



University Senate Meeting Minutes

Wednesday, November 14, 2018

Location: EMU 145 & 146 (Crater Lake rooms)

3:00 – 5:00 P.M.

Attendance can be found at the bottom of the page.

Call to Order: 3:00 P.M.

Introductory Remarks: Senate President Bill Harbaugh

- Brief review of meeting agenda.

Remarks: Provost Banavar

- Introduction of Carol Gering, Associate Vice Provost for Online and Distance Education
- Recap of retreat
- Institutional Hiring Plan 2019-2020 (3:42)
 - 50 + tenure track searches. This is the 3rd year UO has implemented the IHP process. Collaborative process with faculty submissions and deliberation and discussions with the deans and faculty hiring advisory committee. Looking for proposals to expand research opportunities and graduate programs.

Approval of the Minutes: [October 17, 2018](#) and [October 31, 2018](#)

They stand approved.

Business/Reports:

Retreat Debrief ([Presentation Slides](#))

Dr. Carol Cartwright, ABS Consulting (primarily works with Governing Boards) was invited by the Senate to facilitate a discussion on Shared Governance at the University of Oregon.

Suggestion: Institutional documents can be more precise.

Working well:

- Good work by Senate committees
- Registration of student sexual assault
- Collaboration between faculty and administration
- Academic freedom process and curriculum review

Needs improvement:

- Clarification of roles between Senate and administration
- Consistency among governance levels
- Need to involve more faculty in shared governance
- Clarify what are defined as “academic matters”
- Communication between administration and faculty/senate, as well as between senate and constituents
- Lines of accountability for committees (insufficient overlap with senate)



How will change be brought?

- Close the loop on outcome of faculty participation, often unclear what/how decisions were made and how effective that participation was
- Transparency about budget choices

Proposed next steps:

- Internal priorities: What do we need to do as a Senate to strengthen our role in shared governance?
- External priorities: How can we work with the administration and the Board to strengthen shared governance?

Immediate priorities:

- CAS reorg task force members will be announced—how will Senate be involved?
- A policy for faculty/Senate membership on academic administrator review and hiring committees, and “advisory committees” in general
- Time is right for a major reorganization of the committee system structure

Discussion: Interrelation of UO has with donor driven priorities and academic views and how it is not working out. “Managing” donors is an interesting point that Dr. Cartwright brought up that may be beneficial in future.

Policy Proposal regarding selection of faculty members to committees established by the Administration

- Deal with the split between the Senate and Senate Committees. This proposes a sort of joint election between the Senate and the Committees, as well as fulfilling the responsibilities of both groups.
- Policy for determining faculty and constituent membership on “academic matters” committees
- Faculty should have a role in the selection of administrators other than a university president.
- Informal vote to make an ad hoc community to review the organization of the College of Design. Majority in favor of proposal.

Undergraduate Council review of admissions policies:

- Administration brought defunct OUS admissions policies to the Senate, including the second language requirements for incoming students, as well as outdated language on racial and ethnic diversity.
- Policies were transferred to the Undergraduate Council. The group has undertaken comprehensive review of the admissions policies. Considering a wholesale re-write. Will come back to the Senate at a future date.

Consent Calendar:

OUS 2 and OUS 39 – both up for repeal

Vote: Unanimous – Yes. Moved/Seconded/Carried.

Update: Intimate Relationships Policy (with Town Halls input):

- Existing policy on relationships between faculty and students is out-of-date and problematic.
- Recently been amended as a temporary emergency policy.



- Initially considered an outright ban, realized that might simply cause the problem to “go underground.”
- The Committee on Sexual and Gender-Based Violence is drafting a new policy on sexual, physical, and intimate relationships between all UO employees and students. Will be brought to senate later this year for review and vote.
- Committee discussing what sort of communication initiatives will be needed across campus after approval.

UO Leadership Academy; Chris Ruiz de Esparza and Jennifer Espinola:

- Year-long cohort-based learning experienced designed to teach and discuss leadership principles
- Seeking participants to fulfill a diverse group of administrative and faculty leaders with a trajectory towards leadership
- Nomination of individuals to this group is open
- Climate of group is open to discussion and learning

Academic Council: Emergency and/or Contingency Planning

- Charge/Issues: Emergency Grades. Grades may be temporary or permanent depending on circumstances
- Must be a widespread, sufficient disruption for policy to be “activated.”
- Still being revised. Will be brought back for a vote once it is finalized.

Conflict of Interest/Conflict of Commitment Policy Draft; Cass Moseley and Elizabeth Skowron

Goals of revision process:

- Encourage employees to engage in outside activities
- Ensure policy is understandable and easy to comply with
- Eliminate conflicts with other policies
- Bring up to date with current law, including State Ethics laws
- Affirms academic and personal freedoms
- Difference between conflict of interest and conflict of commitment

Will bring back to the Senate at a future meeting.

Open Discussion: None

Reports: None

Notice(s) of Motion: None

Other Business: None

Adjournment: 5:00 P.M.

Attendance:

Present: Hans Dreyer, Tom Greenbowe, Chris Phillips, Alan Rempel, Margaret Sereno, Chris Sinclair, Anne Wood, Bill Harbaugh, Madonna Moss, Eileen Otis, Pedro Garcia-Caro, Zhuo Jing-Schmidt, Colin Koopman, Tyler Kendall (subbing for Vsevolod Kapatsinski), Michael Stern, Alejandro Vallega, David Wacks, Mark Whalan, Laura Leete, James Tice, Chris Murray, John Seeley, Elizabeth Skowron, Robin Clement, Ali Emami, Jack Boss, Toby Koenigsberg, Edward



Davis, Megan Austin, Elizabeth Peterson, Cheryl Ernst, Keith Frazee, Melina Pastos, Janelle Bond, Maddie Moore, Brian Sun, Xiao Dai, Jay Butler, Zach Fairchild, Terry McQuilkin, Josh Razink, Frances White, Betina Lynn (Senate Executive Coordinator)

Absent: Anthony Hornof, Lou Moses, Katie Meehan, Glen Waddell, Sylvan Lionni, Akiko Walley, Chris Chavez, Monique Balbuena, TBD Student Member

Excused:

Guests: Emily Fenster, Cass Mosely