

University Senate Meeting
Wednesday, May 23, 2018
3:00-5:00 pm
EMU – Crater Lake Rooms

DRAFT

Attendance can be found at the end of the minutes.

1. Call to Order: 3:01 pm

1.1 Introductory Remarks – Senate President Chris Sinclair

President Sinclair reviewed the agenda and reminded everyone that the next Senate meeting on June 6 will be in the EMU Redwood Auditorium. Since he will be away at a core education conference on June 6, Sinclair offered the following farewell remarks as outgoing Senate President:

- Sinclair recommends that everyone consider running for Senate president. He found it to be a great way to meet all sorts of people across campus. On the other hand, it's a lot of work and he wouldn't wish it on his worst enemy.

- Sinclair thanked all senators and praised them for everything they have accomplished this year. He thanked Vice President Bill Harbaugh for his support and for being "an advocate for sunlight and a strong faculty voice". Sinclair thanked the student senators for raising and advocating for a variety of student concerns. Sinclair thanked the Senate staff, Betina Lynn and Kurt Willcox, and all who served on Senate committees and task forces. He also thanked the UO administration, in particular Mike Schill, Jayanth Banavar, Melanie Muenzer, Ron Bramhall, Scott Pratt, Angela Wilhelms, and Lee Rumbarger.

- Sinclair noted that he had joined a meeting today that the senators from CAS were having with CAS Dean Andrew Marcus. He praised this new arrangement as a model for shared governance and urged other schools and colleges to follow CAS's example.

- Sinclair said he spent a lot of time this past year meeting with administrators and had learned the value and importance of finding ways to cooperate with them. He feels that administrators genuinely want input from faculty. He also noted that since most of the legislation the Senate passes involves asking the administration to do things, it's in the Senate's best interest to work cooperatively with them. At the same time, Sinclair said, the administration continues to keep important budget matters "walled off" from faculty, except at very high levels. He doesn't expect this to change, but feels it's important for faculty to keep pushing back in this area.

- For the future, Sinclair urged senators and the administration to do more to promote the importance of service – to the university, profession, and community. He noted that commitment to service levels vary greatly around campus, including when departments consider faculty for promotions. This is particularly a concern for women and minority

faculty, he said, because they are disproportionately asked to provide service on committees while still maintaining teaching and research levels. He recommended that the Provost do a study to determine how much service is being contributed by each academic area.

- In addition, Sinclair said the Senate needs to look carefully at its committee structure, which he described as “a dog’s breakfast”, because of the way it has grown and changed over the years. He wants the Senate to develop a more intentional structure that operates efficiently, but also maintains a strong faculty voice.

- Finally, Sinclair reminded everyone that he will be remaining in the Senate next year as an elected senator. He will also be taking on the role of interim president of United Academics and stressed the importance of UA, faculty, and administration working together.

2. Approval of Minutes:

2.1 May 9, 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 – Provost Jayanth Banavar

Provost Banavar brought greetings from President Schill. He saluted Sierra Dawson, Bill Harbaugh, and the task force on teaching evaluations for the work they’ve been doing. He encouraged senators to support the proposed revisions that will be voted on today. Banavar said the university needs an evaluation system that is fair, free of bias, and encourages good teaching.

Differential Tuition: Banavar praised ASUO President Amy Schenk for her leadership and thoughts on tuition matters, including the issue of differential tuition which the Senate will be addressing today. He recounted how he and President Schill had decided to support a differential tuition charge for courses in the Lundquist College of Business (LCB) earlier in the year that was adopted by the Board of Trustees. Banavar noted that the administration had promised the Board it would develop criteria for reviewing potential future differential tuition requests and he reported that they had just done so. He said that deans will now need to demonstrate the value students would receive for the extra expense, how the quality of their education would be improved, how students with financial need would be impacted, where the added funds would be spent, how the UO’s charges would compare with the market, and what vetting process was used at the college or school and program levels to develop the proposal. They would also have to confirm that the proposal had been discussed with the ASUO. If there are any potential academic impacts from a differential tuition proposal, Banavar said they will be reviewed by the Senate Budget Committee. He reported that the administration will share its differential tuition framework with the Board at its June meeting. The Board will continue to retain sole authority for setting tuition rates, he

noted, but this framework will extend the review process a bit further. As a result, Banavar said, the resolution proposed by Schenk is probably unnecessary.

Institutional Hiring Plan: Banavar reported that next year's Institutional Hiring Plan (IHP) has now been completed and is published on the Provost's website. It includes 53 TTF searches, 39 of which are new, from a diverse set of fields. The five Knight Campus positions will be paid for from a separate source of funds, Banavar said, so they don't reduce the funds available for hiring on the main campus. Several of the LCB positions are being paid for by funds raised through the differential tuition. The IHP also includes positions that are part of President Schill's Data Science Initiative. Banavar said the IHP process was driven from the department level and included significant input from all the deans. He complimented Brad Shelton, Scott Pratt, and Sierra Dawson for coordinating the lengthy consultative process. Banavar said some operational metrics were used in the selection process, such as the number of student credit hours per FTE, but noted that these metrics were not determinative. There were always situations, such as the need for one-on-one instruction in cello classes, where such metrics were of little value.

Finally, Banavar praised Sinclair for his amazing work this past year. He called Sinclair a "tremendous partner" and said it was a "huge joy" to work with him. He read a statement from President Schill who said Sinclair is someone who values his colleagues and students and who is "an honorable man with a big heart".

Harbaugh asked Banavar if he would consider placing a senator on the IHP advisory committee next year. Banavar said there has already been a great deal of faculty participation, but with anticipated turnover on the committee, he would definitely consider the suggestion going forward. Harbaugh asked if there was some way to include more positions in CAS on the IHP list. Banavar described some of the reasons why the Law School and LCB received proportionally greater numbers of positions on the IHP and said the Division of Equity and Inclusion would be working closely with all search committees.

Chris Phillips said that President Schill had mentioned at the last Senate meeting that he was checking into allegations of outside influence in the hiring practices at the Confucius Institute and asked what the conclusion was. Banavar said that the program is clean.

4. New Business and Reports

4.1 Vote: US 17/18-22: "Consent Calendar (Policies)"

Motion to repeal UO Policy III.08.05 College Courses for Credit in High Schools and to revise UO Policy III.08.06 Credit for Courses Taught in High Schools.

Presented by: _____ . Second: _____

**Vote on motion to adopt Consent Calendar. Unanimously – Yes.
Moved/Seconded/Carried.**

4.2 Discussion and Vote: US 17/18-19: “Implementing a System for the Continuous Improvement and Evaluation of Teaching” – Bill Harbaugh and Sierra Dawson, Co-Chairs of the Teaching Evaluations Task Force

Harbaugh announced that, due to the great discussion during and after the last Senate meeting, the task force has decided to scale back its proposal and allow for more review and piloting to occur during Fall Term on key parts of it. In essence, the Senate is now being asked to endorse a process and timeline for implementing changes to the teaching evaluation system, rather than actual new survey mechanisms.

Dawson reported that she had updated and expanded the information available on the Provost’s teaching evaluation website which she hopes will answer many of the questions raised at the last Senate meeting. Each of the five proposed survey instruments has its own page, piloted versions are available for review, and there is new information about impacts on faculty workload and support available for implementing the new evaluations. <https://provost.uoregon.edu/revising-teaching-evaluations>

Motion to adopt the newly revised version of US 17/18-19. Presented by: Ed Davis. Second: Mike Urbancic.

Harbaugh reviewed the various elements of the legislation:

- Section 2.1: Creates the new Continuous Improvement and Evaluation of Teaching Committee. (Revised 17-point chart is attached.)
- Section 2.2: During Fall Term 2018, the CIET Committee will present for a Senate vote a disclaimer statement about why numerical ratings are still being used.
- Section 2.3: During Fall Term 2018, student evaluations will become anonymous as required by state law. Departments will be allowed to continue using previously-submitted signed evaluations.
- Section 2.4: During Fall Term 2018, the CIET Committee will present for Senate adoption a voluntary Mid-Term Student Experience Survey and a voluntary End-of-Term Faculty Reflection Survey.
- Section 2.5: During Fall Term 2018, the CIET Committee will present for Senate adoption an End-of-Term Student Experience Survey that will be implemented during Winter Term 2019.
- Section 2.6: During Fall Term 2019, the CIET Committee will present for Senate adoption a Peer Review Framework and a Teaching Evaluation Framework that will provide guidance for department efforts in these areas.

Huaxin Lin asked how this new evaluation system will deal with the issue that gave rise to the task force in the first place – preventing students who have committed academic

misconduct from evaluating the faculty member who reported them. Dawson said ending the numerical ratings will help and that the task force is working with the vendor that handles UO evaluations to ensure that such students don't receive the evaluation form. Harbaugh noted that today's vote only addresses the process for transforming the evaluation system. He said the CIET Committee will make a formal recommendation on this issue during Fall Term 2018.

Anthony Hornof thanked the task force for all their work, but said he remains very concerned about anonymous evaluations and claims of faculty bias. In particular, he asserted that faculty have a due process right to pursue any evidence being used against them, but this becomes exceedingly difficult when evaluations are anonymous. He cited an example of a student who had claimed that a UO faculty member was biased. After an investigation, it was determined that the claim was without merit, but the issue was nevertheless raised when the faculty member came up for tenure review. Hornof suggested that the UO stop using student evaluations as part of the tenure review process as the University of Southern California (USC) recently decided to do. Harbaugh said this is something the CIET Committee could recommend in the fall. Dawson added that the vendor could redact information about the bias claim. She also noted that the faculty member could address such claims through the proposed new End-of-Term Faculty Reflection Survey.

Chris Phillips asked if signed student evaluations would be collected this term given the fact that the General Counsel's office has now ruled that doing so is contrary to the law. He also noted that his previous concerns about the evaluation proposals had all been addressed. Harbaugh said he expects that the anonymous evaluation process will begin during Fall Term for practical and technical reasons, but said he would check with the General Counsel.

**Vote on the motion to adopt the newly revised version of US 17/18-19.
Overwhelmingly – Yes. No – 2. Moved/Seconded/Carried.**

4.3 Discussion and Vote: US 17/18-20: "Process for the Determination of Implementation of Differential Tuition" – Amy Schenk, ASUO President

Motion to approve US 17/18-20. Presented by: Amy Schenk. Second: Keegan Williams-Thomas.

Schenk described the discussions within the Tuition and Fees Advisory Board (TFAB) in 2016 and 2017 about proposals from the Lundquist College of Business (LCB) to begin charging a differential tuition for their courses. The 2016 proposal was rejected by TFAB, but no process was established for determining whether to allow schools and colleges to charge differential tuition or how to evaluate such proposals. When the LCB came back with a revised differential tuition proposal in 2017, the TFAB was divided on how to respond and offered no recommendation. Provost Banavar then recommended that the LCB be allowed to charge an additional \$20 per credit for all its undergraduate courses and President Schill agreed after making some modifications regarding

financial impacts of the added charges. The UO Board of Trustees adopted President Schill's recommendation at its March meeting. At that meeting, President Schill committed to developing differential tuition guidelines before any more such proposals are brought forward.

Schenk said she is concerned about the larger moral question about whether the UO should be charging differential tuition at all, because it potentially encourages "major-shopping" by students trying to keep their tuition costs as low as possible when they should be trying to figure out what field interests them the most. She also criticized the decision-making process involved in the way LCB's differential tuition proposal was brought forward to the Board of Trustees. Schenk said the administration has been developing guidelines for dealing with potential future differential tuition proposals without notifying the ASUO or providing for meaningful student input. There also appears to be a rush to put these guidelines before the trustees at their June meeting, which would clearly prevent widespread discussion.

Susan Gary said she would like to see a broad policy discussion on this issue, but hoped that the work the administration has already put into developing guidelines could be incorporated into that discussion. Sinclair said President Schill had assured him that he wants a campus discussion about differential tuition. Schill has told Sinclair that the Senate Budget Committee will be asked to review any specific differential tuition proposals and weigh their potential academic impacts

At this point, Melanie Muenzer offered to read the differential tuition guidelines the administration has developed, which Banavar summarized earlier in the meeting. She said they were the product of a "robust discussion". They include:

- Defining the value students will receive for the added cost
- Explaining how the added funds will improve the education being provided
- Identifying which student services will be improved or what academic needs will be met.
- Explaining how the school/college will mitigate the financial impacts on students and the potential for "major-shopping"
- Showing why the services funded by the tuition increase are needed and that the funds will not be used just to balance the budget
- Providing market research on how the UO's price structure will compare to its peers
- Demonstrate that there has been adequate outreach to students and the ASUO
- Show how this increase will likely impact enrollment in other UO colleges and schools
- Must be submitted to the Provost by November 15 for potential implementation the following Fall Term.

Keegan Williams-Thomas urged support for the motion. He said that despite the decision to allow differential tuition in LCB, the campus needs a full discussion of the merits and problems involved with this approach. Given the high cost of tuition, Keegan-Williams is concerned that differential tuition will cause many students to choose their majors based on price. He also noted that LCB administrators only talked to the leaders

of student business clubs about their differential tuition proposal and not to a wider sample of students taking business courses.

Chris Phillips suggested combining this motion with the guidelines the administration has developed and prohibiting any new differential tuition proposals until a resolution is reached. Schenk said she was amenable to that, but concerned about the administration's rush to put its proposed guidelines in front of the Board of Trustees in a few weeks. Muenzer said this was happening, because the trustees had asked to see differential tuition guidelines in June.

Ali Emami feels the task force being proposed in the motion is redundant. He has served on both TFAB and the Senate Budget Committee (SBC) and believes the SBC is capable of handling any academic issues raised by differential tuition.

Motion to table US 17/18-20. Presented by: Ali Amami. No second, so motion dies.

Arian Mobasser said students have no real voice on TFAB or the SBC. He urged the Senate and administration to slow the process down and get real student input on differential tuition.

Motion to call the question. Presented by: Anthony Hornof. Seeing no objections, Harbaugh ruled that the question had been called.

Vote on the motion to adopt US 17/18-20. Unanimously – Yes.

5. Open Discussion: None

6. Reports: None

7. Notice(s) of Motion: None

8. Other Business:

Outgoing President Chris Sinclair formally passed the gavel to Incoming President Bill Harbaugh. Provost Jayanth Banavar presented Sinclair with a personalized gavel to thank him for his service as Senate president. Harbaugh thanked Sinclair for the great job he had done as president.

Harbaugh announced that nominations for Vice President and President-Elect of the Senate are now formally open. The election will be held on June 6 at the final Senate meeting of the academic year. The only announced candidate so far is Elizabeth Skowron from the College of Education.

Executive Session: The Senate ended its public session and recessed into executive session to discuss and vote on recommendations for the 2018 University Senate

Awards. The Senate approved six recipients for this year's awards to be presented at the final Senate meeting on June 6.

9. Adjournment: 5:00 pm

Attendance:

University Senate Members – 2017-18				Date: May 23, 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	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			
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 (C. Bennett)			X
				Marcus Langford (A. Leeder)			X
CAS – Humanities							
Lowell Bowditch	X			Students			
Cristina Calhoon	X			Mohammed Zaidan	X		
Pedro Garcia-Caro	X			Shea Northfield	X		
Alison Groppe	X			Arian Mobasser	X		
Colin Koopman	X			Janelle Bond	X		
Mark Whalan	X			Keegan Williams-Thomas			X
Alejandro Vallega			X				
David Wacks			X	Classified Staff			
				Theodora Ko Thompson (J. Butler)			X
College of Design				Terry McQuilkin			
Liska Chan	X			Valerie Mickelson	X		
Laura Leete	X						
Richard Margerum	X			Career NTF Research			
Sylvan Lionni		X		Greg Bryant	X		
College of Education				Academic Council Chair			
Beth Harn	X			Frances White	X		

Christopher Murray	X						
John Seeley	X			Ex-Officio			
				Chris Sinclair, Vice President	X		
Journalism and Comm.				Michael Schill, UO President	X		
Christopher Chavez		X		Jayanth Banavar, UO Provost			X
				Amy Schenk, ASUO President		X	
School of Law				Angela Wilhelms, St.Fac.Ex.Crd		X	
Susan Gary			X	Jessica Carlson, Parliamen.	X		
				Betina Lynn, Sen. Exec. Coord.	X		
College of Business				Kurt Willcox, Sen. Prog. Asst.	X		
Jennifer Ellis (Erik Ford)			X				
Ali Emami	X						

Guests: Hannah Kanik, Scott Pratt, Melanie Muenzer, Melina Pastos, Elizabeth Skowron, Lee Rumbarger, Sierra Dawson, Juliae Riva, Nina Fox, Kate Myers, Frank Veltri, Brad Shelton, Dave Cecil, Anne Parmigiani, Aviva Kaye-Diamond, and Amira Borders.