

Faculty Assembly Minutes
Thursday, December 7th, 2023 (2:30pm)

Present: Steve Abedon, Terri Bucci, Cynthia Callahan, Jamison Kantor, Dawn Kitchen, Phil Mazzocco, Kate Shannon, Kip Curtis, Amy Brunell, Joe Fahey, Molly Cavender, Heather Tanner, John Thrasher, Scopas Poggo, Dennis Shaffer, Kelly Whitney, Steven Joyce, Adrienne Hopson, Mirel Caibar, Suma Robinson, Gabe Karns, Ozeas Costa, Sergei Chmutov, Eric Anderman, Del Lindsey, Tara Hines, Elizabeth Kolkovich, Carol Landry, Joshua Phillips, Renee Petruzzi

Guests: Sergeant Donald Wallis, Regional Public Safety Supervisor, Police Officer with Ohio State Police Division

Excused: Glenn Hartz, Faith Wyzgoski

1. Approval of 10/20/23 Faculty Assembly meeting minutes

A motion to approve the 10/20/2023 Faculty Assembly meeting minutes was made by Heather Tanner and seconded by Steven Joyce . The minutes were approved with 19 votes in favor, 0 opposed, and 4 abstentions.

2. Active Aggressor Training: Run, Hide, Fight Program

Sergeant Donald Wallis, Regional Public Safety Supervisor, provided a description of the Run, Hide, Fight program. A video was played called “Surviving an Active Aggressor”. Individuals confronted with an active aggressor scenario are encouraged to contact authorities (911) if possible, and to maintain communication contact throughout the event. The first strategy when responding to an active aggressor is to RUN if possible, and to focus on putting meaningful distance between oneself and the attacker. If running is not possible, individuals are then encouraged to HIDE in a secure location and wait for assistance. Maintain lines of communications during this time. A last resort is to FIGHT. Coordinated defensive actions among individuals can be effective. Keep in mind that getting away from the attacker may become possible while hiding or fighting. Help the University and Authorities to identify early warning signs of individuals who may be unstable and considering violent actions.

Sergeant Wallis then presented the “Civilian Response Course” slideshow concerning Active Attacker Events. An Active Attack Event is an attempted mass murder. There is no singular profile for such attackers, though the vast majority are White males. They tend to have an “avenger mindset” and feel that their actions are justice-motivated. They may also broadcast their intentions (to friends, on social media, etc.). Risk factors of active attacking include a history of violence, exposure to violence, substance abuse/dependence, mental illness, a history of suicidality, stalking, harassing or threatening behavior, negative family dynamics and inadequate support systems, and isolation or instability. Commonly, other people in their environment (friends, family, coworkers, etc.) will have preexisting concerns. Attacks are common in business, outdoors, and in schools and often (about 58% of the time) the attackers do not know any of the victims. The number of deaths correlates highly with how quickly police arrive and the availability of targets. Calling 911 is the best option to facilitate police presence quickly.

Active Attack events trigger a general disaster response syndrome. In these types of scenarios there are three common responses: Denial, Deliberation, and Decisive Movement. Denial is a common response

to strange or unexpected events. In addition, people often convince each other that there is no emergency if no one is reacting. Reacting first can help other people through this stage. Deliberation involves assessing the situation and making a plan for action. During this phase people can become overwhelmed by a physiological stress response. Steps to address the stress response include consciously calming yourself, controlling your breathing, shifting your emotion (e.g., from fear to anger), and staying fit in general. Also important is having a script for reacting in various locales (e.g., classrooms, hallways, bathrooms), and practicing your script routinely.

Sergeant Wallis also described an alternative terminology to Run, Hide, Fight: Avoid, Deny, Defend.

Avoiding is more than just mindless running, it is strategic escape. Leave ASAP but avoid running in the direct line of attack if possible. Know your exits (standard and alternative). Call 911 as soon as you are safely able to do so.

Denying is more than mere hiding. It is strategically disallowing the attacker an opportunity to harm you or others. Lock doors when possible when sheltering in place, turn lights out, stay silent, keep out of sight of windows, barricade ingress points if possible. Ropes, belts, and tension sleeves can be used to secure doors.

Defending is fighting, but with a goal in mind (e.g., saving oneself, saving others). Focus on positioning, grab at weapons or arms, know the basics of fighting, throw objects at the attacker, shift emotions from fear to anger. Note that playing dead tends not to work in active attacker scenarios.

When police arrive follow all commands closely, show your palms (place by face), and do not move unless directed to do so. You may be able to assist attack victims with Stop the Bleed (stopthebleed.org) training. You can obtain a certificate in this program free of charge.

For more information, contact Sergeant Wallis at wallis.10@osu.edu.

3. Committee End-of-Semester Reports (reports attached at end of minutes)

As opportunity was provided for questions or additional comments regarding the four standing committees: Teaching and Learning, Professional Development, Resource Stewardship, and Student Support.

Regarding Student Support, Kip Curtis reminded the Assembly that if you have students that would do well in the student research forum, get those names to Kate Shannon. Also, Student Travel Award dollars are still remaining. The deadline for applying for these funds is January 15 of 2024. Finally, Kate Shannon will be replacing Kip Curtis at Chair in Spring Semester.

4. Senate Reports (reports attached at end of minutes)

Faculty Senate Report, Donna Farland-Smith:

Donald Farland-Smith was not present, but asked faculty to direct any questions regarding her recently submitted report directly to her.

Arts and Science Senate Report, Heather Tanner:

The A&S Senate met on 11/29/23 and they will meet again on 12/13/23. SB83 recently passed out of committee, so faculty are encouraged to reach out to representatives to convey opinions. The University is also trying to accommodate for the removal of Race as a permissible consideration for college admissions.

5. Dean's Report

Dean Anderman provided a series of reports and updates to the Assembly:

- The new engineering facilities in Conard have been completed, and a dedication ceremony will be held in February 2024.
- Discussion of how regional campuses can better coordinate scheduling of classes across campuses. For example, fully online courses may be coordinated.
- We partnered with the College of Engineering to apply for a Federal Distressed Area Recompete Pilot Program grant to serve and train people in the workforces between 19-55 who are unemployed but have the potential to be employed. Cindy Wood helped to coordinate with more than 20 local manufacturers. We will hear in the near future if we are invited to Phase 2 of the grant process. About 4-8 programs will be funded around the nation. The program website is below:
<https://www.eda.gov/funding/programs/recompete-pilot-program>
- Columbus is starting to make programming and support resources available to help deal with possible student unrest regarding world events.
- We have hired a new employee in career-services who will start in early January 2024.
- On December 8, a housing insecurity symposium will happen on campus. The symposium will focus on resources on services related to housing insecure K-12 students, as well as issues they may confront when transitioning to college.
- Jason Lemon, Vice Provost and Dean for Online Learning, recently met with Regional Deans, changing nature of instructional technology. His office will work with TIUs and Regional Campuses to support online courses. They will focus on marketing our offerings, recruiting, student support, and instructional support. He believes that the regional campuses have opportunities in terms of increasing Associate's Degree offerings.
- There will also be an effort to make MOUs with co-located institutions consistent across all four campuses.

Q. Regional campuses wrote a grant to the BSET Jobs Ohio that was funded. When the money was sent out, Columbus took the money, and none has been disseminated directly to the Regional Campuses. Would this same thing happen with the Recompete Grant.

A. We would be at the table contributing to the budget proposal and we will specifically direct monies to our campus and the Mansfield area.

6. Dean Search Update

No updates at present.

7. Additional Business

The meeting adjourned at 4:30pm

Minutes taken and prepared by Phil Mazzocco, Faculty Secretary.

PROFESSIONAL DEVELOPMENT COMMITTEE END OF SEMESTER REPORT

Dear Colleagues

The Professional Development Committee has met twice this semester, with its final meeting scheduled for Dec 12 (see below).

At our first meeting on Sept. 5, the members elected Del Lindsey as PDC chair, reviewed our committee's charge, and assigned PDC tasks to committee members for the 2023-24 academic year.

At our second meeting on Sept. 27, PDC members discussed plans for nominating OSU-Mansfield faculty for University Distinguished Teaching and Service awards. We also resolved to limit PDC-initiated nominations for university-wide awards to faculty only. In the previous year, PDC had been involved in both faculty and staff award nominations.

Also, via email, we evaluated 4 applications for \$1000-max PDC Small Grant awards and 1 application for a PDC Supplementary Travel Expenses grant.

The PDC will conduct its final meeting of the semester – via Zoom -- on Dec. 12, when we will evaluate faculty applications for various course reductions: 1 FPL, 1 FPL/SA, 3 SAs and 11 Merit-based.

In addition to conducting group-oriented Committee business, PDC members have made progress this semester on their assigned individual tasks as spelled out in our committee's charge:

1. Del Lindsey notified faculty of deadlines for PDC grant and course reduction opportunities as well as facilitated nominations from our campus for the Alumni Award for Distinguished Teaching and the Provost Award for Distinguished Teaching by a Lecturer.
2. Ozeas Costa and Glenn Hartz, in consultation with our Deans, nominated a member of our campus's regular faculty for the University Distinguished Service Award.
3. Glenn Hartz made progress in planning a Spring 2024 PDC-sponsored faculty research presentation to our College.
4. Sergei Chmutov began making plans for a promotion workshop tentatively planned for late-spring semester, 2024.
5. Steve Abedon made contact with the Student Support Committee toward coordinating the faculty and student Research Frenzies for next semester. He received materials used for organizing past Research Frenzies and will initiate contact with faculty early next semester regarding participation in this year's Research Frenzy.

Submitted on behalf of all Professional Development Committee Members by Del Lindsey.

RESOURCE STEWARDSHIP COMMITTEE END OF SEMESTER REPORT

The Resource Stewardship committee met on 8 September, 20 October, and 17 November in the autumn semester. In accordance with the committee's mission statement, committee members pursued the following initiatives:

- Gabe Karns reported that Kidron Stamper has updated the Ecolab website and that already there has been an increase in traffic on the new pages. He also reported that he is working up a coarse outline for an Ecolab landing page that will provide easy access to Ecolab information. This update would include a google map interface as well as clickable links for more detailed information. [Ecolab Use Proposal-Campus Trails Kiosk \(1\).pdf](#)
- The committee briefly discussed the placement on campus of the new Ecolab information trailhead kiosk and will resume that discussion in the spring semester 2024. The committee also broached the issue of the status and timeline of repairs to the Molyet footpath as well as discussed updating signage identifying trees around campus.
- Mollie Cavender planned and organized a ZOOM presentation by entitled "K-Pop: A century in the Making" by Professor Pil Ho Kim of the Department of East Asian Studies. The lecture took place on 20 September. <https://easc.osu.edu/events/easc-co-sponsored-lecture-pil-ho-kim-k-pop-century-making>
- Fath Wyzgoski sent out a request for faculty and staff to report academic accomplishments via the A+ form and forwarded the following link to access that form: [A+ Form | The Ohio State University \(osu.edu\)](#)
- S. Joyce and Suzanna Hammond will update the display cases in Ovalwood over the Christmas break. Please forward any offprints or books you would like displayed to S. Joyce.
- Terri Winnick met with Tiffany Mitchell to discuss the possibility of forming a NAACP chapter on campus as well as other DEI related issues.

Respectfully submitted by Steven Joyce.

TEACHING AND LEARNING COMMITTEE END OF SEMESTER REPORT

The Teaching and Learning Committee met 4 times during Autumn semester (Friday, Sept. 8, Thursday, Oct. 12, Thursday, November 9, and Tuesday, Dec. 5.)

The committee is planning Brown Bag discussions that address the use of A.I. in the classroom for Spring semester 2024.

The committee organized two Brown Bag Sessions with Tara Hines. Tara discussed Pebble Pad and OnCourse. Links to the Teams recordings for these sessions are listed below. Follow the link to sign in if you get an access denied prompt.

On Tuesday December 5, the committee met with Jen Whetstone from the Office of Academic Affairs to discuss student, staff and faculty awareness of academic misconduct and an overview of COAM (Committee on Academic Misconduct) process, best practices, and instructor responsibilities. An in-person meeting with Jen Whetstone is scheduled for Tuesday, February 6 during Common Hour.

Respectfully Submitted by John Thrasher.

STUDENT SUPPORT AND ENRICHMENT COMMITTEE END OF SEMESTER REPORT

Chair: Kip Curtis

Members: Dennis Shaffer, Agus Munoz-Garcia, Kate Shannon, Suma Robinson, Andrea Wittmer, Darla Myers

Committee Charge #1:

Dennis Shaffer gathered information about annual scholarships and funding levels available. Two scholarships are currently underfunded and Dennis has requested at the committees behest the possibility of fully funding those scholarships prior to the spring nomination period.

Committee Charge #2:

Kip Curtis coordinated the communication and review process for the Student Travel Grant program and the committee approved three student travel grants this semester. Kip Curtis also coordinated with Cindy Wood about the Career Development hire this semester but was unable to participate in interviews due to conflicts with class times.

Committee Charge #3:

Agus Munoz-Garcia offered his assistance to the Learning Center, Disabilities, Retention, and Advising staff, although no assistance was requested. Agus Munoz-Garcia also revised the language for Committee Charge #3 to better reflect the responsibilities. Revisions are currently under an email vote and will be passed along to the Executive Committee if approved.

Committee Charges #4 and #5:

Andrea Wittmer launched a project to create a Carmen shell to assist and guide incoming students in the use of educational technology, including modules to help them understand emails, documents, and websites. Andrea Wittmer served on the orientation committee and is there developing a Carmen shell to help incoming students understand and navigate the new GE requirements.

Committee Charge #6:

Kate Shannon coordinated communication to promote and incentivize a student research forum in the spring of 2024 and to coordinate that event with the annual faculty frenzy. Student research forum is scheduled for March 26, 2024.

Kip Curtis will step down as Chair at the end of Autumn 2023 and Kate Shannon has been nominated as committee chair for 2024. Committee voting on Kate Shannon's nomination is currently underway.

ARTS & SCIENCES SENATE REPORT (November 29, 2023 meeting)

The meeting opened with the chair Steve Spencer explaining that no ASC Senate meetings had been called until the 15th week of the semester because his teaching schedule conflicted with the established meeting time (Wednesdays 4-5pm) and no alternative time could be found. He also noted that the next meeting of ASC Senate would be December 13, 2023.

The first agenda item was a brief update on the SB 83 legislation. The state legislature heard comments today on the revised SB 83 legislation. Heather Tanner summarized the information found at Ohio's AAUP site on the bill: <https://ocaaup.org/news/sb-83-receives-2nd-hearing-in-house-committee/>. Dave Cole reported that the University Senate had called for faculty to present testimony at today's hearing. Mitch Lerner reported that *The Dispatch* had reported that Speaker of the House said yesterday he did not think the bill had the votes to pass, but that the sponsor said that he is going to keep trying.

The next item of business was a discussion of GE scholarships. Steve Spencer asked the senators if anyone had any information about why the university was restricting each department to nominating only 3 graduate students for the GE scholarships. He thought it might be a response to the Supreme Court's ruling on race-based college admissions and noted that the new policy would have a significant impact on his department's ability to recruit graduate students. It was suggested to invite someone from the graduation education office, perhaps Ryan King, to come to the next ASC Senate meeting to discuss the new policy.

The final item on the agenda was a discussion the ePortfolio element of the Reflection (or capstone) seminar of the new GEC. The concern brought to the ASC Senate was the lack of information and guidance to the faculty about the PebblePad (ePortfolio software) and the types of assignments students should archive in this program to be able to successfully complete the capstone seminar. Jennifer Ottesen, who served on the Bookend committee during the development of the new GEC and currently serving on the Curriculum Committee of the ASC, indicated that there were no mandated assignments for this ePortfolio and the design of the seminar was very flexible – the committee didn't wasn't to be too prescriptive. It was decided to invite Meg Daly to make a presentation to the Senate about what the faculty should know about the ePortfolio.

Steve Spencer concluded the meeting with a call for senators to volunteer for the Steering Committee and someone to serve a chair of the ASC Senate next semester as he would be on professional leave.

Respectfully submitted by Heather J. Tanner

FACULTY SENATE REPORT

The meetings this semester centered around the new legal landscape around the SCOTUS decision and the impact on units and college admissions throughout the university. On June 29th the Supreme Court issued a decision in the Students for Fair Admission versus Harvard Case. The court had held that for the last 40 years colleges and universities could consider the race or ethnicity of an applicant as one of many other factors. This was overturned and in this case they held that the application or consideration of an applicant's race, or ethnicity could not be considered as one of many factors making the admission decision violates both the Equal Protection Clause of the 14th Amendment and Title VI. These two pieces of legislation are important because it means that this new ruling applies to everyone, both public and private universities. So, much of the work that has been done since this ruling has been to bring colleges universities to compliance. The legal standard became 'a compelling interest'. Admission is considered a 'zero sum game' meaning that by providing a benefit to one applicant based on their race or ethnicity those universities were taking away from another applicant. This is a new framing for college admission decisions.

Therefore, lots of discussions and meetings have taken place about what this decision means both on the application itself and how the demographic information comes into the university. For example, if students are asked to complete essay questions on their applications that might disclose an applicants race or ethnicity. The court has ruled that it is ok for an applicant to discuss their race or ethnicity (including any activities that may relate to a candidate's race or ethnicity), but the key is that the university cannot consider that the race or ethnicity as a factor we must look at the other attributes. For example, if a candidate was involved in a leadership activity tied to their race or ethnicity, we can consider leadership skills, but we can't consider ethnicity. In another example, if a candidate writes an essay about an incidence of racial discrimination that they overcame, we can consider the 'determination' not the applicant's race or ethnicity. So, in a nutshell, an applicant can disclose their race or ethnicity to us in an essay or activity list, but we cannot consider it for admission.

Now that this has been established guidance has come from the Ohio Attorney General. The Ohio Attorney General is statutory legal council for all Ohio public colleges and universities. In the event of a lawsuit against the university about this matter qualified immunity that typically protects employees may not be available for a defense if it was found that race or ethnicity was considered for an applicant. Therefore, the person will be named.

The Department of Justice and the Department of Education issued a joint Q & A document and Dear Colleague letter talking about the decision and how it should be implemented on college campuses. However, these decisions impact other decisions universities make beyond admission, such as fellowships and scholarships. Many universities (including ours) had historically taken into account race and ethnicity as sometimes an eligibility criterion. So, while the Supreme Court's decision was not about scholarships or fellowships it prompted a holistic review of the policies and practices. The Department of Education Office of Civil Rights had been bringing complaints against universities (including OSU) with the position that race and gender restricted scholarships and was not permissible under Title VI. So, even though the Supreme Courts ruling was not about fellowships and scholarships it set forth the same kind of legal standard that the Office of Civil Rights had been pushing in its investigations. So, 45 days after the SCOTUS decision the Department of Justice and the Department of Education issue some guidance about the impact of the decision.

Respectfully Submitted by Donna Farland-Smith Ed. D.