

**Minutes of the Portland State University Faculty Senate Meeting, 1 June 2020
(On-Line Conference)**

Presiding Officer: Isabel Jaén Portillo

Secretary: Richard Beyler

Current senators present: Ajibade (also as newly elected senator), Anderson, Baccar, Broussard, Bryson, Chaillé, Chrzanowska-Jeske, Dillard, Dimond, Duncan, Eastin, Emery, Faaleava, Farahmandpur, Feng, Fiorillo, Flores, Fountain, Fritz, Gamburd, George, Greco, Hansen, Harris, Henderson, Holt, Hsu, Ingersoll, Izumi, James, Jedynek, Karavanic, Kennedy, Kinsella, Labissiere, Lafferriere, Lafrenz, Limbu, Lindsay, Loney, Lupro, Matlick, May, Meyer, Mosier, Newlands, Oswald, Palmiter, Reitenauer, Sanchez, Sugimoto, Thanheiser, Thieman, Thorne, Tinkler, Watanabe.

Alternates for current senators present: Karen Curtin for Dolidon, Mitchell Cruzan (also as newly elected senator) for Eppley.

Current senators absent: Eastin, Magaldi.

Newly elected senators present: Ajibade (also as current senator), Berrettini, Borden, Carpenter (also as ex-officio member), Chorpenning, Clucas, Cortez, Cruzan (also as alternate), Dusicka, Erev, Goforth, Gómez, Guzman, Hunt, Kelley, Law, Mikulski, Padín, Raffo, Smith.

Newly elected senators absent: Clark, Heilmair, Ito.

Ex-officio members present: Allen, Beyler, Boyce, Burgess, Bynum, Carpenter (also as newly elected senator), Chabon, Duh, Ginley, Jaén Portillo, Jeffords, Knepfle, Loikith, Luckett, Lynn, Maddox, Merrow, Percy, Podrabsky, Reynolds, Sager, Sipelii, Spencer, Webb, Wooster, Zonoozy.

A. ROLL CALL AND CONSENT AGENDA. The meeting was **called to order** at 3:00 p.m.

1. Roll call.
2. **Minutes from 4 May 2020** were **approved** as part of the *Consent Agenda*.
3. OAA response to Notice of Senate Actions for May [**1 June Agenda Attachment A.2**] was **received** as part of the *Consent Agenda*.
4. Modification of procedure to allow the Presiding Officer to move or postpone any items at here discretion were Presiding Officer's discretion were **approved** as part of the *Consent Agenda*. [**Several changes to the agenda order are indicated below.**]

B. ANNOUNCEMENTS

1. Announcements from Presiding Officer

JAÉN PORTILLO called attention to several upcoming events. Due to the length of the agenda, she anticipated moving several items so as to be sure to get to time-sensitive items. Even so, she believed it would be necessary to call a second meeting for June on Monday the 8th and advised members to plan accordingly.

JAÉN warmly thanked senators for their commitment and patience to the work of Faculty Senate during unprecedented events. She also recognized the work of Faculty committee chairs, many of whom were present, and also congratulated the newly elected senators.

She expressed appreciation to her colleagues on Steering Committee, whose advice and diligence made the work of Senate possible.

JAÉN called on PODRABSKY, who said he was working on a set of guiding principles for re-opening research operations on campus, which he hoped circulate soon for faculty input; he also intended to hold a town hall meeting on the subject. The return to on-campus research will be gradual, and we will have to make decisions on who comes back first. The university's values and safety for everyone should of course drive the decision.

2. Announcements from Secretary

BEYLER stated voting procedures: current senators (but not newly elected senators) would vote on motions. Continuing senators and newly elected senators (but not senators whose terms were now coming to an end) would vote for officers.

ELECTION OF PRESIDING OFFICER ELECT

Vicki REITENAUER had been nominated at the previous meeting. There were no additional nominations.

REITENAUER was **elected** Presiding Officer Elect for 2020-21.

NOMINATIONS FOR STEERING COMMITTEE

BEYLER stated that five nominations had been received in writing prior to the meeting. In random order these were: José PADÍN (SOC), Michael LUPRO (UNST), Steven THORNE (WLL), Andres GUZMAN (COE), and Mark BERRETTINI (FILM). There were no further nominations from the floor.

Change in agenda order: G.2, followed by G.1 (Provost's and President's reports), moved here.

G. REPORTS FROM OFFICERS OF THE ADMINISTRATION AND COMMITTEES

2. Provost's report

JEFFORDS announced that they had reached the final stages of the CLAS Dean search and hoped to be making an announcement shortly.

JEFFORDS turned to items related to the current remote environment. The Office of Academic Innovation (OAI), along with a faculty committee, had been for this past year evaluating a shift to a different online learning management system. They were near to completing the process of looking at options, and planned to have a recommendation by mid-June. She noted that this exploration of various tools helped the rapid transition to remote instruction. Meanwhile, OAI was continuing its support of faculty developing high-quality online courses and programs in a number of departments. She had heard from students that they value these opportunities.

The Students First work also continued, JEFFORDS said. This commitment, creativity, and diligence showed in the faculty's switching to remote instruction within two weeks. One particular initiative is developing online educational resources—alternative textbook formats. Many faculty have written their own textbooks. The Persistence Committee [within Students First] is working on a role description to help with the case management

approach to student retention—a model which has been successful at other universities of identifying students who need resources and working with them to complete the degree. She plans to pilot this for one year, using grant funds. They have also been working on a dashboard to monitor student success metrics across various populations.

JEFFORDS then turned to a question on everyone's mind: how will we proceed with instruction in the fall? The University's overall response to COVID-19 is being managed by the Incident Management Team [IMT]. A subcommittee of that group is the Academic Continuity Committee, on which JAÉN and GAMBURD sit to represent Faculty Senate. A working group looked at options for fall and relevant evidence and information. This group developed two scenarios which are mixtures of remote and face-to-face, but on different ends of a continuum. Scenario One assumes that we will be principally remote, with some exceptions for face-to-face. Scenario Two proposed mixed modalities with the decision being made at the department or unit level. She shared these scenarios and the report of the working group with faculty last week, and asked for responses.

Over 630 responses were received, JEFFORDS reported, with about 68 pages of comments. She was impressed by the thoughtfulness and detail of this feedback. Many of you are concerned not only with your own health, but with that of family members and those with whom you share a household. Many also indicated concern about the impact on students not being able to resume instruction in a face-to-face environment. She wanted to use these results to open up a conversation.

JEFFORDS: they also sent a survey to students. There were over 4200 responses, including 2300 within the first four hours. They have something they want us to hear. Of the 4200 responses, about 55% favor a principally remote fall term, largely based on concerns about their own health or that of household members. Many responses also noted the complexity of a multi-modality term in which some courses would be face-to-face and others remote. While 55% is not overwhelming, it is nevertheless a majority. We asked a second-order question: whether, depending on the scenario we chose, they would consider transferring or sitting out a year. 36% said they would consider transferring or sitting out if we chose multiple or mixed modalities; 23% indicated this if we were principally remote. This is important information about our students' preferences.

Of the 630 faculty responses, JEFFORDS said, about three-to-one favor Scenario One (principally remote). Respondents gave very thoughtful reasoning through the complexities of the different scenarios. Today she wished to hear feedback from Faculty Senate about fall term. We should keep in mind that we do need to think about the remainder of the year; no one expects that on January 1st we will just return to business as usual. While we are talking specifically about fall term, we also need to think about the longer term context. Other Oregon institutions have varied responses, JEFFORDS said; she noted that they are in less dense and less urban environments.

BACCAR reviewed the temporary changes in the pass/no-pass policy that Senate had approved for spring and summer. Would Senate want to extend the changes for either or both of the two scenarios? It would be nice to have an answer to that question before the roll-out of course schedules.

GRECO wondered if the option had been considered, wherein the faculty member teaches through Zoom but classrooms will be assigned, and students who prefer to go to a

classroom with possibility of (socially distanced) interaction can do so. She thought this might add value. JEFFORDS said they had discussion with Kirk KELLY, Chief Information Officer, about whether it would be possible to install technology for Zoom-ready classrooms. He believed we could outfit a number of classrooms over the summer. It's not as sophisticated as the 'global classroom' in the School of Business where the camera follows the instructor, etc. He is looking into the technical requirements, and they are looking into the possibility of using CARES Act funding for something like this. Even if we don't use it in the fall it might be a useful option going forward. It could also give faculty members the reverse option of being able to teach in a classroom, even if the students are remote, using a whiteboard or other classroom equipment. They were actively looking into this, also for when the pandemic is over. Students may principally want to be face-to-face, but if they have to stay home they could still attend remotely.

BACCAR remarked that in a scenario where we don't have any face-to-face, we don't have to provide low-density classrooms—figure out the capacity for each room. If there is going to be access to the classrooms, we have to figure out how to manage that. Faculty would need to know all this information. It adds to the logistical complexity if we do this on a large scale.

FARAHMANDPUR asked what kind of preparation or investment we are making in medical supplies, how we are seeking the help of medical experts. Whether we open in fall or later, these conversations will need to be in place. What policies will we adopt when we do open—for example, about wearing masks? JEFFORDS: conversations are certainly already happening. The IMT was working on how to reopen in a variety of settings—for example, installing plastic shields to protect employees. Who would have interaction with students, is another question. REYNOLDS confirmed that the IMT is studying policies for shields and masks, added that a subcommittee of is working on classroom capacities, flows in and out, and signage. They also have to consider disability issues. They have to look at cost estimates for these upgrades, and whether CARES funding can be applied. They are meeting on a daily basis. JEFFORDS added that we are taking advantage of our own faculty expertise; for example, Rich CORSI (Dean of MCECS) is a national expert on airflow in buildings, and he is consulting with us about how managing that properly can contribute to decreasing virus transmission.

HANSEN observed that the results from the student survey that 36% would consider not attending in one scenario and 26% in another meant a major hit on enrollment either way. JEFFORDS: the question was whether they would consider it, not an absolute decision. The question more an indicator of students' level of happiness or unhappiness with the respective scenarios. It appeared that comparatively fewer students felt discomfort with a fully remote environment.

THIEMAN asked if units can still make their own decision about the P/NP option. The Curriculum Department didn't offer P/NP because of licensure issues for teacher candidates. BACCAR: that's the question before Senate. This is a chance to reconsider whether we want the changed policy to extend to all parts of the University or just some. Is the question whether departments or units can choose? THIEMAN: yes, because at the graduate level students can only earn an A or B [for licensure] so a Pass grade [as a potential C] is not viable. They did not choose it for spring or summer.

LINDSAY: without precautions, lecturing in a classroom could turn into a super-spreader event. Are we looking at installing plastic shielding for this reason? REYNOLDS was not sure of the exact plans. Shielding could come into social distancing in classrooms, but was more immediately relevant for service counters, etc. As mentioned previously, CORSI is working with them on analyzing airflows in particular settings.

In response to another question [on chat] REYNOLDS did not want to commit publicly to anything about parking. The current plan was to continue not charge for parking through the summer and try to mitigate the loss of revenue. They are reaching out to Tri-Met, etc., to find out what public transportation is doing for social distancing.

HSU: what about the [Cal State] system's decision to go remote in the fall? JEFFORDS had spoken with a provost at one of their campuses. Their decision was motivated by the same reasons as those informing Scenario One—for example, a lack of control over individual contacts in urban environments, in contrast to a small college in a fairly rural area with a defined campus and defined set of people on that campus. Provosts from urban universities seemed to be leaning towards remote environments.

PERCY appreciated the great work that is going on with complex variables. He suggested that when people talk about strategies it is a matter of emphasis, rather than exclusively one way or the other. All university presidents he had talked to say they are not having large classes: either breaking them up or going remote. It is interesting to see how people publicize their approach; there is a lot of variation in almost all of them. A Cal State president he talked to said that 10%-15% of their classes will be meeting in person. Hardly anyone is exclusively one way or the other.

WEBB: could departments request money for turning their own classrooms into hybrid-flex rooms? That could really change how they deliver some of their high-impact courses. Is there any CARES funding available over the summer, and if so, whom should they contact? JEFFORDS said that they were currently looking to outfit general-purpose classrooms. But if a department has a very specific request they could send it to her. Much depends about the outcome of the decision between scenarios. Whatever the decision, they want to look at how to support faculty.

CRUZAN wondered about using in-person for science labs and studios, but remote for everything else. JEFFORDS: that's what Scenario One looks like—a small percentage of classes where not being face-to-face really impedes student learning, such as studio art classes. If we take that direction, we should focus on making those environments safe.

1. President's report

[Note from Secretary: in his report the President responds to the Question to Administrators which appears under item F below.]

PERCY thanked the Senate for bringing attention to concerns about social and racial injustice. He recognized that the motion passed by Senate [last month] signals a desire to pay more attention to diversity, equity, and inclusion. Working together on this will be a major priority next year. He had been in conversation with the incoming Vice President for Global Diversity and Inclusion, Ame LAMBERT, who is paying attention to what is happening here and in our community and already beginning to make connections.

He thanked the IMT and JEFFORDS for their work [on the transition to remote]. University presidents everywhere are struggling with how to keep people safe, how to ensure that students are making academic progress, how to follow regulations. We also have to look at the research mission, and bringing back those operations in a safe way.

Turning to the Question to Administrators [*see Item F below*], PERCY stated that last week the Executive Council made the difficult decision to implement a comprehensive furlough program which affected almost every 12-month employee. The impetus for this decision was twofold: our current financial uncertainty, and opportunities given by federal stimulus legislation which provided benefits for employers and employees in what is known as a work share program. As we learned about these benefits, it became clear that we had to act quickly to secure the maximum relief for employees. The haste came from the fact that the current work share program within the federal stimulus ends on July 31st. Getting people enrolled quickly will enable them to get more benefit from it. We don't yet know whether the federal government will extend it in another legislative package. He was sorry that the speed resulted in confusion and a rocky start. Though it was not an excuse, there were many things converging at once.

PERCY thanked SEIU and AAUP for very productive conversations in negotiations over how to implement this. Unfortunately we don't have the same mechanism for people who are unclassified and unrepresented. He apologized for the challenge there. They planned information sessions this week to try to provide some clarity. Keeping communication lines open was very important. We need to know the impact on employees, on the work, and on students so they can make informed decisions going forward. They are listening to concerns, such as difficulties caused by the timing coming at the end of the academic year, preparing for graduation, etc. If we reduce workload, we cannot have the same expectations for everyone's performance. They had not implemented furloughs for people who were ineligible for the work share program. Their hope is that by implementing the program now they can reduce the need for more difficult actions in the future; he was sorry that the implementation was causing additional stress, which was not their intent. We are united in the goal of preserving our university.

More specifically about the question asked: PERCY said that beginning May 1st, senior administrators, Executive Council, vice provosts, and deans took pay cuts of between 7.5% and 15%. These were not furloughs, but rather reductions in pay without reductions in work expectations. All these people continue to work more than forty hours a week. The furlough decision announced last week was difficult; his hope is that by taking this action we can achieve key goals that align with his personal commitment to resolve our financial challenges in a fair, equitable, and sustainable manner. Wrapping up the quarter will be more difficult for everyone with the work reductions, and we appreciate that. If you are on furlough you are not expected to work during that time. The current furloughs are needed to reduce the need for more drastic actions in the future. Current federal spending allows us to keep nearly all the impacted employees whole, maintaining benefits, with all but handful experiencing the same or larger compensation. He again thanked the unions for working with us.

PERCY said that they would be working in the next week or ten days to develop criteria to call people back. At the top of the list will be community members engaged in sponsored research projects. We are working hard to minimize the disruption—there will

be some—on students, research, and overall operations. We appreciate this effort to allow us to participate in a program whereby salary reductions associated with a furlough have some compensation coming from another source.

GRECO: do we have an estimate of the savings from this, and of how much of the COVID hole it will fill? REYNOLDS, answering: it depends on exactly how many participate and for how long, but essentially as much as \$1.5 million a month—a significant savings on an all funds basis. There are many unknowns and we are trying to anticipate multiple scenarios. We do anticipate on the general fund a significant reduction in our allocation from the state, but we don't know how many millions that will be. Again, auxiliary enterprises are also seeing a significant reduction: we are being hit on both levels, and a furlough program helps mitigate that. We likely won't know that reduction from the state until July or August, and are trying to prepare for that.

LOIKITH: how does the furlough pertain to employees funded entirely on external research grants? PERCY did not have the specifics to give a thorough response. He would make sure to get back with an answer. In the interest of time JAÉN asked that detailed further questions be held till the next opportunity.

Return to regular agenda order.

C. DISCUSSION – *none.*

D. UNFINISHED BUSINESS – *none.*

E. NEW BUSINESS

1-6. Postponed until additional meeting on June 8th, at discretion of Presiding Officer.

7. Sharing credits between graduate certificates (GC)

LOIKITH summarized the recommendation from Graduate Council [**June Packet Attachment E.7**]. The aim is to allow credits between graduate certificates in unusual circumstances where that might be required—for example, when a student is very close to a certificate but unable to achieve it because of a small number of shared credits. If this passes, going forward when new graduate certificates are proposed there will be a screen for potential overlap, to see if this could be problematic.

EMERY/WATANABE **moved** the proposed policy as stated in June Packet **Attachment E.7**. The motion was **approved** (35 yes, 2 no, 2 abstain, recorded by online survey).

8-14. Postponed until additional meeting on June 8th, at discretion of Presiding Officer.

F. QUESTION PERIOD

The following question to the President was received prior to the meeting. [The President in effect responded to this question in his report, item G.1, which in a change to the agenda order was moved above.]

PSU's employment landscape is complex and variegated. Please provide a brief overview of the pay cuts and furloughs taken by different groups and units on campus. We would be particularly interested in learning the rationale behind the decisions and understanding the principles underlying the equitable application of these emergency measures.

JAÉN observed that the question had been answered previously, but opened the floor to follow-up questions.

RAFFO asked about the rollout strategy for a new online learning management system. Will it be this fall? JEFFORDS: the plan all along has been to have an overlap, continuing with D2L as we begin to ramp up a new system or revised version of D2L. There's no expectation that on a certain date we completely switch over. There's a need for transition and learning a new system, for both faculty and students. RAFFO: is the main driver [of the decision] cost or capabilities? JEFFORDS: it's actually about capabilities. Among the systems out now, D2L has sometimes been described as clunky. More to the point, there are many new plugins and add advantages to a learning management system, but D2L is less capable of automatically adopting these plugins. This creates difficulties for faculty who hear about these tools and want to try them. For many faculty, the attraction is less that features of the system per se than its adaptability and flexibility to incorporate newly developed tools.

ZONOOZY congratulated President PERCY on his appointment [to the regular position], appreciating his leadership at a crucial time, with experience and a sense of conversation and communication with people. PERCY replied with thanks, saying that he was humbled.

OSCHWALD asked about the potential for twelve-month research faculty to come off furlough in July. If we don't spend our directs [grant funding], PSU doesn't get the indirects, either. PERCY recognized the need to get an answer soon. It's to everyone's advantage to continue [research] as long as we can do so safely.

G. REPORTS

Prior change in order: G.1. President's report and G.2. Provost's report moved above.

3. ASPSU report

JAÉN asked the representatives from ASPSU to introduce themselves: Motu Sipelii, incoming ASPSU President; Kyle Leslie-Christy, former ASPSU President; Victor Chavez-Gonzalez, incoming ASPSU Vice-President.

Leslie-Christy said that when he became President, at the end of winter term, his goals were that ASPSU be more accountable to themselves, and to provide an opportunity for people interested in actually doing the work. They were working on events such as the succulents and census event, where they handed out 350 plants while encouraging students to be active with the census, voter outreach, etc. They also organized the admin town hall, involving by seven administrators, and established some new relationships of mutual respect with administrators. It seemed to Leslie-Christy that much frustration [among students] stemmed from lack of understanding and lack of knowledge of opportunities. It's important going forward to create opportunities to get to know the administration and faculty more deeply. In the voting campaign, they worked with other schools around Oregon to create Tik Tok videos of people showing how they voted. They are also working with the commencement planning team, and with the people in charge of the CARES Act emergency fund. They promoted information in ways that were accessible to students, to dispel some misinformation, and got good feedback from that. The Day of Service event focused on community involvement. In uniting around a common purpose and meaningful collaboration they find success.

GAMBURD noted that a number of Faculty committees had seats open for student members. She would be grateful to work with ASPSU to get student representation.

SIPELII said that listening to the conversation showed the care that [faculty] have; students don't really get to hear these conversations. He hoped to be a liaison between students, administration, and faculty. If faculty need student representation or want students to attend an event, they have [in him] a contact person.

4-5. Postponed until additional meeting on June 8th, at discretion of Presiding Officer.

The following reports from committees were received as part of the consent agenda. See the respective June Packet Attachments G.6-12.

- 6. Annual Report of Academic Quality Committee (with appendices)**
- 7. Annual Report of Academic Requirements Committee**
- 8. Annual Report of Graduate Council**
- 9. Annual Report of Institutional Assessment Council**
- 10. Annual Report of Intercollegiate Athletics Board**
- 11. Annual Report of Undergraduate Curriculum Committee**
- 12. Annual Report of University Writing Council**

JAÉN announced that there would be an additional meeting in one week, on June 8th, to deal with the business that had been postponed today. BEYLER noted that there would probably be one additional item about the pass/no-pass policy, and probably a few additional reports. Voting would be by current senators.

H. Adjournment.

The meeting was **adjourned** at 5:14 p.m.

After the main meeting was adjourned, **DIVISIONAL CAUCUSES** chose new members of the **COMMITTEE ON COMMITTEES** as follows:

COTA	Amy BORDEN
CLAS-SS	Michele GAMBURD
SB	Jennifer LONEY
LIB	Rick MIKULSKI
MCECS	Malgorzata CHRZANOWSKA-JESKE
CUPA	David KINSELLA
OI	Michael LUPRO
AO	Randi HARRIS