



University Senate Meeting Minutes

October 6, 2021

3:00 – 5:00 P.M.

Zoom - <https://uoregon.zoom.us/j/98258015827>

Attendance can be found at the bottom of the page.

Call to Order: 3:05 P.M.

Introductory Remarks:

Spike Gildea, Senate President

- Senate to continue meeting remotely during Fall 2021. Will reassess as we get closer to winter term.

Agenda themes/projects for AY 2021-2022

- Continue Senate Antiracism work outlined in [US19/20-18: Resolution Against Racism and Systemic Oppression](#)
- CIET motions: teaching and peer evaluation frameworks
- Textbook Affordability
- Common Course Numbering (multi-year project, timeline unclear)
- Senate Bylaws Clean-Up
- Committee Clean-Up
- University Service

ASUO updates; Maxwell Ely

- ASUO Senate started meeting in person again last week.
- Academic senators on ASUO have begun to reach out to their counterparts on the UO Senate. There is a strong desire to grow relationships and collaborate on initiatives this year. Senators can expect to receive emails soon.

Approval of the Minutes:

- [June 2, 2021](#)

Minutes stand as approved.

University Updates:

UO President, Mike Schill

- Want to thank for everyone for their hard work over the last 18 months.
- Particular thanks to Academic Council in helping faculty and graduate instructors navigate remote education last year, and in helping us transition back to being in-person.
- Disenrolled fewer than 20 students for lack of compliance with vaccine mandate.



- UO has maintained and expanded our testing capacity. COVID-19 protocols and prevention strategies to continue until new guidance is received from public health authorities. More than 95% of employees and 96% of students reported as fully vaccinated.
- Enrollment (1st look at new numbers): 4602 new students - our largest cohort ever, as well as most academically prepared (in terms of GPA, average 3.73) and most diverse with 1,629 domestic minority students.
- A new program has been initiated to prevent the pandemic from adversely impacting career trajectory of young faculty, with a total of 73 faculty getting a course release to focus on their scholarship. This initiative is funded through philanthropic sources.
- Work continues on diversity, equity, and inclusion, including (but not limited to):
 - Efforts to reduce/eliminate disparities in student success for underrepresented/minority students
 - DEI will be conducting a campus climate survey during 2022-2023 AY

Janet Woodruff-Borden:

- Restarting searches that were put on hold during pandemic:
 - Dean of College of Arts & Sciences
 - Vice President of Research & Innovation

New Business:

Discussion: UO Senate Bylaws; Spike Gildea

- Overview of work undertaken to review document along with planned next steps. A formal motion will be brought to the Senate for a vote later this academic year.

Discussion: UO Senate Committee Clean-Up; Dan Tichenor

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Updates: Textbook Affordability; Robin Clement (Business) and Rayne Vieger (UO Libraries)

- HB2213 – calls for UO to establish a textbook affordability plan that:
 - Contains measurable goals for increasing textbook affordability
 - Addresses how to best mitigate the economic impact of decreased academic Duck Store revenue as a result of increased adoption of low-cost or no-cost course materials
 - Sets forth steps to advertise courses designated as low or no-cost to students on UO Class Schedule
 - Contains a statement of support for academic freedom of faculty to select high-quality course materials
 - Establishes a process for faculty to be informed about available low-cost and no-cost materials
- Beginning Fall 2022, Oregon HB 2919 requires UO to:
 - Prominently display or provide a link to titles, ISBNs and estimated costs of all required course materials and directly related course fees **no later than the start of course**



registration. These must appear in the published course schedule or on the Duck Store book list.

- Establish dates by which faculty or departments must notify the campus bookstore affiliated with the public institution of required and recommended course materials.
- For more information and the implementation plan/timeline, please visit:
<https://oer.uoregon.edu>

Open Discussion:

The Problems of University Service

- What is Service?
- How do we count Service? (Metrics)
- Why do we need this?
- Where do we go from here?

VP Yvette Alex-Assensoh

- How these conversations come to DEI (primarily with a lens to inequity, how it is impacting their ability to teach, research or engage creatively).
- We don't have a good way of documenting what service looks like (cross-campus software dashboard suggested as a possibility), what service is, how it is being done.
- Service is often talked about as a component of what is not research and what is not teaching. As the university becomes diversified this encourages a deeper discussion around what service is and isn't (we look at research as fitting into a particular box and perhaps it is time to expand our definition).
- New book: Andrew Hoffman (Stanford Briefs) – "The Engaged Scholar: Expanding the Impact of Academic Research in Today's World"
<https://www.sup.org/books/title/?id=33037>
- Minoritized faculty here often doing service in the form of redressing discrimination and inequities - making them unavailable to sit on committees. At Indiana, these faculty found themselves trying to deal with sexual and gender harassment because these issues were not being dealt with by anyone else, such as a Title IX office. This could be described as a different type of "service."
- Call to democratize the service no one wants to do, and the service that everyone wants to do.

Jack Boss (statement read by Dan Tichenor)

- It has been noticed on the Faculty Personnel Committee (FPC) that women and those of minoritized ethnic groups are given a higher load, often in mentoring and emotionally supportive types of service.
- There is an issue of a lack of compensation for higher service loads – incentives, monetary and other, should be increased.



Spike:

- Concern that we don't have a consistent definition of service.
- There is a plan in the works to create a task force to dig into this issue and report back to the Senate by end of this academic year.

Questions/issues/comments raised by the audience (to be relayed to task force):

- Mentoring of younger faculty, including Career faculty
- Empower dept heads to "encourage" or assign service in their units, in part to distribute it more evenly?
- Clear guidance/principles needed within departments, schools, colleges
- Career faculty want to volunteer - department heads feel concerned they might be overloading them beyond their 10% service load in their contracts, but don't want to hold them back from things they are interested in.
- Career faculty service uncompensated after 10% service added to their portfolio without salary increases
- issue of career faculty told to fill in dept/program stuff, but if they do anything outside the dept, it won't be counted and they will be simply volunteering their own time.
- What is already being addressed in existing merit policies, such as in the Provost's Office documents?
- Some report seeing people at higher faculty ranks "hiding from" or avoiding service, leaving the burden to younger faculty.
- If folks elect to do "extra" service, they should know ahead of time that it is extra and may not be counted in evaluations.
- Classified Staff/OAs: not required to engage in service but would otherwise not have their voices heard in many different conversations/venues. There needs to be some thought to whether this should be changed, as well as address the issue of recognition/acknowledgment/etc.

Reports: None

Notice of Motion:

- Create UO Senate task force on University Service

Other Business:

Adjournment:

(See next page for attendance info)



Attendance:

Present: Dan Tichenor (Senate Vice President), Sandy Weintraub (Parliamentarian), Betina Lynn (Senate Executive Coordinator), Spike Gildea (Senate President), Michelle Wood, Bill Harbaugh, Stephanie Prentiss, Elly Vandegrift, Edward Davis, Matthew Norton, Becky Girvan, Maxwell Ely, Stephen Rust, Kelly Sutherland, N. Chris Phillips, Frances White, Kenlei Cowell, Jack Boss, Gabriele Hayden, Dare Baldwin, Harinder Khalsa, Gina Biancarosa, Jenna Travers, Maram Epstein, Mike Schill (UO President), Robin Clement, Ben Clarke, Jennifer Smith (in for Theo Ko Thompson), Kristy Bryant-Berg, Autumn Shafer, Nico Larco, Craig Kauffman, Hans Dreyer, Kavi Shresta, Allen Malony, Renee Irvin, Frances White (Chair of Academic Council), Anna Schmidt-MacKenzie, Bill Harbaugh, Brad Garner, Don Daniels, Mohsen Manesh, Hans Dreyer, Jay Butler, Josh Razink, Leslie McLees, Robin Clement, Ryan Light, Mohsen Manesh,

Excused: Gerard Sandoval

Absent: N/A

Guests: Richie Hunter, Jesse Summers, Jennifer Winters, Brandon Pinzon, Greg Stripp, Gabe Paquette, Chuck Triplett, Janet Woodruff-Borden, Rayne Vieger, Ron Bramhall, Zachary Holmes, Tim Inman, Maggie Bosworth, Kimberly Johnson, Laurel Bastian, Kevin Marbury, Sam Schwartz, Sarah Strickler,