



University Senate Meeting Minutes

April 8, 2020

3:00 – 5:00 P.M.

Remote Via Zoom

Attendance can be found at the bottom of the page.

Call to Order: 3:05 P.M.

Introductory Remarks:

Elizabeth Skowron, Senate President

- Introduced and thanked the senate team (Betina Lynn, Robert Garral, and Parliamentarian Sandy Weintraub) supporting today's senate meeting via Zoom. (*Sandy provided senators and guests with a brief tutorial for voting via chat and recognizing speakers during the meeting.*)
- Reminder: Awards nominations due April 24, 2020. Guidelines can be found on Senate website
- Senate & Committee Service Interest Survey closes today. Elections open April 20th and will run for 2 weeks. Last chance to put your names in the hat.
- Senate Vice President Position for 2020-2021 year is open. Expect to see a call for that via email here shortly from UO Communications. Senate leadership happy to share their experiences with interested parties.

Approval of the Minutes:

- [March 11, 2020](#)

Stand as approved

State of the University: President Schill

- Happy Holidays (Passover, Easter, etc.). Odd year separated from our friends and family at this time.
 - Expressed appreciation for everyone's hard work in making a massive transformation in a very short period of time, particularly the faculty who have had to move their classes to a remote format with very little notice
 - Summarized priorities:
 - First priority: protect the health and welfare of our campus community and all of Eugene.



- Second priority: maintain quality of teaching and research on campus, in particular help our students continue and not take time off...keep them engaged
- Reviewed financial challenges: immediate impact of going remote, admissions/enrollment for next year, levels of state support in light of the recession
 - Spring term reduction in numbers of students living in residence halls and dining halls...from around 3000 in 2019 to roughly 300 (now, 2020); Student Rec Center and EMU are closed and fees returned
- Good news: we have attempted to reach every one of our students by phone: to show we care, we're interested in how they are doing. The vast majority of students are enrolled this quarter; carry loads are a little higher than typical. Offsets the lost enrollments thus far in Spring term (about 300) – less than anticipated.
- Fall enrollment and state budget: too early to know what to expect; unclear when or if the legislature will come back this year, which will impact when or if cuts will happen.
- We have instituted a hiring freeze and made temporary salary cuts for President and select administrators on Leadership Team.
- Want to thank (senate leadership) Elizabeth, Elliot and Bill for helping us resolve SAT/ACT testing optional admissions action so quickly. We learned high school counselors have been advising their students to only apply to those schools where this testing is not required, which could have seriously negatively impacted our enrollments. Appreciation senate leadership were willing and able to help us move forward so quickly.
- Thanks to academic leadership and senate leadership on matter of Policy on Search Procedures for Academic Admin Positions. Understood it is not a perfect policy, but hope we are able to move forward on it at this time.
- Lingering questions around potential layoffs, particularly for OAs.
- Clarity desired around GE hiring/freeze and impacts on graduate program. Was discovered many new offers were extended to new graduate student applicants before freeze went into effect, which must be honored contractually. Now that freeze is in place, expected to result in smaller incoming cohort.

Open Discussion:

- Coronavirus/Remote Work: What's working well? What are the challenges? Visiting Administrators were introduced and senate discussion occurred.

Administrators:

- Janet Woodruff-Borden, Executive Vice Provost
- Ron Bramhall, Assoc Vice Prov Academic Exec
- Kate Mondloch, Interim Dean Grad School
- Cass Moseley, Sr Assoc Vice Pres Research



- Doneka Scott, Vice Provost for Undergraduate Education and Student Success

Senators shared what is working well:

- Students are very engaged and working hard in this new remote environment. Good attendance, responses, questions. Lots of enthusiasm. Shout –out regarding 10 and 2 o'clock sessions on remote learning from TEP team.
- Thanks to university leadership. Better messaging and directives than is being experienced by colleagues at other universities as we navigate commencement planning.
- Chem has a good set-up for synchronous remote meet-ups between faculty and students, as well as student-hires for group break-out sessions.
- Thank you to those working from home...making it safer for those who cannot do so and continue to operate on campus currently
- Big shout-out to Payroll getting everyone paid on time, via remote work teams. One of the few units still answering phones with live people.

Challenges:

- Not enough remote black board space, particularly for Math faculty (resources shared via chat)
- Concern about units outside of Chemistry that may not have the resources or set-up for dividing large classes into smaller groups for discussions and activities, and that current hiring freeze will prevent them from creating these tools for themselves (ideas shared via chat)
- Desire for easier access to CANVAS or other educational support programs for contacting/engaging with students (admin noted)

Administrator Inputs:

- Shout out to Academic Council in working so hard over the last month to work with administration to find solutions for our students.
- Complimented the entire UO community who is working harder than ever to keep the UO not only operating, but thriving.
- Please do contact us (in coming days/weeks) if there are things you need (for teaching and student supports).
- Aware there are a number of folks requesting access to campus, still working through it, with safety for physical plant and custodial staff in mind and Oregon governor's order guiding these conversations and decisions. Happy to continue having these conversations with folks.
- Scheduling more town halls with David Conover around research activities. Keep a look out for those.



- Grad School: still working through how to navigate GE hiring freeze, which is slowing down the dissemination of information. Have changed a lot of policies on a temporary basis, including allowing graduate students to apply for leave without fees being assessed.
- UESS: transitioning out of crisis and into maintenance for this term. Wrapping up personal outreach to all our students. Navigating everything to wi-fi connection issues to accessibility issues and everything in between. Still working to bring students back who haven't yet registered for spring term. Identify issues and figure out how to meet those needs. Continuing to work through how to support our students in whatever ways we can in this new environment.

New Business:

Motion: [US19/20-14: Policy on Search Procedures for Academic Administrator Positions](#); Elizabeth Skowron (Psychology, Senate President), Elliot Berkman (Psychology, Senate VP), Bill Harbaugh (Economics & Immediate Past Senate President)

- Result of many months of work by a team of individuals.
- Motion sponsors acknowledged additional contributions by Jen Reynolds (Law School senator and senate executive committee member), in drafting and revising policy. They further acknowledged the policy as a successful compromise, and a sensitive piece of legislation.
- Senators generally spoke in favor of the motion, namely that policy represented a significant improvement over current status (no guiding policy). Discussion focused also on role of all constituent groups on campus in search and hiring processes, with several senators requesting a guaranteed role for classified staff and student representation on each search committee formed. Intentions shared for review this and other issues that emerge during policy implementation prior to sun setting in 7 years – that is, to evaluate whether searches have endeavored to be inclusive, or whether some revisions to the policy should be undertaken at that time.

Vote: M/S/C. Yes: 39, No: 3, Abstain: 1.

Intro/Discussion: [US19/20-15: New Program Proposal – Ph.D. in Bioengineering](#); Nathan Jacobs (Curriculum Director, Knight Campus), Jim Hutchison (Sr Assoc Vice President, Knight Campus)

- Review of joint UO/OSU program proposal.
 - Two of the top five ranked BIOE programs in the nation are joint programs between two institutions.
 - Students will have IDs and access to resources on both campuses, and receive a diploma jointly issued by both universities; but will identify a “Home Campus” for majority of research and lab activities.



Vote: M/S/C. Yes: 47, No: 0, Abstain: 0.

Motion: [US19/20-13: SAT/ACT Optional Undergraduate Admissions Criteria](#); Bill Harbaugh (Economics & Immediate Past Senate President)

- Senate President acknowledged that this process occurred out of order with the (early) admin decision before a senate vote. Noted that the administration sought full senate input, however it was determined that it was not feasible to organize an emergency senate meeting in the short time-frame within which to take action. Clarified that no precedent should be assumed vis a vis senate action on academic admissions and related decision-making processes.

Move to extend the meeting by 15 minutes to complete business. **Vote: M/S/C. Yes – unanimous.**

Move to Amend: Sponsor Harbaugh replace posted motion with redline draft clarifying timing of implementation and length of duration for this admissions policy change. **Motion carried.**

Vote on main motion. M/S/C. Yes: 35, No: 0, Abstain: 0.

Reports: None

Notice of Motion: None

Other Business: None

Adjournment: 5:08 P.M.

Attendance:

Present: Randy Sullivan, Tom Greenbowe, Elliot Berkman, N. Christopher Phillips, Alan Rempel, Margaret Sereno, Peter Gilkey, Michelle Wood, Michael Hames-Garcia, Craig Kauffman, Aaron Gullickson, Eileen Otis, Glen Waddell, Bill Harbaugh, Pedro Garcia-Caro, Zhuo Jing-Schmidt, Colin Koopman, Volya Kapatsinski, Kristy Bryant-Berg, Ben Mier-Cruz, Sylvan Lionni, Gerardo Sandoval, Gina Biancarosa, Beth Harn, Keith Zvoch, Chris Chavez, Jen Reynolds, Robin Clement, Melissa Brunkan, Jason Silveira, Edward Davis, Megan Austin, Tina Ching, Sam Norgaard-Stroich, Suzie Stadelman, Melina Pastos, Brian Sun, Jay Butler, Zach Fairchild, Stephanie Prentiss, Josh Razink, Frances White, Elizabeth Skowron, Mike Schill, Patrick Phillips

Excused: Mark Whalan

Absent: Hans Dreyer, Akiko Walley, James Tice, Ali Emami, Monique Balbuena, Norah Alrasheed, Charlie Keene, Haley Seyranian, Manica Collier, Jessica Neafie, Sabinna Pierre



Guests: Melanie Muenzer, Chuck Triplett, Robert Garral, Maggie Bosworth, Janet Woodruff-Borden, Ron Bramhall, Doneka Scott, Kate Mondloch, Cass Moseley, Chris Sinclair, Stuart Laing, Terry McQuilkin, David Cecil, David Conover, Greg Stripp, Kristin Elton, Susi Thelen, Tim Inman, Jered Nagel, Scott Pratt, Victoria DeRose, John Chalmers, Kyle Henley, Jim Hutchison, Nathan Jacobs, Louis Vidmar