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## University Senate Meeting Minutes

November 4, 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; Spike Gildea

"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."

### **Introductory Remarks:**

Elliot Berkman, Senate President

Spike Gildea, Senate Vice President

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

- **November 4, 2020**

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

UO President Michael Schill

- Acknowledgment of tense national election year and the consequential stressors on UO community as we become increasingly aware of deep divisions that exist in the U.S.
- Encourage folks to watch "The Art of the Argument" on YouTube to foster dialogue with those who have a broad range of perspectives and beliefs
- Enrollment:
  - We now have a clearer picture of where we are. More info to be provided at December meeting by Roger Thompson from Admissions.
  - Drop of 12.1% in incoming first year freshmen. Drop of 3.6% in total enrollment (in line with what other universities are experiencing)
  - Incoming class is most academically qualified in UO history, with an average GPA of 3.68. Also a more diverse incoming cohort: 29% first generation, 40% entering with AP/IP credit, 549 will be participating in Pathway Oregon
- Budget:
  - Loss of revenue of 15 – 20 million dollars due to enrollment shortfalls from COVID. Budgetary impacts will be with us for the next 4 – 5 years.
  - We anticipated this level of funding decrease and were able to mitigate much of it with: travel freeze, hiring freeze, no pay increases, reduced spending on services and supplies.
  - Governor's recommended budget to be released on Dec 1, 2020. Legislative session will begin in January.



- UO receives smallest amount of state dollars compared to other Oregon institutions. The HECC is doing a review of the state budget model and preparing a number of recommendations to change this model. We're hopeful we will see an additional \$1.8 million per year if the funding formula suggestions are implemented.

**Updates and Announcements - COVID:**

Andre Le Duc, CRO/AssocVP Safety & Risk Svcs

- UO has moved away from a linear "reopening" model to an alert level system, focused on disease metrics, and what the university and general public can do to help minimize exposure and the number of new cases.
- Weekly updates are received from LCC, Lane County Public Health, Florence, McKenzie Willamette Hospital and Peace Health to review and update risk exposure system. Among the items in these updates are regular reports on how fast we can do contact-tracing and get test results back.
- Important to note that speedier return of test results and contact-tracing are not a substitute for the ongoing need to wear masks, employ social distancing and minimize exposure by the individual. We need everyone to continue to do their part against this pandemic.
- Ongoing steps taken to identify problems before they happen. Working to not only meet Oregon Public Health standards, but also those of Johns Hopkins. Going beyond state minimums to protect our campus and our community.
- Have moved away from pulling individuals out of their living units and putting them into quarantine. Instead, instituting "whole house" quarantines, in part to drive the message home about safe personal practices during this time.
- Moving from nasal swab to saliva testing by end of academic year.

Shelly Kerr, UO Health Center

- Increase of use of tele-therapy services.
- Most common word being repeated: anxious.
- Students reporting feeling tired all the time, struggling to make connections and friends. Questions around how this is going to impact summer jobs, internships and life after college.
- Many students afraid of contracting COVID and express frustration at peers' not taking adequate or appropriate precautions.
- Students report frustrations and loneliness in breakout rooms for courses as many other students do not turn their cameras on, leading to a sense of isolation. Some indicate courses are using too many different platforms and would like to see greater consistency.
- Trends we are seeing:
  - Uptick in anxiety
  - Academic distress
  - Family distress
  - 1/3 of students seeking mental services are COVID-related
  - 80% say COVID is impacting their mental health.
  - 71% reporting a significant impact on motivation and success
  - Loneliness
  - 65% reporting missed experiences and lost opportunities during their time in college.
  - 40% reporting financial issues.



- 33% reporting health concerns.
- 43% reporting relationship concerns.

ASUO priorities, feedback and concerns; Isaiah Boyd (ASUO President 2020-2021)

- Election fatigue
- COVID fatigue
- Desire for some amount of normalcy, organic conversations.
- Methods for stress relief needed.
- A lot of financial stress, particularly around course materials and food security.
- Looking to increase **accessibility** for students across the board. Foresee working on this issue locally and nationally over the next few years.

## **New Business:**

Student Success; Doneka Scott

Guiding principles for Student Success:

1. Our students are our students regardless of college, major, program or class participation.
2. Any student admitted to the UO can successfully leave this institution with a degree in hand in a timely fashion.
3. We do not subscribe to the notion of a student deficiency model to account for discrepancies in student success, but rather we approach it from an institutional barrier model.
4. Student success is everyone's everyday work.

Initiatives:

- Advising philosophy and culture
- Presidential investment in Tykeson advisors
- Development of a cohesive advising syllabus
- Exit survey creation/launch
- "Finish-in-Four" Campaign
- EAB Navigate implementation
- Integration of degree progressions team and data driven approach
- Targeted advising campaigns
- Alignment with best practices and engagement with national organizations/efforts
- Transfer student support
- Enhanced peer advising and mentoring
- Increasing credit loads
- Integrated academic and career advising
- Improved communications and coordination between advising units
- Development of "Flight Paths"

Have achieved 10% increase in graduation rates as outlined in President Schill's initiatives upon coming to UO. Looking to maintain and improve upon this as we move forward.

Continuing work to identify and understand barriers that exist across campus.



Policy changes during COVID:

- Disqualifications
- Graduation extension
- Grading option changes
- First-day mandatory attendance (eliminated for Spring and Fall 2020)
- Remote after week 9 of Fall term 2020

Reports of Zoom fatigue from students, while others with disabilities report they are better able to engage thanks to Zoom.

Heritage Project Capital; Hans Bernard

- Gearing up for 2021 legislative cycle
- Two main priorities:
  - Protecting funding for public universities
  - Securing state investment capital for UO building projects, such as: University Hall (formerly Deady) and Villard Hall – both on national heritage site registry
- Competition is going to be greater. Requesting Senate help, perhaps in the form of a letter to be used during lobbying sessions. Updates to be provided.

**Open Discussion:**

- HB2864, Antiracism resolution work plan; Yvette Alex-Assensoh

Need feedback on proposed definition of “cultural agility”:

“The integration and transformation of knowledge about individuals and groups of people into policies, practices, individual behaviors and attitudes to enhance university climate, facilitate equity in teaching, research, engagement and service to our state, professions, society and the world at large. Cultural agility focuses on an understanding of cultures, languages, classes, races, ethnic backgrounds, religions, sexuality, abilities and other diversity factors, systems of power and difference among groups, and an ethic of care that values the worth of individuals, families and communities, while protecting as well as preserving the dignity of each person.”

(Adapted from the Standards of the National Association of Diversity Officers in Higher Education [NADOHE] and the National Association of Social Workers)

Questions posed to the Senate:

- What input do you have about the proposed definition of cultural agility and proposed institutional goals?
- What recommendations do you have for assessing the efficacy of your unit’s work on cultural agility?
- What assessment tools do you recommend for your particular unit, and more broadly, for our campus?



- What role, if any, should unit-level diversity committees and/or a campus climate survey play in our ongoing cultural agility assessment processes?
- What additional information do you wish to provide?

Per HB2864, UO needs to submit a “plan to create a plan” to the State Legislature by end of calendar year to address how we plan to move forward on the issue of “cultural competency training.” Looking for input from the Senate to inform the drafting of this letter. Will set a google doc to collect additional thoughts folks come up with over the next several days.

**Reports:** None

**Notice of Motion:**

- BFA in Dance

**Other Business:**

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

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**Attendance:**

Present: N. Chris Phillips, Dan Tichenor, Louis Vidmar (subbing for: 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, 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: Anthony Hornof, Craig Kauffman

Absent: Ben Mier-Cruz

**Guests:** Melanie Muenzer, Annika Mayne, Greg Stripp, Mark Watson, Andre Le Duc, Janet Woodruff-Borden, Brad Garner