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## University Senate Meeting Minutes

October 7, 2020

3:00 – 5:00 P.M.

Zoom

Attendance can be found at the bottom of the page.

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### **Call to Order:** 3:03 P.M.

Land Acknowledgment; Elliot Berkman

"The University of Oregon is located within the traditional homelands of the Southern Kalapuya. Following the Willamette Valley Treaty of 1855, Kalapuya people were forcibly removed to the Coast Reservation in Western Oregon. Today, descendants are citizens of the Confederated Tribes of the Grande Ronde Community of Oregon and the Confederated Tribes of the Siletz Indians of Oregon."

Zoom mtg rules; Sandy Weintraub, UO Senate Parliamentarian

### **Introductory Remarks:**

Elliot Berkman, Senate President

- Brief outline of main Senate agenda items/themes for 2020 – 2021
  - Anti-Racism Resolution: inclusive classrooms, classroom climate, committee structures (greater usage of Open Discussion periods within Senate mtgs)
  - Teaching/Peer evaluations
  - Class sizes: 3-way conversation between UO Senate, Administration, United Academics union

Spike Gildea, Senate Vice President

- New to serving on the Senate – still learning the ropes.
- Looking to kick around ideas. Learn what issues are important and relevant in the campus community.
- Would like to encourage folks to look for chances to get in touch with senate leadership and to engage with each other.

### **State of the University:**

UO President Michael Schill

- Welcome and a big thank you to all for their service to the UO this year.
- Usual start-of-year gathering to get to know each other with Senate, UO President, and upper administrators being re-imagined currently. Expect updates shortly.
- COVID:
  - Students in the dorms being tested weekly. So far, only 7 positive test results.



- Increase in cases due to congregate living and off campus student activities. Currently, no recorded cases of on campus transmission. Keep up the good work. Spikes are expected and the situation is being monitored closely.
- Decision regarding teaching format for winter term 2021 to be announced by Provost Phillips, likely within the next week.
- Pursuing conduct process for those not adhering to health safety measures.
- Budget/enrollment:
  - Final numbers not in hand yet, though there is a decrease in enrollment and the number of students living in the dorm for Fall 2020.
  - Likely to see a shortfall of 20 – 25 million dollars annually for the next few years, some of which we have been able to anticipate and offset with hiring freezes, work share programs, temporarily pay cuts, etc. Further cuts may be necessary in the future depending on overall enrollment numbers for the 2020-2021 year. Some budget impacts will remain unknown for at least a year.
- Anti-Racism work:
  - Huge priority right now and the senate is to be commended for taking this up.
  - .....

*\*At this point, there was an interruption by Zoom bombers, cutting short President Schill's remarks.\**

### **Updates and Announcements - COVID:**

Andre Le Duc, CRO/AssocVP Safety & Risk Svcs

- Currently tracking a number of key indicators:
  - How fast we are getting test results back? Right now averaging just over 24 hours.
  - Room isolation, quarantine beds and hotel rooms and making use of these as needed.
  - Outbreaks: 55 outbreaks this week, 11 tied to UO students.
- Working very closely with Lane County Public Health and Oregon Public Health Authority, who have moved away from a “reopening” model to a system of alert levels.
  - <https://coronavirus.uoregon.edu/alert-level>
  - <https://map.uoregon.edu/covid-bldg-status>
  - <https://symptomcheck.uoregon.edu/self-assessment/>
    - *\*Note: self-assessment tool NOT collecting data on the back end. Simply an informational resource.*
- Conducting a weekly observational process to monitor mask usage. Currently hovering at about 97% percent compliance. Missing 3% mostly has to do with those wearing coverings over mouth, but not nose.
- Looking for ways to empower our students to follow public health guidelines, rather than pursuing an enforcement model. Includes things like handing out t-shirts and \$5.00 gift cards to the Duck Store.
- Right now we are at the beginning of our testing capacity, necessitating the need to focus on student testing. Looking to increase this to cover faculty and staff in the future.
- Reminder: “Testing is not a vaccine.” It is necessary that folks do their part with hand washing, social distancing, wearing masks, etc.



## **Approval of the Minutes:**

- [May 13, 2020](#)
- [June 10, 2020](#)

The minutes stand as approved.

## **New Business:**

Updates: Teaching/Peer Evaluations; CIET members: Sierra Dawson, Lee Rumbarger, Bill Harbaugh, Austin Hocker

- CIET have envisioned and implemented several changes to student evaluation of teaching, including moving from a numerical ratings model to a “criteria evaluative system.”
- Looking to use same criteria from student experience surveys in the peer evaluation framework for consistency.
- UO has developed a set of alignment criteria defining “good teaching”:
  - Professional
  - Inclusive
  - Engaged
  - Research-informed
- Group has conducted some pilot testing with various units to produce mock evaluation files and mock department head letters to test “proof of concept” of new system parameters before deploying more broadly.
- Committee has set up an internal system to track their progress towards completing the action items laid out in the UO Senate legislation:
  - <https://www.dropbox.com/s/xrsr025r5887w7l/2020.10.2%20Senate%20Legislation%20TO%20DO%20ITEMS.docx?dl=0>
  - <https://www.dropbox.com/s/caepxfnhuvyylth/Protocol%20for%20Redaction%20Handout.pdf?dl=0>
- CIET committee has developed a Qualtrics feedback survey and encourages folks to fill it out as it will inform their work this year as they continue to revise teaching/peer evaluation of teaching system, which can be found [HERE](#).
- Committee is currently working through how to restart the student experience surveys to collect feedback in current remote delivery format.

Presentation/Vote: : [US19/20-16: Resolution to Adopt an Open Access Scholarship Policy](#); David Condon

- Brief overview of previous presentations to the Senate, including goals of Open Access project:
  - Investigate the state of open access trends and practices
  - Evaluate role of open access in research practices and dissemination at UO
  - Examine nature of University Libraries relationship with publishers
  - Suggest options for local action



**Amendment** to change title to replace word “adopt” with word “develop.” Amendment approved: 41 in favor, 0 against, 0 abstentions.

**Vote: M/S/C – Yes: 45, No: 0, Abstain: 0.**

Election: Senate Budget Committee members

Candidates:

- Renee Irvin, College of Design
- Hans Dreyer, CAS-Natural Sciences (Human Physiology)

**Vote: Uncontested. Elected by acclamation.**

## **Open Discussion:**

- [US19/20-18: Resolution Against Racism and Systemic Oppression](#); inclusive classrooms, [Work Plan](#)
  - Need to explicitly name things in classrooms, meetings, forums, etc. Practice of avoidance in naming issues, topics, goals, and so on is harmful to the discussion and counterproductive to making progress.
  - There is a need to have uncomfortable conversations across campus, in as many spaces as possible. Avoidance isn’t helpful and maintains the status quo.
  - Discomforts that face Black students’ needs to communicated/distributed to faculty to increase their awareness of factors impacting classroom environments.
  - It was pointed out that this is a very white space and a number of folks don’t understand what the discomfort is. There is a need for white people across campus to engage in programs of self-education and not make it the responsibility/burden on marginalized groups to educate white faculty, staff and students.
  - Desire for some space spaces to interact with each other and have real conversations.
  - Caution to avoid the trend of “performative allyship.” (For those unfamiliar with the term, here is one article that attempts to break it down: <https://forge.medium.com/performative-allyship-is-deadly-c900645d9f1f>)
  - One faculty member remarked that there is no check done in their department to ensure they are admitting a diverse cohort of graduate students each year and wonders about admissions processes around this issue. Another faculty remarked on their request for disaggregated admissions data 2 years ago from an administrative unit, but was told the unit does not provide these types of reports. (Issue to be followed-up on)
  - Caution from student that senate/administration should not rely on “trickle-down” processes to get this work done. This work needs to be encouraged and facilitated, and needs to be done from a “human place” rather than as intellectuals. There needs to be a broader engagement across campus, along with help for white teaching faculty on having these conversations in the classroom.
- [Senate-led Anti-Racism seminar overview and feedback.](#)
  - No discussion. Senate leadership looking for feedback from the group. Will follow-up on this item. Question is not if, but when to hold such an event or events and what format that will take. Updates will be provided.



- Planning for November 4, 2020 Senate meeting
  - Acknowledged that this meeting follows the day after the national presidential election and senate leadership want feedback from the group about how to proceed.
  - Many are in favor of having a regular meeting and worry that we have too few senate meetings scheduled for the 2020 – 2021 academic year.

**Reports:** None

**Notice of Motion:** None

**Other Business:**

**Adjournment:** 5:03 P.M.

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**Attendance:**

Present: N. Chris Phillips, Dan Tichenor, Theodora Ko Thompson, Sam Stroich, Tina Ching, Sylvan Lionni, Becky Girvan, Claire O’Connor, Kristy Bryant-Berg, Beth Harn, Frances White, Robin Clement, Spike Gildea (Senate VP), Elliot Berkman (Senate President), Stephanie Majewski, Tom Greenbowe, Allen Malony, Jason Silveira, Gina Biancarosa, Alejandro Vallega, Jay Butler, Don Daniels, Samantha Hopkins, Irisa Mehta, Jenna Travers, Autumn Shafer, Randy Sullivan, Ella Meloy, Jessica Cronce, Gabriele Hayden, Aaron Gullickson, Anthony Hornof, Bill Harbaugh, Edward Davis Gerardo Sandoval, Hans Dreyer, Melissa Brunkan, Michael Hames-Garcia, Mike Schill (University President), Patrick Phillips (University Provost), Nico Larco, Renee Irvin, Joshua Skov, Michelle Wood, Elizabeth Skowron, Colin Koopman, Josh Razink, Jen Reynolds, Matthew Norton, Suzie Stadelman, Stephanie Prentiss

Excused: Kelly Sutherland Craig Kauffman

Absent: Zhuo Jing-Schmidt, Ben Mier-Cruz,

**Guests:** Melanie Muenzer, Chuck Triplett, Miriam Rigby, Kyle Henley, Annika Mayne, Greg Stripp, Mark Watson, Andre Le Duc, Janet Woodruff-Borden, Chris Sinclair, David Cecil, Denver Ncube, Joanna Mann, Kristy Hammond, Ron Bramhall, Tim Inman, Austin Hocker, Sierra Dawson, Heather Wolford, Lee Rumbargere, David Condon, David Guenther, Franny Gaede, Leu Williams, Felicia Gutierrez