for students to follow when reporting bias situations. Chavez noted that he has met with Kris Winter, the new Dean of Students, and she has indicated that her office will be conducting a review of how BERT operates.

6.3 Faculty Personnel Committee (FPC) Report – David Frank

David Frank who has chaired the committee the past two years reported that the FPC reviewed 150 cases this past year. He praised this peer review process and said the university can be proud of all the great faculty members who received promotions.

Laura Lee McIntyre said that in her two years on the committee, she's developed a concern about the uneven faculty service profiles she's encountered. Her sense is that women faculty perform different kinds of service than male faculty and more of it. She said the group intends to work with the new provost and Academic Affairs next year to conduct a service audit to determine whether these suspicions are accurate and where any identifiable problems exist. FPC members want to ensure that service is honored and that it doesn't interfere with academic scholarship, she noted.

Boris Botvinnik who will chair the FPC next year described some of the things he hopes the group will accomplish.

John Bonine asked if the UO only recognizes service to the university or if it also considers service to the profession, to colleagues, and to the community. McIntyre noted that the FPC favors a broad definition of service. Clearly, she said, service to the profession and community are important and need to be counted.

Harbaugh asked what happens when the FPC and Provost Coltrane disagree on a promotion. Frank said there is always a direct conversation, that Coltrane listens carefully to the FPC's analysis, and that he often ends up agreeing with their recommendations.

6.4 Core Education Task Force

Harbaugh said this group will begin meeting next week.

6.5 Diversity Action Plans (DAP)

Harbaugh reported that all diversity action plans have been submitted and are being reviewed by a committee that he and Sinclair serve on. Vice President for Equity and Inclusion Yvette Alex-Assensoh met with the Senate Executive Committee last week to talk about the DAPs. Harbaugh said he alerted Alex-Assensoh that the Senate expects to be included if the DAPs get into areas impacting academic policy.

6.6 Faculty Athletics Representative (FAR) Report – Tim Gleason

Harbaugh announced that this report has been posted on the Senate website.

6.7 Athletics Director (AD) Report – Rob Mullens

Harbaugh announced that this report has been posted on the Senate website.

6.8 Selection of Faculty Trustee

Laura Lee McIntyre asked where things stand with the governor selecting a faculty member to serve on the UO's Board of Trustees. She is one of the people being considered for that seat and has not heard anything about when a decision will be made. McIntyre also asked for the results of the Senate's internal poll ranking the five candidates and requested to know what recommendations Harbaugh and Sinclair had made in their capacities as Senate officers.

Harbaugh declined to say whom he had recommended, saying that would likely be divisive. He also said McIntyre could make a public records request to see the results of the internal Senate poll. Harbaugh said the information coming out of the governor's office has been confusing. He was initially notified that the governor had selected a particular candidate. Then he was told that it would be a different person. Most recently, he has heard that the governor will be sending someone to Eugene this summer to interview the five candidates and make a recommendation. Angela Wilhelms said she

has been told that the candidate interviews will occur in two weeks or so. Because the legislature is pre-occupied with revenue issues right now and will adjourn in July, she expects that no one will be confirmed until September during legislative days. In the meantime, Susan Gary will continue to serve as the faculty trustee.

7. Notice(s) of Motion - None

8. Other Business – Executive Session to Vote on Awards

The Senate accepted the recommendations of several selection committees and chose to make the following awards:

Leadership and Service Award for Officers of Administration: Lisa Raleigh

Shared Governance, Transparency, and Trust Award: Diane Dietz

Wayne T. Westling Award: Jennifer Freyd

Classified Staff Leadership Award: Kurt Willcox

9. Adjournment: 4:51 pm

Attendance:

University Senate Members – 2016-17				Date: May 24, 2017			
Senators	Pres	Abs	Exc	Senators	Pres	Abs	Exc
CAS – Natural Sciences				School of Music and Dance			
N. Christopher Phillips	X			Alexandre Dossin	X		
John Conery	X			Idit Shner (Jack Boss)	X		
Dejing Dou			X				
Jennifer Freyd	X			Clark Honors College			
Elliot Berkman			X	Monique Balbuena	X		
Huaxin Lin			X				
Christopher Minson	X			Other Academic Units			
Hans Dreyer	X			Edward Davis	X		
Ilya Bindeman		X					
				Librarians			
CAS – Social Sciences				Lori Robare			
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	X			Students			
Lowell Bowditch	X			Lauren Young (Nick Gioia)	X		
Cristina Calhoon	X			Keegan Williams-Thomas		X	
Pedro Garcia-Caro	X			Montse Mendez-Higuera	X		
Alison Groppe	X			Ednaly Jimenez-Gomez		X	
Beata Stawarska		X		Jarred Umenhofer	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						
Kate Mondloch	X			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	X		
John Bonine	X			Quinn Haaga, ASUO President (Andrew Dunn)			X
				Betina Lynn, Sen. Exec. Coord.	X		
College of Business				Paul Simonds, Parliamentarian	X		
Ali Emami	X			Angela Wilhelms, St.Fac.Ex.Crd	X		
Jennifer Ellis	X						

Guests: Emma Henderson, Andrew Dunn, Nick Gioia, Ron Bramhall, Mariann Hyland, Mike Aronson, Priscilla Ovalle, Greg Stripp, Ken Doxsee, Sue Eveland, Jennifer Winters, Jessie Minton, Kelly McIver, Matt Carmichael, and Kurt Willcox.