

**University Senate Meeting  
Wednesday, October 18, 2017  
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 the agenda and introduced Stephanie McGee, the Senate Parliamentarian. He noted that the Faculty Club would be open after the Senate meeting and invited all senators, faculty or not, to attend. Provost Jayanth Banavar will be in attendance.

Sinclair said he would be instituting a consent calendar in the future to help the Senate deal with policies coming out of the university's Policy Advisory Council (PAC). The Senate gets to determine a) whether a policy addresses an academic matter and b) if it does, whether the Senate wants to discuss and possibly change it. Sinclair intends to place policies that deal with academic matters, but don't need active Senate review on the consent calendar, so they can be processed quickly. Senators will always be able to remove policies from the consent calendar for more extensive review, he said.

Sinclair reminded senators that there are two vacant senator positions – from the College of Design and from CAS – Humanities - and asked for help in recruiting to fill them. He also said faculty positions on the Academic Requirements Committee and the Scholastic Review Committee need to be filled soon, since those groups have immediate work to perform. Sinclair also reminded those in CAS that there are Dean's committees on small programs and the new Tykeson Hall that need members.

Sinclair reported that the Core Education Task Force has met and is reviewing a draft charge and responsibilities document for the proposed standing committee on core education. He said the Student Evaluations Task Force is putting together a potential set of questions for a revised evaluation questionnaire. The Service Equity Task Force, Sinclair said, has recruited several members, but others are needed. Sinclair noted that a motion regarding expedited tenure – US 17/18-02 - has been drafted and is posted on the Senate website. It will be discussed at the next Senate meeting (11/1) and is scheduled for a vote at the following meeting (11/15). Sinclair mentioned the new Oregon Research Schools Network initiative coming from the College of Education that will place UO faculty in several Oregon high schools. He said it will focus on preparing more minorities and lower socio-economic status students for higher education.

## **1.2 Remarks – Amy Schenk, ASUO President**

Schenk reported that the ASUO has three main projects this year – expanding transparency within student government and university operations; limiting tuition increases and improving affordability for students through the Tuition and Fees Advisory Board (TFAB) process; and providing greater food security for students, including establishing a food pantry on campus.

In response to questions, Schenk noted that the ASUO is opposed to what it considers a very offensive display being presented by the Genocide Awareness Project, but understands that they have a right to present their exhibit, since they have complied with all the applicable UO and EMU regulations. She also said that students very definitely want to be able to evaluate the teachers and courses they take, but the evaluation process should be fair and constructive. If it reflects sexist and racist biases that cause harm to faculty and graduate employees, the process should be overhauled.

A student reported that her Spanish heritage class had been unexpectedly taken on a tour of the chemistry labs today. She felt this had nothing to do with the course and constituted a loss of instructional time. Since she and the great majority of her classmates are members of minority groups, the student felt “marginalized”. Someone recommended that she bring the issue to the University Senate, which is why she was raising it. Schenk, Sinclair, and others advised the student to speak to the instructor about what had happened and how this impacted the class.

## **1.3 Remarks: Institutional Hiring Plan – Jayanth Banavar, Provost**

Provost Banavar reported that the Institutional Hiring Plan (IHP) process for next academic year would launch this week. The goal, he said, is to maintain or improve the excellence of our faculty by identifying where we need to recruit and invest our resources. Banavar emphasized that this will be a faculty-driven process with faculty making proposals to their deans, deans consulting with faculty, deans making recommendations to the provost, and the provost again consulting with faculty before the IHP is finalized. Banavar noted that this year’s IHP included about 60 faculty positions and said he expects the list will be slightly smaller next year.

In response to questions, Banavar said that there are no plans to fund more Clusters of Excellence proposals. He noted, however, that there may be further hires to fill out needed positions in the five clusters that were adopted last year. He said that the IHP process will allow the university to take an overall look at its strategic needs rather than simply continuing faculty lines where they are when they become vacant. Banavar agreed that faculty must feel included in the process and that administrators must be transparent and do a good job of communicating when they deny or make changes to faculty hiring proposals. Discussions will begin now at the department level, Banavar said, and deans will forward their final recommendations to the provost in early March.

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

**2.1 October 4, 2017** – Senators offered no objections to or corrections of the minutes as currently posted, so President Sinclair declared them approved.

#### **4. New Business and Reports**

##### **4.1 HECC and Credit Transfer Agreements – Frances White**

Frances White represents the UO on a Higher Education Coordinating Commission (HECC) working group that is charged with implementing a recently-passed state law that will require Oregon public universities to accept up to 30 credits of general education coursework earned at Oregon community colleges. The bill passed with near unanimous support in both houses of the legislature. Its goal is to greatly reduce the number of “lost credits” that occur when students transition from community colleges to the universities. The implementation plan is supposed to be in place for Fall Term 2018. While universities want to be responsive, White and other university representatives are concerned that this process may conflict with each faculty’s responsibility to control its school’s curriculum.

White said the working group is reviewing several of the existing structures for transferring credits from community colleges to the universities, including the Oregon Transfer Model (OTM) and the Passport program, as well as some models that rely more on outcomes than credit earned. Next, White noted, the working group will begin looking at each university’s core education requirements with the hope of producing a report by January. White said she is keeping the Undergraduate Council updated about the activities of the working group.

In response to questions, White noted that the functions of the Intercollege General Education Review (ICGER) committee had been absorbed a few years ago by the UO Committee on Courses. She pointed out that the UO and OSU have the most complicated course review processes and said that multicultural requirements are the most difficult group requirements to transfer among the universities. White also said that once the HECC finalizes a plan for general education requirements, they will begin looking at how to better transfer credits in major fields.

##### **4.2 Responsible Reporting Policy Implementation – Darci Heroy, Associate Vice President and Title IX Coordinator, and Missy Matella, Assistant General Counsel and Interim Senior Director of Labor Relations**

Darci Heroy noted that the university’s new sexual violence and harassment policy went into effect on September 15. Her office has made numerous efforts to publicize it, including emails sent to faculty and staff, Around the O articles, communications with students, and through prevention programs and outreach efforts in University Housing and Student Life. This communication effort, she said, will continue throughout the school year.

There are a few nuances to the policy that her office is explaining to those affected by them, Heroy acknowledged, and there will be implementation issues to work through, but so far response to the policy has been overwhelmingly positive. Members of the campus community are now actually contacting her office, she said, and asking how they can support students affected by sexual violence. Heroy encouraged people to visit the Title IX website which contains a great deal of information about the policy, who must report, and how to report, as well as resources for survivors whether or not they choose to report. <https://titleix.uoregon.edu/>

Several senators praised the new policy and asked if other universities are inquiring about it. Jennifer Freyd said she personally has received numerous requests for information. Heroy said various UO officials are talking about the policy at conferences, but also noted that many schools are waiting to see if any new guidance will be coming out of the federal Office of Civil Rights (OCR). Keith Frazee emphasized the importance of prevention efforts and pointed out that the Division of Student Life had reached about 4,000 incoming freshmen over the course of two days last month with their “Get Explicit” training.

Missy Matella reminded senators that the next step will be to develop similar policies dealing with Title VII discrimination. She said the Office of General Counsel had recently hired a new attorney, Jessica Price, from UCLA who is an expert in this area. Heroy said she will soon be going on maternity leave and urged people to work with Matella and the UO’s new AAEO director, Tracy Tsugawa, in her absence.

#### **4.3 IFS Resolution Affirming the Responsibilities of Faculty Regarding Curriculum – Rob Kyr, IFS President**

Rob Kyr said the Interinstitutional Faculty Senate (IFS) includes faculty representatives from Oregon’s 8 universities and 17 community colleges and thus takes a statewide view of academic matters. Their goal is to find commonalities among institutions and look for ways to work together through consensus. In essence, he said, they are Oregon’s faculty.

Kyr displayed the text of a recent motion he, Sinclair, and Harbaugh had developed which the IFS endorsed and which it is asking individual university and college senates to adopt. This is now US 17/18-01 “Affirmation of the Responsibilities of Faculty Regarding Curriculum”. Kyr reviewed the motion which will be up for discussion at the next Senate meeting. The motion references several sources that emphasize the primary role of faculty in developing higher education curriculum, including our accrediting authorities, the American Association of University Professors (AAUP), ORS 352.010, and the HECC’s own vision statement. The motion acknowledges both the tasks laid out in Oregon HB 2998 regarding credit transfers and the responsibility faculty have to design the curriculum.

In response to questions, Kyr acknowledged that there is a tension between the requirements of HB 2998 and faculty's responsibility for the curriculum, but he said that tension is always there when faculty discuss curriculum issues and he hopes that it will lead to productive solutions within schools and across Oregon higher education. Kyr said the HECC hasn't yet addressed the potential budgetary consequences of HB 2998 for individual schools.

#### **4.4 Academic Freedom Task Force Resolution – Senate Vice President Bill Harbaugh**

Bill Harbaugh reported that there will be no need for Senate action, since Sinclair will be exercising his presidential authority to establish this task force. Harbaugh displayed a draft document outlining the charge, responsibilities, and membership of the task force. Harbaugh sees the two main functions of the group as promoting awareness of the university's existing academic freedom policy, especially among students, and recommending whether or not to create a standing committee devoted to academic freedom. Anyone interested in serving on this task force should contact Harbaugh.

#### **4.5 UO Police Department Update – Police Chief Matt Carmichael**

Chief Carmichael reviewed some of the changes he has implemented since he took command of the UOPD. These included replacing most patrol vehicles and adding several motorcycles, holding monthly pizza events for students with the chief, supporting the ASUO's Safety Day, holding a meeting of the PAC-12 police chiefs at the UO, hosting a national conference about helping victims of mass violence, securing a DUII grant that led to 31 arrests, increasing the number of student workers in the UOPD, and increasing ties with the Eugene Police Department.

Chief Carmichael emphasized his support for community policing and cited several examples of this approach, such as working with the homeless population near campus, holding Rape Aggression Defense trainings, and assisting with the Ducks After Dark program. Chief Carmichael introduced his executive assistant, Rachel Dale, and two of the student Chief's Assistants, Mandi Jasmin and Kylan Carlson.

Chief Carmichael said he will be providing a use of force report to the Senate soon. He noted that in 2016, his officers made 14,190 formal contacts, arrested 29 people, and used force on five occasions resulting in no injuries.

Looking to the future, Chief Carmichael described several initiatives and planned changes:

Tasers (Electronic Control Devices): UOPD officers will begin using tasers, which will provide them with a weapon with less than lethal force and make it possible to engage people at a distance of 25 feet, instead of close-in. There will be a strict use policy and all officers using tasers will be trained and certified, he said. The tasers will be yellow,

so it's clear they aren't firearms and officers will wear them on the opposite side of their body to discourage the accidental use of a firearm instead of a taser.

Patrol Rifle Program: The UOPD will add rifles to its arsenal of weapons, so it can deal effectively with distant threats in situations where firearms are being used by others. The rifles will provide a larger ammunition capacity than the pistols do and they will be able to pierce body armor. Chief Carmichael said that there will be lots of training for those using the rifles, that the rifles will be secured in the UOPD office or in police vehicles when not in use, and that they won't be used at demonstrations.

Bomb Detection Dog: In partnership with the UO Athletics Department, Chief Carmichael said the UOPD will be acquiring a black Labrador retriever rescue dog trained to detect bombs. This will not be a "bite dog", he said. Chief Carmichael expects the greatest value of the dog will be in public relations, making the UOPD officers handling it much more approachable on campus.

Body Cameras: The UOPD received a \$49,000 grant that will allow it to equip each officer with their own body camera starting in January. Officers will be required to inform people when they are recording, Chief Carmichael said, and a green light will be visible when the camera is operating. They will also be wirelessly connected to the tasers, so they will begin recording 90 seconds before tasers are used.

Vehicles and Uniforms: Chief Carmichael wants the campus community to be able to clearly distinguish his officers from those of other police agencies, so he is having all police vehicles painted a noticeable green and yellow and will be outfitting officers with green uniform shirts.

Off-Campus Safety: Chief Carmichael reported that the UOPD is actively working with Greek organizations and neighboring apartment house groups to increase student safety.

Safe Student Rides Home: The UO's Designated Driver Service is now being operated by the UOPD. Chief Carmichael wants to encourage students to use this service, rather than walk around alone. He acknowledged, though, that it may well be safer for someone to walk home alone than to have an acquaintance accompany them, since this is a common scenario for sexual assaults.

In response to questions, Chief Carmichael said that body camera footage is definitely a public record and will be maintained appropriately according to UO records policies. He wants to make it possible for people who have had an interaction with an officer to be able to easily view videos involving them. In his experience, Chief Carmichael said, this resolves many situations before they become problems.

Chief Carmichael also reiterated that the UOPD will not take part in immigration enforcement activity. The UOPD is charged with serving everyone on campus, he said, and this is what they will do. Chief Carmichael said the department will work to get this

message out to all students. General Counsel Kevin Reed added that his office will be posting information on the UO website about how employees should deal with any ICE contacts. If you are uncertain, he said, contact his office.

**5. Open Discussion:** None

**6. Reports:** None

**7. Notice(s) of Motion:** Proposal submitted by Rob Kyr on the responsibilities of faculty regarding curriculum.

**8. Other Business:** None

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

**Attendance:**

<b>University Senate Members – 2017-18</b>				<b>Date: October 18, 2017</b>			
<b>Senators</b>	<b>Pres</b>	<b>Abs</b>	<b>Exc</b>	<b>Senators</b>	<b>Pres</b>	<b>Abs</b>	<b>Exc</b>
<b>CAS – Natural Sciences</b>				<b>School of Music and Dance</b>			
Elliot Berkman	X			Jack Boss	X		
Ilya Bindeman	X			Toby Koenigsberg	X		
Hans Dreyer	X						
Jennifer Freyd	X			<b>Clark Honors College</b>			
Tom Greenbowe	X			Monique Balbuena	X		
Anthony Hornof	X						
Huaxin Lin	X			<b>Other Academic Units</b>			
Christopher Minson	X			Edward Davis	X		
N. Christopher Phillips	X						
				<b>Librarians</b>			
<b>CAS – Social Sciences</b>				Elizabeth Peterson			
Bill Harbaugh (Vice Pres.)	X			Lori Robare	X		
Katie Meehan	X						
Madonna Moss	X			<b>Officers of Administration</b>			
Eileen Otis	X			Cheryl Ernst	X		
Mike Urbancic	X			Keith Frazee	X		
				Amanda Hatch(K.Bumgardner)			X
<b>CAS – Humanities</b>							
Lowell Bowditch	X			<b>Students</b>			
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		
Beata Stawarska			X	Keegan Williams-Thomas	X		
Alejandro Vallega	X						

David Wacks	X			<b>Classified Staff</b>			
				Theodora Ko Thompson (Galli)			X
<b>College of Design</b>				Terry McQuilkin	X		
Liska Chan		X		Valerie Mickelson	X		
Laura Leete	X						
Richard Margerum	X			<b>Career NTTF Research</b>			
TBD				Greg Bryant	X		
<b>College of Education</b>				<b>Academic Council Chair</b>			
Beth Harn			X	Frances White	X		
Christopher Murray	X						
John Seeley	X			<b>Ex-Officio</b>			
				Chris Sinclair, Vice President	X		
<b>Journalism and Comm.</b>				Michael Schill, UO President		X	
Christopher Chavez	X			Jayanth Banavar, UO Provost	X		
				Amy Schenk, ASUO President	X		
<b>School of Law</b>				Angela Wilhelms, St.Fac.Ex.Crd	X		
Susan Gary (Joan Rocklin)			X	Stephanie McGee, Parliamen.	X		
				Betina Lynn, Sen. Exec. Coord.	X		
<b>College of Business</b>				Kurt Willcox, Sen. Prog. Asst.	X		
Jennifer Ellis			X				
Ali Emami	X						

**Guests:** Mariann Hyland, Melina Pastos, Kyle Henley, Will Campbell, Hannah Kanik, Jimmy Murray, Rob Kyr, Melanie Muenzer, Duncan McDonald, Chuck Triplett, Jennifer LaBelle, Greg Stripp, Andre LeDuc, Sierra Dawson, David Conover, John Bonine, Tracy Tsugawa, Darci Heroy, Missy Matella, Kevin Reed, William Baselice, Mimi Jacquez, Abdullah Alghabanah, Kylan Carlson, Mandi Jasmin, Rachel Dale, Chief Matt Carmichael, Aviva Kaye-Diamond, and Amira Borders.