



---

## University Senate Meeting Minutes

February 12, 2020

EMU 145 & 146 (Crater Lake rooms)

Attendance can be found at the bottom of the page.

---

**Call to Order:** 3:05 P.M.

### **Introductory Remarks:**

Elizabeth Skowron, Senate President

- Teaching Evaluations: Brief update on progress of revisions to teaching evaluation and peer evaluation criteria. At the Senate's request, the administration and union have agreed to extend the timeline by 1 year for development and implementation of unit-specific (discipline-specific) standards for evaluating teaching to Fall, 2021. Collaborative work on the teaching evaluations system will continue through joint efforts of Senate and Provost's office-based committees on teaching.
- Reviewing Senate By-Laws. The Senate Rules Committees is undertaking a review of the senate bylaws for possible revisions. Anyone interesting in aiding this effort is welcome to contact senate leadership to learn more and to get involved.
- Review of 2020 elections timeline (see Appendix 1).
- Snap polling: Experiences with Senate Committee Service: Thank you to members who completed the informal poll on satisfaction with senate service this year, willingness to recommend senate service to colleagues, and feedback on senate work.

### **Approval of the Minutes:**

[January 8, 2020](#)

Minutes stand as approved.

### **New Business:**

[US19/20-10: Revisions to Expedited Tenure policy](#); Jack Boss (Music), Carol Silverman (Anthropology), Elizabeth Skowron (Psychology)

- Motion to revise the existing policy on expedited tenure review.
- Vice Provost for Academic Affairs introduced the motion in the absence of former and current FPC chairs.
- Brief testimonials given by two departments who have elected to use the expedited tenure process for recent hires. Both found it helpful in alleviating the unit-level workload associated with collection of materials for the dossier, as well as getting new hires in place earlier than usual, which allowed for earlier/improved onboarding and integration with new duties and responsibilities.
- The Motion was amended as follows:



- Section 2.2 That new faculty who are hired through the expedited tenure process ~~may be brought in as full professors or as associate professors, depending on their qualifications, and~~ are brought in at ***no greater than*** their current rank (i.e., full professors or associate professors). For associate professors to be considered for a promotion to full will require the faculty member be reviewed by the full promotion and tenure process; and

**Section was further amended on the floor (see bold italics above). Both amendments were approved with no abstentions.**

- Section ~~2.5 That the number of Faculty Personnel Committee members required constitute the Expedited Tenure Review Committee shall be changed from “five members” to “three to five members,” and~~

**Vote: Deletion of language supporting reduction in the size of the expedited tenure review committee 2.5 approved with 14 in favor, 12 opposed.**

- Section 2.6 That the Expedited Tenure Review Committee shall always consider teaching evaluations of candidates, ~~as available,~~ in their review process for positions with **any significant** teaching responsibilities.

**Amendment to require teaching evaluations for all faculty hired into positions with any teaching responsibilities, was approved with no abstentions.**

**Motion Vote: M/S/C – Unanimous. No abstentions.**

Discussion: Test Optional Admissions; Patrick Phillips (Provost), Janet Woodruff Borden (Executive Vice Provost), Jim Rawlins (Ass VP, Director of Admissions)

- UO exploring whether to revise its admissions practices from requiring standardized tests (like SAT and ACT) in favor of a test optional approach.
- Presentation and discussion ensued.
- Many institutions moving in this direction. Several Oregon institutions have already made the change. Senators voiced considerable support for the notion.
- Issue will return for a vote in the April Senate meeting in order to make changes to the Common Application for the Fall 2021 cohort. Otherwise, will have to wait until the following year to make any changes.
- Further info and statistics, including institutions who have made the change can be found at <https://www.fairtest.org/>
- Follow-up and an opportunity for feedback to inform the task force before April vote to come via a Qualtrics survey which will be circulated shortly.

### **Open Discussion:**

Search Guidelines for Academic Administrative Positions

- Reviewed recent revisions to the draft guidelines in a side-by-side presentation with now expired interim hiring policy from 2014.
- Due to the short-time frame for discussion, a Qualtrics survey will be circulated shortly to collect additional senator feedback before guidelines return for discussion at the next senate meeting in March.



**Reports:** None

**Notice of Motion:** None

**Other Business:**

- Legislative Updates; Melanie Muenzer, Assoc VP Vice Prov Academic Initiatives
  - Updates to be circulated by email shortly.

**Adjournment:** 5:01 P.M.

---

**Attendance:**

**Present:** Randy Sullivan, Tom Greenbowe, Elliot Berkman, N. Christopher Phillips, Peter Gilkey, Michelle Wood, Michael Hames-Garcia, Eileen Otis, Glen Waddell, Jane Cramer (subbing for Bill Harbaugh), Pedro Garcia-Caro, Colin Koopman, Volya Kapatsinski, Sylvan Lionni, Gerardo Sandoval, Akiko Walley, James Tice, Gina Biancarosa, Beth Harn, Jen Reynolds, Robin Clement, Ali Emami, Melissa Brunkan, Andrew Strietelmeier (subbing for Jason Silveira), Edward Davis, Tina Ching, Toni Forbes-Berg (subbing for Suzie Stadelman), Larissa Ennis (subbing for Melina Pastos), Jay Butler, Zach Fairchild, Stephanie Prentiss, Frances White, Elizabeth Skowron, Patrick Phillips (Provost), Michael Schill (UO President)

**Absent:** Margaret Sereno, Aaron Gullickson, Monique Balbuena, Megan Austin, Sam Norgaard-Stroich, Zhuo Jing-Schmidt, Mark Whalan, Ben Mier-Cruz, Chris Chavez, Josh Razink, Norah Alrasheed, Charlie Keene, Haley Seyranian, Brian Sun, Manica Collier

**Excused:** Hans Dreyer, Alan Rempel, Kristin Yarris, Kristy Bryant-Berg

**Guests:** Joe Sventek (CIS), Leslie Steeves (SOJC), Ellen Herman (Academic Affairs), Melanie Muenzer (Provost's Office), Robert Garral (Provost's Office), Terry McQuilkin, Janet Woodruff-Borden (Executive Vice Provost), Jim Rawlins (Ass VP, Director of Admissions)



## APPENDIX 1

### SENATE & COMMITTEE ELECTIONS TIMELINE – SPRING 2020

Thank you to those who completed the informal feedback survey, providing invaluable information on how the senate is doing. We hope you will encourage your colleagues to participate when the self-nomination survey comes out in a few weeks. Feel free to talk up the fabulous UO Senate. 😊

#### 2020 ELECTIONS TIMELINE

SURVEY: MAR 2 – MAR 13

ELECTION OPEN: APRIL 20

ELECTION CLOSE: MAY 1

RESULTS POSTED: MAY 15

SPRING COMMITTEE ORIENTATION MTGS: MAY 18 – JUNE 5