University Senate Meeting
Wednesday, October 4, 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: 3:03 pm

1.1 Introductory Remarks – Senate President Chris Sinclair

President Sinclair reviewed the agenda. He commented that, in his experience, both President Schill and Provost Banavar are ethical people who want to make the right decisions for the university and who are willing to listen to Senate input. Sinclair believes the Senate is entering a new phase where our default position should be one of trusting the administration, but with the understanding that when we disagree or insist on further dialogue that those requests will be accepted and respected.

1.2 Remarks – UO Provost Jayanth Banavar

Provost Banavar said he's very glad to be here at the UO working with President Mike Schill. His job as the new provost, he noted, is all about championing – the Senate, faculty, staff, and students. Banavar said he has three guiding principles in his life – relentlessly pursuing excellence, being transparent, and acting with integrity.

Banavar shared several of his dreams for the UO, including putting students first by enhancing the educational experience; upholding high standards in faculty hiring and retention; strengthening faculty research – both core and interdisciplinary research; tackling important societal problems; emphasizing diversity (in all forms), equity, and inclusion; encouraging everyone to focus on the well-being of the entire university; cultivating relationships with donors and funders that will improve the university's financial situation; and following a strategic plan, but also being prepared to take calculated, data-driven risks that will increase the university's standing.

Banavar acknowledged that the lack of resources has created divisions on campus, but he urged everyone to care about the university, consider themselves part of the same family, and recognize each other's worth. Banavar particularly emphasized the value of university staff who he said play an incredible role and without whom "there would be no show."

Banavar expressed concern about the divide that seems to exist between the sciences and the rest of campus. He said science is extremely important, because it makes life better, but that it is the arts, culture, and humanities that make life worth living. The UO is and needs to be strong in both areas, Banavar said. In this rapidly changing world, the university must find a way to balance the humanities, natural and social sciences, and professional schools.

Banavar said the University Senate brings great value to the university. He participated in the senate at the University of Maryland and believes strongly in shared governance over academic matters. He mentioned several such issues that the UO Senate will be tackling this year, thanked senators for the work they will be doing, and said he will be a strong partner in this effort.

Banavar noted several hiring searches that are currently going on, including for Dean of the School of Music and Dance, Dean of the Clark Honors College, and Associate Dean of the Graduate School.

1.3 Remarks – UO President Michael Schill

President Schill said he would save most of his comments for his State of the University speech on Friday. He expressed great pleasure in having Banavar as the new provost and said he was the unanimous choice of the large and diverse search committee. Schill described himself as "prose" and Banavar as "poetry" and said their visions and priorities are well aligned.

Schill expressed excitement about the new school year and the ambitious academic agenda the Senate has planned. He noted that this agenda will entail a great deal of work, but said it is important for the university to deal with these issues, rather than have the state act on them for us.

Schill said that much of his speech on Friday will deal with freedom of speech and the challenge the UO and other universities face in promoting and protecting it. Schill sees generational differences in the value current students and many academics place on freedom of speech. Unfettered debate, he said, has been at the heart of the academic approach. When there are differences of opinion, people should be invited to talk more to promote better understanding, if not agreement. Unfortunately, he said, universities are being used increasingly as pawns by outside forces that want to manipulate free speech to try to provoke confrontations. Schill said he will be announcing a year-long program involving all schools and colleges that will encourage students to think through and learn about freedom of speech.

1.4 Questions and Answers – Schill and Banavar

Bill Harbaugh asked if the various dean searches would be open or closed. Banavar said they would be closed through the airport interview stage, but that the finalists would be invited to campus for meetings and presentations.

John Bonine asked President Schill what he considers to be "harmful speech". Schill said we all have a responsibility to use our speech in ways that are not harmful to others. We must use judgment in exercising our right to speak. Perturbing speech is protected, but speech that incites violence or involves true threats of harm is not. Schill said he will again propose regulations on the time, place, and manner in which speech

occurs on campus. He wants the UO to teach students modes of speech that are not harmful and how to respond appropriately when they hear harmful speech.

Greg Bryant asked Provost Banavar if he will involve the university community in deciding what the great social challenges are that the UO should invest in. Banavar said he has been reviewing past efforts such as the Clusters of Excellence and Big Ideas. He wants to sustain these projects, but also identify other areas of strength where the UO could be among the world's best and he will definitely need the faculty's help in doing so.

Colin Koopman noted that the University Senate welcomes the presence of both the UO president and the provost at its meetings, because it wants to work in partnership with the administration. Provost Banavar said he is willing to attend every Senate meeting to further that partnership.

2. Approval of Minutes:

2.1 June 7, 2017 – Senators offered no objections to or corrections of the minutes as currently posted, so President Sinclair declared them approved.

4. New Business

4.1 Senate Business – Chris Sinclair

Senate Office Hours: Sinclair announced that he and Vice President Harbaugh will be at Marché on Wednesday mornings from 9 – 11 am. Any senators or administrators who would like to drop by and discuss Senate business are welcome to do so.

Senate Reception with President Schill: Scheduled for October 17 at Treetops. Be sure to RSVP.

Orientation for New Senators: Will occur on October 10 and 12 in 410/412 PLC. Contact Senate Executive Coordinator Betina Lynn to sign up.

Orientation for Committee Chairs: Being scheduled for the third week in October.

Senate Website: Sinclair mentioned some of the information and resources available there and urged senators to make use of it.

Introductions: Sinclair introduced the Senate officers, parliamentarian, and staff.

Senate Caucuses: Sinclair explained that he's arranged for the establishment of a CAS Caucus that includes all the senators from CAS departments. CAS Dean Andrew Marcus has agreed to meet with this caucus regularly to hear concerns and share ideas. The concept here is to ensure that Dean Marcus who has a variety of advisory groups gets to dialogue directly with the elected senators in his college. Sinclair hopes

this concept will catch on in other schools and colleges and encouraged anyone who would like to work on setting up another caucus to contact him.

Committee Appointments: Sinclair reviewed a variety of committee vacancies that need to be filled and asked for volunteers and recommendations. These include the PAC-12 Academic Leadership Council, Senate Budget Committee, Academic Requirements Committee, and the Scholastic Review Committee. There are also vacancies in two senator positions – College of Design and CAS-Humanities. In addition, Sinclair is looking for people to recommend for several university-wide and college committees, including the Clark Honors College Dean search, the Graduate School Dean search, the CAS Small Programs working group, and the CAS Tykeson Hall Building working group.

4.2 Senate Agenda for the 2017-18 Academic Year – Chris Sinclair

Sinclair reviewed many of the issues that are likely to come before the Senate this year.

Core Education: The UO's accreditors want a standing Core Education Committee established and the Senate has a task force working on this. It will coordinate a public process to discuss what's needed and then draft a committee charge for Senate review and adoption.

Student Evaluations: There is good evidence that the current evaluations are sexist and racist and that they are highly correlated with grades received. This is a serious problem, since these evaluations are used in tenure and promotion decisions and in evaluating graduate employees. A Senate task force has begun to analyze the situation and hopes to propose a better process. Before any proposal reaches the Senate, it will be reviewed by the Undergraduate Council, Graduate Council, and Faculty Personnel Committee.

Multicultural Requirement: There is a university committee that is looking at our current requirements in response to concerns raised by the Black Student Task Force. The committee will likely recommend the addition of a Diversity, Power, Agency section of courses to the current requirements. After review by the Undergraduate Council and the Academic Council, any proposed changes will be debated in the Senate.

Credit Transfer Agreements: A recently-passed state law requires Oregon community colleges and public universities to develop a process whereby students will be able to transfer 30 credits of general education coursework directly to those public universities. Unfortunately, the Higher Education Coordinating Commission (HECC) has proposed an unrealistic timeframe for putting this process together. Frances White is the UO's representative in this process and Rob Kyr is working on the issue through the Interinstitutional Faculty Senate (IFS). Once a process is developed, it will need to work its way through the shared governance process at the UO and the other public universities.

<u>Committees & Task Forces</u>: Sinclair noted several committees and task forces that may be bringing issues to the Senate this academic year. They include proposed changes to the way the Faculty Research Awards Committee (FRAC) operates and a revised process by which new course proposals are vetted in CAS before they reach the UO Committee on Courses. Sinclair said there will likely be proposals to establish a task force on Academic Freedom to promote the concept among students and a Service Equity Task Force to evaluate the way departments value service, because of the impact this has on tenure and promotion for women and minorities who tend to do more of it. The Senate may also see a proposal to establish a standing committee on civil and human rights. In addition, Sinclair explained the role the Senate plays in reviewing policy changes involving academic matters that are proposed by the university's Policy Advisory Council.

<u>Questions and Answers</u>: Jennifer Freyd asked why the university is still using a student evaluation process that involves such serious flaws and biases. She suggested there be a moratorium on student evaluations, particularly as they are applied in promotion and tenure situations. Bill Harbaugh who co-chairs the task force said that, while graduate employees need to produce evidence of their teaching skills when job hunting, he would support a moratorium on the current student evaluation system. Sinclair noted that the Faculty Personnel Committee needs some way to evaluate faculty teaching skills and that the faculty collective bargaining agreement references the use of student evaluations.

4.3 Expedited Tenure Review – Boris Botvinnik, Chair, Faculty Personnel Committee

Botvinnik displayed a draft proposal from the Provost's Office for an expedited tenure review process that would apply only to the hiring of distinguished and highly regarded faculty and administrators from other schools or organizations. He said the goal is to make it possible to confirm quickly for these job applicants that they will be receiving tenure if they take the position we're offering. Botvinnik cited a recent case where the UO promised tenure, but was only able to confirm that several months after the person began work. Under the draft proposal, a sub-group of the Faculty Personnel Committee (FPC) would do these reviews and the applicant would be required to submit significantly less documentation.

Sinclair announced that he considers this draft proposal to constitute a formal notice of motion on the subject. He urged senators to review the proposal on the Senate website and be prepared to discuss it at the October 18 Senate meeting with a vote on November 1. Sinclair also urged senators who have concerns about the proposal to contact him or Botvinnik, so adjustments can potentially be made ahead of the Senate discussion, rather than on the Senate floor. He also clarified that the new policy will only apply to a limited number of senior hires, that it is not an alternate route for current faculty to go through the tenure and promotion process.

4.4 Transform IT – Jessie Minton, Chief Information Officer

Jessie Minton said she's been in this position at the UO for five months. She's an alumna and most recently held a similar position at Oregon Health & Science University. Her goal is to make a difference in the technology space at the UO.

Transform IT, Minton said, is an attempt to rationalize the use of information technology on campus to better support the strategic and academic mission of the university. To do this will require a high level of collaboration with faculty and students. Right now, Minton said, information technology at the UO is highly fragmented and inefficient; it involves significant duplication of tools and services; and it produces disparate levels of service among the schools and departments creating IT haves and havenots.

Minton is directly in charge of the information Services department, but leads Information Technology for the entire campus. Information Services has about 25% of the people and dollars that the UO spends on IT. Its budget is about $16 million, which means the UO is spending about $64 million on IT annually. Despite this, Minton said, there are lots but places where IT services are underfunded, such as storage capacity. The goal of Transform IT is to take our current IT resources and use them better, so all areas have improved service levels and no areas are underfunded.

Minton said she will be using a project management approach for Transform IT. She has used it elsewhere and has found it to be effective and flexible. There are four components to the process - Initiate, Plan, Execute, and Close. Minton expects it will take 2-3 years to complete the process. She has assigned three current staff and will be hiring three more to coordinate the project. Currently, they are in the Initiate phase and are conducting an intensive service inventory using recent studies of UO IT systems and then validating them. Next, they will organize these services into common types. One example might be customer relationship management (CRM) systems, Minton said. The UO is currently spending $365,000 just to license 17 types of CRM systems across campus. Minton said that's too many and it's very likely that they aren't coordinated well. Once the service inventory is completed, Transform IT will begin the planning phase to determine what changes need to be made going forward.

Questions and Answers: Ali Emami asked how much Transform IT is going to cost. Minton said it's too early in the process to have a clear idea. She expects the service review will identify areas where more must be spent and areas where savings can be achieved. She said she will work transparently with shared governance structures to identify where savings should be reinvested.

Chris Murray asked how other similar schools are doing this. Minton said that in the Northwest, the University of Idaho is about 70% done with a similar project. She pointed out that there are some good decentralized examples too, such as the University of Michigan where the research, medical, and academic campuses each have their own CIO. OHSU, on the other hand, has a highly centralized IT operation. Minton said the UO needs a more rationalized system, but not necessarily one central system. She feels this might well involve an academic system under Adriene Lim at the Library, an

enterprise system led by herself, and a few specialized "boutique" users whose systems aren't coordinated centrally.

Greg Bryant asked if IT units around campus will be compelled to accept changes proposed through Transform IT or if these will be considered recommendations. He noted that most of the information technology expertise on campus is outside of Information Services. Minton said she is looking for buy in, rather than compulsion. That's why she has spent a good deal of time working with deans and the Senate. Minton said Transform IT will make a series of recommendations to the IT governance bodies that are being established, but she wants people at the operational level to be able to recommend changes as well. Minton noted that this is not just a technology problem. This is an effort to achieve service excellence, which will require involving people and using the talents of our IT staff.

Ed Davis asked how interested people can apply to be on domain committees? Minton said that hasn't been finalized, but she will bring this information back to the Senate within 60 days.

Sinclair noted that Minton has been very accessible and responsive to the Senate and thanked her for doing so.

5. Open Discussion: None

6. Reports: None

7. Notice(s) of Motion: Proposal submitted by Boris Botvinnik for an expedited tenure review process.

8. Other Business:

Michael Dreiling, president of United Academics, announced that the union has negotiated a two-year extension of their contract with the university. They are currently conducting a member vote on whether to ratify the extension. United Academics represents about 1700 academic employees, including tenure track and non-tenure track faculty, post docs, librarians, and pro tem faculty. Dreiling outlined the provisions of the contract extension and urged members to vote.

9. Adjournment: 4:52 pm

Attendance:

University Senate Members − 2016-17 Date: October 4, 2017							
Senators	**Pres**	**Abs**	**Exc**	**Senators**	**Pres**	**Abs**	**Exc**
CAS – Natural Sciences				**School of Music and Dance**			
Elliot Berkman	X			Jack Boss	X		

Name			
Ilya Bindeman	X		
Hans Dreyer	X		
Jennifer Freyd	X		
Tom Greenbowe	X		
Anthony Hornof	X		
Huaxin Lin	X		
Christopher Minson	X		
N. Christopher Phillips	X		
CAS – Social Sciences			
Bill Harbaugh (Vice Pres.)	X		
Katie Meehan	X		
Madonna Moss	X		
Eileen Otis		X	
Mike Urbancic	X		
CAS – Humanities			
Lowell Bowditch			X
Cristina Calhoon	X		
Pedro Garcia-Caro	X		
Alison Groppe	X		
Colin Koopman	X		
Beata Stawarska			X
Alejandro Vallega	X		
David Wacks	X		
Architecture and Allied Arts			
Liska Chan	X		
Laura Leete	X		
Richard Margerum	X		
TBD			
College of Education			
Beth Harn			X
Christopher Murray	X		
John Seeley	X		
Journalism and Comm.			
Christopher Chavez	X		
School of Law			
Susan Gary (Joan Rocklin)			X
College of Business			
Jennifer Ellis	X		
Ali Emami	X		

Name			
Toby Koenigsberg	X		
Clark Honors College			
Monique Balbuena		X	
Other Academic Units			
Edward Davis	X		
Librarians			
Elizabeth Peterson	X		
Lori Robare	X		
Officers of Administration			
Cheryl Ernst (K. Bumgardner)			X
Keith Frazee	X		
Amanda Hatch (L. Wolgamott)			X
Students			
Luci Charlton	X		
Cali Hodge	X		
Arian Mobasser	X		
Alexandra Pear	X		
Keegan Williams-Thomas	X		
Classified Staff			
Theodora Ko Thompson (Galli)			X
Terry McQuilkin	X		
Valerie Mickelson	X		
Career NTTF Research			
Greg Bryant	X		
Academic Council Chair			
Frances White	X		
Ex-Officio			
Chris Sinclair, Vice President	X		
Michael Schill, UO President	X		
Jayanth Banavar, UO Provost	X		
Amy Schenk, ASUO President		X	
Angela Wilhelms, St.Fac.Ex.Crd	X		
Stephanie McGee, Parliamen.	X		
Betina Lynn, Sen. Exec. Coord.	X		
Kurt Willcox, Sen. Prog. Asst.	X		

Guests: Mariann Hyland, Melina Pastos, Kyle Henley, Will Campbell, Julia Pomerenk, Jimmy Murray, Vickie Gimm, Rob Kyr, Scott Pratt, Melanie Muenzer, Laura Lee McIntyre, Jessie Minton, and Boris Botvinnik.