

**University Senate Meeting
Wednesday, January 31, 2018
3:00-5:00 pm
EMU – Crater Lake Rooms**

Attendance can be found at the end of the minutes.

1. Call to Order: 3:02 pm

1.1 Introductory Remarks – Senate President Chris Sinclair

President Sinclair reviewed a variety of items.

- Metrics: Sinclair noted that there are various efforts taking place on campus to select metrics for evaluating academic excellence. He invited senators to attend Senate Office Hours on Thursday, February 1 from 9 – 11 am at Marché in the museum where metrics will be the topic of conversation.
- Shared Governance within Colleges: Sinclair mentioned a recent blog post that described how the designated use for particular endowed funds in the College of Design had been expanded by college administrators through court action without the required involvement of the faculty most directly impacted by the endowment. Sinclair said his concern in this situation is less with the outcome and more with how the process played out. He noted that, despite real overall improvement, there continues to be a “trust deficit” among some faculty members and some administrators.
- College of Education Restructuring: Sinclair said he’s heard that COE is planning a reorganization that will likely result in staff and NTTF reductions.
- School of Journalism and Communications Reductions: Sinclair said he’s been told that SOJC will be eliminating several faculty positions and urged anyone concerned about this to talk with the SOJC dean for more details.
- College of Design Portland Assignments: Sinclair said he has heard from several people in COD that there is a good deal of unhappiness over the method the college is using to assign people to the UO’s Portland campus.
- Tuition and Fees Advisory Board Update: Sinclair said he’s invited Amy Schenk, ASUO president, and the faculty senators who serve on TFAB to provide an update at the next Senate meeting about this year’s tuition-setting process.
- Differential Tuition Proposal: Sinclair noted that the Lundquist College of Business is proposing to adopt a differential tuition model for its undergraduate students next year and that SOJC may be considering something similar. This would be a significant departure for the UO, he said, and something the Senate might want to address.

- Sexual and Romantic Relationships Policy: Sinclair noted that the Senate's Committee on Sexual and Gender-Based Violence (CSGBV) has been working with Missy Matella from the General Counsel's office for several months to address problems in the existing policy. That policy prohibits faculty and staff from having sexual and romantic relationships with students if they have any role in evaluating or supervising those students, but if such relationships occur, faculty and staff are simply required to announce their existence. Yesterday, UO President Michael Schill signed and put into effect a temporary policy that CSGBV and OGC support which fixes this and other problems. Over the next six months, CSGBV and OGC will work on a permanent policy that will be presented to the Senate for discussion and vote. The new temporary policy will be posted on the Senate website.

2. Approval of Minutes:

2.1 January 17, 2018 – Senators offered no objections to or corrections of the minutes as currently posted, so President Sinclair declared them approved.

3. State of the University:

3.1 Remarks – Michael Schill, UO President

- Trust Deficit: UO President Schill responded to Senate President Sinclair's mention of a "trust deficit" by saying that he prides himself on being honest and speaking plainly. Schill says the entire administration takes the same approach. When he got here, he said, he found a campus that needed to learn how to disagree without suspecting peoples' motives. Schill said he hasn't felt a trust deficit, but does recognize there is an Oregon skepticism out there. He urged anyone who feels the administration is not being honest with them to come and talk about it.

- Michigan State University Sexual Assault Situation: President Schill said he was horrified and sickened by the atrocities that happened there with their gymnastics trainer, but that he was awed by the strength of the women who confronted the perpetrator in court. Schill said he, like all university presidents, is asking if this could happen at their schools and what they can do to prevent it. He said all schools are potentially vulnerable and must be ever vigilant about sexual harassment and violence. This is not about legal and reputational risk, Schill said, but a moral imperative to protect everyone in the university community. He noted that the UO has been proactive in this area and cited several steps that have been taken, but also said that the UO will never be done trying to improve. He urged all campus groups to work together on this and asked anyone who encounters a situation that doesn't feel right to communicate that to the Darci Heroy, the Title IX Coordinator. And, Schill added, if you don't feel the university is taking the proper action, please contact him directly.

- White Supremacy / Hate Speech Resolution: President Schill reminded senators that he has 60 days after the Senate passes a resolution to explain his opposition if he disagrees with it, but if he agrees with all or parts of the resolution, he doesn't have to

act at all. In this case, Schill said he disagrees with some of the “Whereases”, but overall he’s OK with the resolution and hopes the Senate passes it. White supremacist views are repugnant, Schill said, and he’s glad to have the Senate join him in condemning them. He promised that he would continue to speak out against hate and to confront historical racism in Oregon and at the UO. Schill noted some of the steps that have been taken here in this regard recently and said he would specifically ask the task force proposed in the Senate resolution to: 1) add plaques to monuments and other objects on campus to provide context for the circumstances that existed when they were created; 2) propose new statues and monuments celebrating diversity; 3) develop a walking tour of campus monuments that highlights how thinking about race and diversity has changed over time; and 4) engage students through their classes in the development of these various projects.

4. New Business and Reports

4.1 Vote: Senate Consent Calendar

President Sinclair noted that this would be the first time the Senate has used its new Consent Calendar. He reported that one item had been removed from the calendar, so that it now included only the following two items:

- US 17/18-09: Revision of UO Policy 02.01.03 - Faculty Merit Increase Factors
- US 17/18-10: Repeal of OUS 01 - Academic Calendar and Revision of OUS IMD 2.025 - Academic Calendar

Vote on Consent Calendar: Unanimously – Yes. Moved/Carried.

4.2 Discussion: US 17/18-08: “Creation of Core Education Council” – President Sinclair

President Sinclair who chairs the Core Education Task Force reviewed the group’s proposal for creating a Senate standing committee called the Core Education Council. The structure, he said, is modeled on the Undergraduate Council. Sinclair explained the various elements of the proposed council’s 17 point chart, including its Charge and Responsibilities and Membership Requirements. If the Senate creates the Core Education Council, its first members will be selected during the Spring Term elections and appointment process.

During discussion, senators offered a variety of suggestions, including:

- Add a librarian to the council.
- Add someone from the Language Council or a language center, because the council will be addressing BA requirements.
- Add someone from Mathematics, because the council will need to address the issue of math literacy.

- Ensure that issues of equity and diversity are addressed in the makeup of the council through the appointment process.

Frances White noted that the new Core Education Council will be responsible for developing core education policies and requirements. The Committee on Courses, which she chairs, will do the detail work of establishing guidelines for meeting those requirements and examining whether individual courses meet the guidelines. Sinclair explained that there are more representatives from the College of Arts and Sciences on the proposed council than there are from the professional schools, because the great majority of core education courses are taught in CAS.

4.3 UO Libraries Update – Adriene Lim, Dean of Libraries

Adriene Lim said the UO Libraries' see themselves as a "catalyst for learning, discovery, and knowledge creation in service to the transformative power of individuals and communities." In practice, this means that the libraries aim to be:

- Centers of inspiration, knowledge, and cultural enrichment
- Recognized nationally for innovative, effective service models
- Essential partners in research initiatives and developing students for success
- A showcase for the UO's leading-edge physical and virtual learning environments.

Lim then detailed the UO Libraries' efforts in five strategic areas:

- Information and Knowledge
- Student Success
- Research and Engagement
- Interactive Learning Environments
- Increasing Capacity

Lim noted that the UO Libraries was the first unit to reach its fundraising goal last year and described some of the programs this philanthropy will fund. She pointed out that the UO Libraries is the largest student employer among academic units with over 300 students employed each term. Lim also expressed appreciation for the work of the Senate's University Library Committee.

4.4 Report: Teaching Evaluation Task Force Update – Vice President Bill Harbaugh and Sierra Dawson, Assistant Vice Provost for Academic Affairs

Harbaugh and Dawson reviewed the work of the Teaching Evaluation Task Force which has been meeting every two weeks, including during the summer, since it was created last spring. The group hopes to place a proposal for revamping the current system of student evaluations in front of the Senate by Spring Term.

Harbaugh described how the existing student evaluation system works and identified its numerous deficiencies, which include:

- It doesn't provide specific information on how to improve teaching.
- Students rush through the evaluations, because they often have many to fill out in a short timeframe.
- Data points to a variety of serious biases in the evaluations, including gender, race, ethnicity, etc.
- Evaluation results are highly correlated with the grade the student received.
- Faculty who use innovative teaching methods are often rewarded with lower evaluations.
- In general, there is a negative correlation between evaluations and learning outcomes.
- A major meta-analysis of student evaluations across the country suggests that they harm learning.

Colleges and universities continue to use these evaluations, Harbaugh said, because they provide students with a voice about the classes they take; they provide an early warning of potential serious problems with a faculty member; they are used to make merit raise decisions; and it is difficult to overcome the inertia of the existing systems.

Dawson reported that the American Association of Universities (AAU) is actively encouraging member institutions to develop new systems of teacher evaluations. The task force has already hosted one AAU representative on campus this month to learn about their research and recommendations and will host another next week. Dawson said the task force has also connected with numerous campus stakeholders, including students, and is working on a prototype evaluation process that it will continue to refine before presenting to the Senate. She said their focus is not only on student evaluations, but the larger picture of evaluating teaching. The main principles behind the recommendation the task force will make, Dawson said, include ensuring that the voices of students, faculty, and the individual instructor are all included; protecting the anonymity of students and providing good incentives for them to participate; and eliminating bias.

Senators asked questions about the kind of metrics involved in a new evaluation system, whether peer evaluations will be included, the value of focusing on teaching skills during the hiring process, how faculty's acceptance or rejection of electronics in the classroom affects evaluations, and if there is a way to use external reviews to develop a more consistent level of academic excellence across schools and departments. Dawson and Harbaugh said the issue that led to the formation of the task force, whether students accused of academic misconduct should be able to evaluate the faculty member who reported them, would be addressed in their proposal to the Senate.

4.5 Vote: US 17/18-06: "Resolution Denouncing White Supremacy and Hate Speech on UO Campus" – Senator Arian Mobasser

President Sinclair explained that at the end of the last Senate meeting the resolution was referred to the Senate Executive Committee (SEC). Since then, the SEC has worked with the sponsors of the motion, those proposing amendments to it, and

numerous other individuals and constituencies to attempt to put together a revised resolution that effectively addresses the issue and has widespread support. To that end, Sinclair read the report from the SEC and the entire revised motion. Procedurally, in order to consider the SEC's proposed revised resolution, Sinclair noted that the Senate would first need to vote to substitute it for the version that was last discussed on January 17.

Motion from the SEC to substitute its revised resolution for previous versions of the White Supremacy / Hate Speech resolution. Second not needed, because motion is coming from a Senate committee.

Vote: Unanimously – Yes. Moved/Carried.

Motion to amend the revised resolution by substituting in Section 1.12 the term “marginalized voices” for “people of color, women, and others of diverse backgrounds”. Presented by: Arian Mobasser. Second: Cheryl Ernst.

Vote: Unanimously – Yes. Moved/Seconded/Carried.

Motion to amend the revised resolution by deleting in Section 1.5 the words “leverage free speech rights to”. Presented by: Chris Phillips. Second: Huaxin Lin.

Phillips said that leaving the language as proposed by the SEC looks like an attack on free speech. Phillips said his goal is to protect the right to free speech, even if a group is using that right for hate speech. He noted that he had gone to the websites of several groups mentioned in the Related Documents section of the resolution and learned that they are outspoken in their support of free speech.

Several senators responded by saying that the language about leveraging free speech rights accurately describes how the white supremacists are misusing free speech to purvey hate and should remain in the resolution.

Vote on proposed amendment regarding Section 1.5: 1 – Yes. Overwhelmingly – No. Motion defeated.

Terry McQuilkin, a classified senator, thanked the SEC for making a last-minute change to the revised resolution that will allow all campus constituencies to be part of the task force described in Section 2.3. Previously, classified employees were not included.

Vote on the revised resolution as amended: 44 – Yes. 0 – No. Moved/Seconded/Carried.

5. Open Discussion:

Chris Minson spoke about the “trust deficit” that President Sinclair mentioned in his opening remarks. Minson said he sees a few faculty who are anti-administration, but that by and large faculty and students do not distrust the UO administration. His sense is that the administration cares about and supports the faculty and noted that many administrators previously served on the faculty. Instead, Minson believes that many faculty have a “trust deficit” with the University Senate and its leadership. He urged faculty senators to talk with their constituents and then represent them at Senate meetings. He also asked for a ruling from the Senate Parliamentarian about the appropriateness of the Senate president offering his own opinions about issues facing the Senate. Rich Margerum concurred and said the Senate needs to separate advocacy from the procedural role of the Senate president, so the body can be the open forum it is meant to be.

Arian Mobasser thanked the senators, students, and members of the administration who contributed to the resolution on white supremacy and hate speech. He praised the deep spirit of collaboration and urged everyone to continue talking and learning from each other. Mobasser said he sees the resolution as a jumping off point for more robust conversations.

6. Reports: None

7. Notice(s) of Motion: None

8. Other Business: None

9. Adjournment: 4:52 pm

Attendance:

University Senate Members – 2017-18				Date: January 31, 2018			
Senators	Pres	Abs	Exc	Senators	Pres	Abs	Exc
CAS – Natural Sciences				School of Music and Dance			
Elliot Berkman	X			Jack Boss	X		
Ilya Bindeman	X			Toby Koenigsberg	X		
Hans Dreyer	X						
Jennifer Freyd	X			Clark Honors College			
Tom Greenbowe (Sullivan)			X	Monique Balbuena		X	
Anthony Hornof		X					
Huaxin Lin	X			Other Academic Units			
Christopher Minson	X			Edward Davis	X		
N. Christopher Phillips	X						
				Librarians			
CAS – Social Sciences				Elizabeth Peterson	X		
Bill Harbaugh (Vice Pres.)	X			Lori Robare	X		
Katie Meehan			X				

Madonna Moss			X	Officers of Administration			
Eileen Otis	X			Cheryl Ernst	X		
Mike Urbancic	X			Keith Frazee	X		
				Marcus Langford	X		
CAS – Humanities							
Lowell Bowditch	X			Students			
Cristina Calhoon			X	Luci Charlton	X		
Pedro Garcia-Caro	X			Cali Hodge	X		
Alison Groppe	X			Arian Mobasser	X		
Colin Koopman	X			Alexandra Pear		X	
Mark Whalan	X			Keegan Williams-Thomas	X		
Alejandro Vallega	X						
David Wacks	X			Classified Staff			
				Theodora Ko Thompson (Sam Galli)			X
College of Design							
Liska Chan	X			Terry McQuilkin	X		
Laura Leete	X			Valerie Mickelson	X		
Richard Margerum	X			Career NTF Research			
Sylvan Lionni	X			Greg Bryant	X		
College of Education							
Beth Harn	X			Academic Council Chair			
Christopher Murray	X			Frances White	X		
John Seeley	X			Ex-Officio			
				Chris Sinclair, Vice President	X		
Journalism and Comm.							
Christopher Chavez		X		Michael Schill, UO President	X		
				Jayanth Banavar, UO Provost		X	
				Amy Schenk, ASUO President	X		
School of Law							
Susan Gary	X			Angela Wilhelms, St.Fac.Ex.Crd		X	
				Stephanie McGee, Parliamen.	X		
				Betina Lynn, Sen. Exec. Coord.	X		
College of Business							
Jennifer Ellis	X			Kurt Willcox, Sen. Prog. Asst.	X		
Ali Emami (Joel Sneed)			X				

Guests: Hannah Kanik, Sierra Dawson, Scott Pratt, Melanie Muenzer, Kevin Reed, Ron Bramhall, Kyle Henley, Mariann Hyland, Adriene Lim, David Cecil, Jimmy Murray, Melina Pastos, Ivan Chen, Caroline Crisp, Nate Severance, Nicholas Hayes, Daniel Paulsen, Kelly Pembleton, Jennifer Winters, Brent Harrison, Kassia Dellabaugh, Aviva Kaye-Diamond, and Amira Borders.