

**MINUTES OF THE MEETING
OF THE FACULTY SENATE
JULY 15, 2020**

PRESENT: J. Ausherman, C. C. Bowen, W. Bowen, M. Buckley, B. Conti, G. Dyer, B. Ekelman, D. Elkins, P. Falk, D. Forte, V. C. Gallagher, D. Geier, J. Goodell, C. Hansman, M. Kalafatis, J. Kilbane, R. Krebs, A. Kumar, M. Kwiatkowski, J. Marino, B. Mikelbank, G. Pettey, T. Porter, R. Raimer, A. Slifkin, J. Visocky-O'Grady, J. Holcomb, H. Sands, J. Zhu, C. Heyward, S. Kent, M. Thrash.

OTHERS

PRESENT: S. Adluri, C. Bracken, E. Domholdt, F. Faison, R. Kleidman, I. Koukhanova, E. Kullman, R. Lustig, K. McNamara, M. Rodriguez, F. Roncagli, X. Sun, J. Vitali, C. Wheeler, J. Wolin, V. Wright.

I. Approval of the Agenda for the July 15, 2020 Meeting

Faculty Senate President William Bowen called the meeting to order. He noted that the first item on the Agenda is approval of the Agenda. He then asked for a motion to approve today's agenda. It was moved, seconded and the Agenda was unanimously approved by voice vote.

II. Report of the Faculty Senate President

Dr. Bowen noted that it is great to see so many people logged on for this meeting! Before the pandemic, people used to stay away from Faculty Senate meetings in droves.

- **DHS International Student Guidance Statement (Report No. 114, 2019-2020)**

Dr. W. Bowen: You may have seen last week a message about our international students that was drafted and signed by President Sands and endorsed by the Provost and the Faculty Senate President. The message responded to the recent Department of Homeland Security guidance that forced the international students into a situation in which even during COVID-19 they had a choice between either taking classes on campus or getting deported. A draft of that message was considered at the Academic Steering Committee last week, and the vote there was unanimous in favor of the Senate President signing it on behalf of the Senate. The idea was to make sure that our international students have our full institutional support and commitment. The message made this perfectly clear. Thank you, President Sands for taking such prompt initiatives on that very important matter. Now, thankfully, the news says that Homeland Security has backed off and possibly even reversed itself, perhaps something President Sands will address in his report.

In terms of recent goings-on at Ohio Faculty Council, more than a few of Ohio's public colleges and universities are undertaking large scale reorganization efforts such as the one we seem about to undertake. In response, the Ohio Faculty Council this month will consider drafting a white paper calling on the administrative leadership of the re-organizing institutions to explicitly recognize and heed the voice of their faculties in the process. For example, the voice of the faculty here at CSU is clearly spelled out in the Faculty Senate procedure for program

alteration that applies whenever units are merged, abolished, or suspended. You can find it on the Senate website. The Senate Presidents and representatives from the various universities at OFC have reported being under the impression that at least several of the university reorganization efforts are ostensibly being undertaken to reduce the respective university's budget, though it has not been made clear how or in what amount. Recognizing the financial stressors that most Ohio public universities are facing, the OFC is considering the option of making a formal call on our administrative leaders to be transparent about our institutions' finances and to share with the faculty the actual expected budgetary reductions that reorganization will provide. Consideration is also being given to the possibility of making a formal call to consistently place the academic mission of our colleges and universities above all other priorities, and to take every reasonable precaution to ensure that proposals to reorganize will be effective and successful, for example through stipulating explicit goals along with measurable objectives and expected outcomes. Universities need to be careful not to value inchoate objectives or perceived efficiencies above all else, while also acting as stewards of important (and limited) public resources.

On Monday, President Sands announced CSU's Police Review Task Force. Speaking for myself and for the several Col. W. Ajax Peris, a former U.S. other people I've spoken with about this, the task force is a tremendously positive, introspective response to some of the persistent institutionalized inequality that more than a few of our students and potential students, faculty, staff and community members face due to their race, ethnicity, national origin, gender, age, or sexual orientation, sometimes on a daily basis. Hopefully, we'll learn more about this during the University President's report.

Several of you, as well as the President, have asked for the Faculty Senate leadership to step up and consider the many issues of discrimination and injustice within our own academic domain. So, I've had numerous conversations with a number of you, as well as with others around the university about what the Senate might say and/or do. As it turns out, the matter is nuanced and complicated. Let me explain by way of an example.

A UCLA faculty member, Lt. Col. W. Ajax Peris, a former U.S. Air Force pilot, has recently come under heavy criticism for his verbatim reading from the Reverend Martin Luther King, Jr.'s marvelous piece, "Letter from a Birmingham Jail," including its recounting of the use of racial slurs referenced by King in that letter. He read it verbatim. A student complained bitterly and expressed outrage about the fact that he did not censor the letter in reading it, and used Twitter to call for his immediate resignation from the faculty. The Department Chair then condemned Peris's reading of the passage in a message to the departmental faculty. The College of Letters and Science quickly referred the matter to the Office of Equity, Diversity and Inclusion for review. An investigation into the matter ensued and has now been initiated by the United States Department of Education.

There are no shortages of such examples I could use. They collectively and powerfully make the point that attacks on academic freedom and calls for thought, speech and publication control are sweeping academia right now.

Let's reflect on this for a moment. On one hand, we have universities rightfully predicated upon the idea that our potential to achieve our educational mission and purpose is deeply degraded by any sort of systemic discrimination based on race, ethnicity, national origin,

gender, age or sexual orientation. It limits human possibility and innovation. In our case, it hinders our university's potential for achieving its urban mission to provide access to higher education for marginalized communities. It works against the achievement of self-determination, social justice, inclusivity, opportunities for the democratic project to flourish, and the creation of spaces in which diverse viewpoints are valued. Any discrimination against anyone on the basis of race, ethnicity, national origin, gender, age, or sexual orientation works directly against our efforts to fulfill our mission and we are rightfully and completely opposed to it.

At the same time, any university in which faculty and students cannot speak their minds will not long endure. If we as a Senate were, for example, to endorse a statement that, in effect, insists that other people need necessarily think, live, believe or see the world as we do, or as some subset of us do, we would stand to thereby endanger the conditions for the institution's very existence and effectiveness as a learning organization.

For sure, we have disciplinary and academic norms that structure our research and knowledge and as a rule these have proven themselves useful and maybe even superior by some criterion within a limited range of application in our areas of expertise. So, we are authorities in some areas: in my case, regional analysis and public policy. But outside of our areas of expertise, when some thoughts and words become unthinkable or unspeakable on a campus, this becomes a political matter, not an academic disciplinary one.

We are all free to have our own political views. I, for one, have friends of all political leanings. But for me this is not a problem, because while we may have different ideas in one area, we have many in common in others, and that is the main thing.

But at the same time, none of us – with the possible exception of the President – are free to insist that the overall institution as a corporate body adopts any particular political views. To my mind, at least, this is one of many reasons why it is important to remain humble about our own academic knowledge and to put a heavy emphasis on “tolerance.”

The Senate has to be very careful in making any statement about these matters. Indeed, the very idea of shared governance is predicated upon the assumption that we in universities need to consciously develop and nurture trends and systems of thought that are open and pluralistic rather than closed and monolithic. Such systems of thought encourage dialogue with others and promote harmonious human relations. They accept a plurality of opinions and a diversity of behavior patterns. They feed upon exchanges, interactions, and even contradictions, which monolithic ideologies of all sorts forbid and from which they abstain. This is one of the reasons that universities have throughout history been consistently attacked by authoritarians and rejected by ideologues, whatever their nature may be, whether of the right or the left. The university as an institution will persist and remain vital only by advocating for the right of each faculty member and each student to create and express her or his own ideas freely within the context of conversations structured by legitimate academic norms and disciplines. Tent institutionalized inequality here in our ow classrooms and offices.

So, all of this said, we are forming a small autonomous Senate study group to begin a conversation. The idea will be to critically re-evaluate and consider articulating a self-introspective statement about persistent institutionalized inequality here in our own classrooms

and offices. Last month during the Senate President's report, I invited expressions of interest in forming such a group and getting together to write a statement for the Senate to consider endorsing. Since then, several members of Senate have contacted me and expressed interest and willingness to participate. I've also invited the Chair of the Diversity and Inclusion Committee who agreed to participate, and Dean Anglin, who is a corresponding member of Senate by virtue of the fact that he is a dean, and who thinks very deeply and clearly about these matters. One goal will be to get a conversation started and possibly to have a statement for Sente to consider by early in the fall semester.

These are exceedingly difficult, hard, and sensitive issues to begin with and we are considering them during extraordinarily difficult times. But this is the lot we as a Faculty Senate seem to have been thrown into and the best way I can think of to give up on writing our own story within this lot is to say or do nothing.

Finally, I want to give a shout out inclusively to everyone on campus for helping the university to remain whole during this pandemic. If you are like me, you have this basic guttural trust that life won't give you more than you can handle – but sometimes you wish life didn't trust you so much to give you what it does.

COVID-19 has overloaded almost everyone I know of around here. Staff members are going on furlough this summer, with all of the hardships that brings. A number of administrators are taking temporary pay cuts. Lots of faculty members are volunteering countless uncompensated hours attending meetings for pandemic-related decisions about things such as repopulating campus, spending hours and hours preparing ourselves and our classes for remote delivery of courses in the fall (and in some cases preparing to teach the exact same section of the same class twice, one on campus and one remote), and making whatever arrangements are necessary to keep the institution resilient. None of us seem to be going where we necessarily want to go, but virtually all of us are doing, what we can and should do to keep the university whole. It is commendable and I commend you. The pandemic will definitely end at some point: meanwhile do your very best to stay positive and in good cheer. On behalf of the Faculty Senate, I want to say thank you all for all you are doing for Cleveland State University.

III. Report of the President of the University

President Harlan Sands thanked everyone for their hard work and efforts during the pandemic.

President Sands discussed the following:

- The joint statement of support for our international students in light of the DHS ruling to force international students to take an in-person course during the pandemic.
- Public safety and policing on campus and his efforts to put together a coalition of stakeholders to review our policing efforts.
- The President referred to his Town Halls targeted at students, with a few hundred tuning in to those sessions.

- The CSU 2.0 process and five sub-groups. The President acknowledged the need for faculty participation and that there are 20 involved, beyond chairs and deans.
 - Administration – Co-chaired by Michael Biehl and Jeanelle Hughes (assisted by a consultant)
 - Academics – Bob Krebs and Provost Zhu will co-chair
 - Diversity and Inclusion – This builds on the diversity council and will be co-chaired by Peggy Zone Fisher (President & CEO at The Diversity Center of Northeast Ohio) and Ronnie Dunn.
 - Growth and Innovation – Forrest Faison will lead this group
 - Athletics - Mike Alden advising and working with Scott Garret
 - Richard Freeland will be at the disposal of Bob Krebs and the Provost
- Final CampusNet details will be firmed up soon. They are also written in pencil and will need to be flexible. There are disturbing trends across the nation. We move forward with the plan to repopulate the campus with seven steps, including masks, etc. Our systems will be enhanced to purify the air. We will be sparing no expense to make sure we are safe.
- Some good news on our budget – latest projections based on the state and enrollments (ticking upwards) – we thought we might have been short by \$41 million but it is probably closer to \$27 million. 15% enrollment declines and 20% decline in state budgets has not happened.
 - We are actually expecting to be up in graduate enrollments, perhaps up 6%. There were nine straight years of declines.
 - We had 100 new applications for freshman just last week- potentially due to the 2 for 1 promise.
- The new Dean of the Business School has been announced. We are very lucky to have Ken Kahn joining us, coming to us most recently from VCU. It is a major credit to us, with his caliber, to hire in a time of remote learning.

Senator Beth Ekelman: Question on behalf of the faculty, as to any protocols to manage the students who are present with symptoms at the CSU health clinic. Testing protocols – when are we going to see those policies?

Dr. Faison summarized their operation to ensure we have capacity for access if anyone is ill or symptomatic, with separate waiting rooms, etc. They have a good process, appointment times, etc. We have partnered with the CCF for testing on campus, if symptomatic, and if any close contact, to rapidly do contact tracing based on risk. They will pick up results daily.

Senator Jennifer Visocky O’Grady: There is good news about vaccines that may be available in September. Are there any plans to get us first in line for any vaccines?

Dr. Faison noted that Moderna is having success and we might have something by January. But the distribution of a vaccine is driven by national policy, and we are in that cue. But there are some unknowns – this virus is very unusual. Those antibodies usually hang around

for years for other viruses, but this virus does not seem to be behaving in this manner. We will work with authorities to get our share when it is available.

IV. Admissions and Standards Committee

Dr. Marvin Thrash, chair of the Admissions and Standards Committee, presented two proposals.

A. Waiver of the ACT and SAT for another academic year (Report No. 115, 2019-2020)

- “Request to extend the existing waiver for the ACT/SAT requirement for undergraduate admission to the spring 2021, summer 2021, and fall 2021 terms.” Most major institutions in Ohio have already made the test optional.

There were no questions. The proposal was approved unanimously by voice vote.

B. Waiver of the GRE and GMAT for one additional semester (Report No. 116, 2019-2020)

- “Waive the requirement for the standardized test scores (GRE, GMAT) if an applicant is unable to provide one due to a lack of availability of testing. This is for the Spring 2021 admissions term only.”

Senator Bob Krebs: A lot of people would need to have taken this in the fall 2020 and it will need to go back to Graduate Council in fall, then it will come to Admissions and Standards then Senate in fall.

The proposal was approved by voice vote with one nay.

V. Report of the Provost and Chief Academic Officer

Provost Jianping Zhu stated that it is great to see over 150 people here in the zoom meeting today. He truly appreciates everyone’s hard work with courses. Starting with this pandemic we have been working together as a team and continue to work together to prepare for fall semester. While we are planning to bring classes back to campus, we are also planning for a potential worsening of the pandemic or a mandate from the state or federal government. Heads up, in case the situation worsens and we may have to go to remote operation again. We hope that we can give more lead time and be more orderly if this happens. We want to provide faculty with the support and tools to be able to use our services to assist you.

- Proposed Health and Safety Statement for Syllabus (**Report No. 117, 2019-2020**)

There is a mandate that this language be included to protect our faculty and students. We encourage our faculty to include this statement in their syllabi.

Revised Proposal:

The COVID-19 pandemic is still present and serious. Before entering class, you should have completed your daily health assessment. While you are in class on campus, you are required to sit in your **designated assigned** seat, maintain physical distance, wear your facial covering (e.g., masks or face shields), always cough or sneeze into your elbow or tissue, use the materials provided to clean your desk and chair before and after use, and adhere to other public safety protocols and directives for your specific classroom/lab/studio.

Students who do not follow these health and safety requirements will be **instructed asked** to leave class immediately. Students who violate this protocol will need to leave the classroom and MAY be marked absent. Repeated violations of these health-saving protocols may lead to sanctions under the **Student Code of Conduct** up to and including suspension or expulsion. The CSU community thanks you for your cooperation!

As a corresponding member of Faculty Senate, Provost Zhu moved formal endorsement of the proposed Health and Safety Statement for syllabus.

Senator Gary Pettey seconded the motion.

Senate Vice President Gary Dyer asked for clarification. Are we mandating or are we endorsing the proposal? Provost Zhu replied that we require you to include that statement to protect faculty and students.

Gary Dyer: Should we state that students must wash their hands? Provost Zhu responded that it would be difficult to endorse or prove. How can faculty tell if a student has used sanitizer or not. We do not want to make this overly complicated.

Gary Dyer: Question about the nature of proposal. Are we mandating or endorsing?

Vickie Coleman Gallagher: In order to protect students.

Senator Anup Kumar: Is this a statement for syllabi or other means of communicating this? Provost Zhu responded, yes, it would be communicated to all students, put on the website, etc.

Senator Judy Ausherman: Should we revise this to link to the “Student Conduct Code” as well so that students are aware that this is important? If they choose not to obey, then they can be suspended. Also have a reference of where to look. Provost Zhu stated that yes, we can provide a link to that.

Beth Ekelman: It was suggested that we reword “assigned” seat to “designated” seat. The statement assumes that faculty will be assigning students’ seats. Hand sanitizer – sanitize right at the door.

Provost Zhu noted that sanitizer will be locked in the classroom. Seating – does not mean that faculty have to assign seats.

Beth Ekelman: Change assigned seat to designated seat. Add Student Conduct Code up to and including ...

Senator David Elkins: How will the logistics work with regard to cleaning before class? Is the cleaning to take place in that 15 minutes time between classes?

Provost Zhu replied that cleaning should happen the 15 minutes or before students sit down. They should use a wipe to clean their desk and chair.

Senator Brian Mikelbank: Students will be asked to leave class; wondering about the words where students are being told to leave. Will they be asked or required to leave?

Gary Dyer: Wording was suggested to be clearer / firmer that students will be instructed, not asked to leave.

Senator Chieh-Chen Bowen: We know that this is not the case. Sometimes students are required to do something and they refuse. What are we going to do?

Provost Zhu described some steps to de-escalate: hand a note or card (provided by CSU), such as a yellow warning card, and ultimately seek the police if necessary. In some situations, some students will not comply. It would be a suggestion that the entire class be dismissed before anything escalates. It will hopefully put peer-pressure on the student. They can be dealt with at another time, not in the class. Another option is to give a break for 15 minutes to let the student save face.

- Bringing police into the class is probably too strong, and the idea of the cards is good.
- Others concurred that it should be left to the faculty and think very strongly before bringing the police, especially at this moment.

The proposed Health and Safety Statement for Syllabus was approved with one abstention.

Senator Jennifer Visocky-O'Grady asked that we please allow access for faculty to visit the library, or at least have a pick-up option.

Provost Zhu noted that mid to late July was the original concept, but now with the uptick in the cases, we are slowing the pace of bringing back to campus. The Governor has a press conference later today and we will see what happens.

VI. Open Discussion Time

Senator Joanne Goodell: Thank you to everyone who has signed up for the three upcoming book discussions. There are 186 registrations over the next few weeks. Thank you to the Provost to find funding and stipends for all those people. It is a new blended environment, with zoom and BB. Wish us luck.

Senator Bob Krebs: Looking at more remote, how can we supervise and make sure the students are participating? Is the university going to have a source for students?

Provost Zhu: We have some cameras for faculty. For students, starting in past spring, we had resources and will continue.

Senator David Forte: Is this the last meeting chaired by Bill? Thank you for an extraordinary set of years. We are grateful to be faculty with you.

Senate President Bill Bowen: Thank you, it has been an honor.

VII. New Business

There being no further business, the meeting adjourned at 4:37 P.M.

Respectfully submitted,

Vickie Coleman Gallagher
Faculty Senate Secretary

VCG:vel