

Kristina Johnson: Thank you very much, meeting will come to order the secretary informs me that, according to the bylaws the university senate do notice the meeting has been given and we have a quorum of Members in attendance.

Kristina Johnson: First, item of business is approval of the secretary's report number 390 of March 18 2021 report is available in the meeting materials are there any corrections to the secretary's report.

Kristina Johnson: Hearing none.

Kristina Johnson: The report is approved.

Kristina Johnson: Next, on the agenda are two proposals for the Rules Committee Jared Gardner Chair of the Rules Committee will you please present Jared.

Jared Gardner: Absolutely Thank you so much, President Johnson, we have the two final rules for the year.

Jared Gardner: To propose changes to discuss one of them should be pretty straightforward, so I think I'll start with the.

Jared Gardner: Using the Kennedy leave rule you start with the one likely to be least controversial and inevitably that proves to be most controversial like that's how it usually works so we'll see how it goes.

Jared Gardner: So I'm just going to quickly in case you obviously the documents are applied to senate website.

Jared Gardner: And so I if you I can drop them in the in the chat if you need them there as well, the first one.

Jared Gardner: is actually Megan Megan Could you give me sharing that might be easier.

Jared Gardner: If you don't mind, just so I can quickly.

Jared Gardner: pull them up, sometimes it's hard to find them when you're in the meeting itself.

Jared Gardner: just give me one second all right I'm just going to pull up the PDF here.

Jared Gardner: So the first one, I want to discuss is 335 604, and this is really a clarification rule but it's it's substantive enough that it's it's more than.

Jared Gardner: housekeeping, so we need to to bring it to you it's effectively trying to make clear what was intended to be clear in the previous language but.

Jared Gardner: One of the things that in rules often comes to us is areas in the existing rules where the.

Jared Gardner: there's enough ambiguity that the rules are either creating confusion or anxiety or creating different interpretations and different parts of the process or different parts of campus, and this is one of those there was.

Jared Gardner: A lot of confusion emerging and in certain parts of the process and in certain parts of campus regarding what happens for probationary faculty who go up for an early non mandatory review what happens if that review is not successful.

Jared Gardner: There was also a little bit less, but still some confusion about how many times under the current rules language, a an associate Professor.

Jared Gardner: can be turned down by his department to go up on.

Jared Gardner: His or her department to go up for.

Jared Gardner: A on all reviews are obviously not mandatory at that level to go up for review the answer in the first case to what happens if you are an assistant Professor who goes up early for a non mandatory review and it's unsuccessful is you remain an assistant Professor.

Jared Gardner: And that can happen theoretically every year until the mandatory review comes around, at which point, of course, then there are lasting consequences if it is once again negative.

Jared Gardner: The answer to the second question of how often a department can turn down an associate Professor before.

Jared Gardner: They are able to go up for promotion without their departments approval, the answer is once and only once, after which that associate Professor can.

Jared Gardner: choose to put themselves up for promotion, with or without the department's approval, so the language here as to where I statements kind of spell out is simply to provide clarity on on these fronts.

Jared Gardner: Including clarity on how often in on a probationary faculty may request to be considered for non mandatory reviews, and this is the third area of some confusion that showed up in one case.

Jared Gardner: So, in the case of an assistant Professor a probationary faculty a department can say no can refuse to give approval for that person to come up for a non mandatory review every year up until the mandatory review, of course, the mandatory review is mandatory.

Jared Gardner: So that is a big difference that I think was not genuine it was just simply not clear in the existing language, so the language here, which is is down.

Jared Gardner: In a separate document in what you'll find up online spells out very clearly breaks it down into two different categories and makes it clear, the very different rules that apply in each case.

Jared Gardner: So yeah I I don't know if President Johnson, do you think I should talk about the intern or would you rather I talked about both of them together before we we entertain questions.

Ben Givens: let's vote on them separately.

Kristina Johnson: yeah I was just gonna say let's take each one, in turn, I was still on mute sorry Jared.

Jared Gardner: yeah absolutely.

Jared Gardner: So yeah I think I mean I i'd be glad to hear any questions when this came up and faculty Council there weren't too many questions on this one, if I remember correctly, or more than the other.

Kristina Johnson: So so Jared Thank you this one just formally open up discussion at this time.

ken lee: hey Jared this is Canada and start pardon me for calling out without raising my hand but.

ken lee: That was an excellent summary of this rule, but I also point out the sentence expectations for productivity, must be independent of the duration of the probationary period.

ken lee: It was necessary to say this because we still have Members of P and T committees who say Oh well, she hasn't been in that rank long enough or.

ken lee: She has to put in her her years or in the case of coven we have people that are being extended or have extensions due to family obligations.

ken lee: And we don't increase the expectations of productivity, based on the additional time that they hadn't rank and it's a very important point that's now in the rules.

Jared Gardner: I agree completely and it's it's not actually kind of emphasize in the whereas statements, but it was certainly something we've discussed that, as you said, with the.

Jared Gardner: With the extensions available during coven and, of course, the long standing practice of family leave extensions having that clearly spelled out is is very important for fairness and equity during this process.

Susan Cole: We have a question from any commonly me.

Amy Connolly: So actually sound a question, I just want to say thank you for reading this out so explicitly I think this was much needed.

Amy Connolly: I think the way it was before, since it was so ambiguous one possible interpretation is that if you know that it is that if an assistant Professor asked to go for 10 years that they could end up getting fired just for asking a question which felt very threatening I know from a personal.

Amy Connolly: You know so so yeah this is much better to just make this completely explicit that people won't be more encouraged to ask for promotion, as they should, especially for underrepresented minorities and women.

Jared Gardner: Absolutely no this is that that's that's an obviously this is something just to keep in mind in general, if you see.

Jared Gardner: If you're running into areas and the rules were Confucius coming up on your departmental level or in a unit that you're involved with please reach out to two rules or to steering.

Jared Gardner: Because often it's something that that does need fixing right the rules are constantly anything in need of updating, something that might have seemed clear 10 years ago, when a rule was written might not be as clear in the context of of current institutional reality.

Okay.

Susan Cole: Jim Cocteau.

James Cogdell: Oh yes, I have a I have a question it's about um.

James Cogdell: When an associate Professor comes up for of course a non mandatory review.

James Cogdell: And so I understand that they can come up, they can be denied once right, and then they and then they must come up if they come up and they don't get tenure, I mean they don't care they don't get promoted and then what's the rule for the next year.

Jared Gardner: So the basic so a couple of things, just to clarify I just in case that wasn't clear, so if.

Jared Gardner: They don't have to go up the next year, but that's a choice for them, so it just simply means that the department can't prevent them from going up it's still their choice.

Jared Gardner: And, in many cases, there may be some kind of clear messages in the reasons why the

department usually, when it department turn somebody.

Jared Gardner: down to go up for full it's because they're worried that the case isn't quite ready right, so they often will suggest.

Jared Gardner: Maybe you should do X, Y or Z so they may wait a year or two so it's not they don't have to go up the next year if they are unsuccessful, and obviously they remain an associate professor, the choice of when they want an eye and i'm going to call on Helen are you here she is here from.

Helen Malone: i'm here i'm here.

Jared Gardner: um but, but my understanding is they can they can go up technically every year if they choose, I mean obviously they're going to become certain kind of realistic limits in terms of peer reviewers and so on, but there's no institutional barriers that right.

Jared Gardner: that's correct yep.

James Cogdell: Okay, so my understanding is that the department can deny them once and after they've denied them once they can come up as many times as they want Is that correct yes.

Jared Gardner: On that and again that's The important thing is this is always in an annual scheduled there's it's it's not once a year thing that was.

Jared Gardner: I think, was the one question that came up at faculty Council, this is you can't ask about the next week, obviously it's, as you know, those of us who aren't pmt committees know it's an annual process that has to work according to a schedule.

Susan Cole: there's a question in the chat i'm asking for a little clarification about the expectations for productivity.

Susan Cole: According to this rule say an assistant Professor has a family leave and two additional years of leave for coven but is not productive at all across those three years.

Susan Cole: What is then the expectation for that faculty Member and for the administration as they assess that faculty members productivity.

Jared Gardner: yeah I think minute the crucial issue, I think, for all of us to just keep in mind that the expectations for somebody who is coming up in six years, who has not taken any leave for family medical reasons for family leave or or or coven.

Jared Gardner: That those expectations must be the same as somebody who has had three years of extensions for various.

Jared Gardner: Life circumstances and events there can't be a separate standard of expectations, based on those types of leads, they are not.

Jared Gardner: You can add 50% more productivity expectation needs to be standard across all the members of your unit obviously each unit each College has its own a PT documents with its own clarification of its standards, but they have to be equally applied, whether leave is taken or or not.

ken lee: three year extension is the maximum right.

Susan Cole: Now, if you had your hand up earlier, do you still have a question.

Nath Rao: for treating tuck this.

Okay.

Nath Rao: So, making it clear that, when you say department can deny what immediately FAB.

Nath Rao: department can refuse to forward to the College, but the what can still be negative, even forever you actually right.

Jared Gardner: So, so they so the basically the first the when when we talk about department saying no.

Jared Gardner: that's not a negative assessment so it department will essentially has to give permission and a pre screening event and it's defined a little bit differently for different units, but it's the universal process is essentially a.

Jared Gardner: when somebody is going up for a non mandatory review which is any review at associate professor and an early review at assistant Professor the department has to do a screening review to say.

Jared Gardner: Yes, you're good to go that review if it's negative doesn't mean they're saying you're not going to get 10 years or we would not vote for you, for promotion it's essentially saying we don't think it's ready.

Jared Gardner: And it's it's as much advisory as anything else.

Jared Gardner: Nobody wants on successful cases if they can be avoided, but that's not to be interpreted as a negative assessment of the case it's just an assessment that saying.

Jared Gardner: All things being considered, if you have extra time take that extra time.

Jared Gardner: After that, then obviously once we go into a formal review process, since at the associate level the department can only do that once.

Jared Gardner: Then it departments negative review is a genuine negative, we do not vote in favor of this person's case for promotion so it's important to distinguish those two parts of the process.

Jared Gardner: And maybe this I don't think this issue comes up as often at all units.

Jared Gardner: Sometimes it's handled by department as a whole, sometimes in some units it's handled by a small subset of the have a pmt committee, so it may not be as visible to everybody in that department, but they're separate stages of the process.

Susan Cole: We seem to have one final question on the dock Donna for.

Donna Y Ford PhD: hi good afternoon everyone and I apologize for signing in about seven minutes late, as well as this major head cold, so I hope you.

Donna Y Ford PhD: can understand what.

Donna Y Ford PhD: i'm saying so Jerry what what how, how do you, we are given and rightfully so great deal of attention to how we are being so negatively affected by Cole fit.

Donna Y Ford PhD: But in my background i'm looking at the George floyd trial.

Donna Y Ford PhD: I mean racism is a pandemic.

Donna Y Ford PhD: So, how would you handle.

Donna Y Ford PhD: The kick and and i'm a strong person, but I see myself starting to get a little traumatized.

Donna Y Ford PhD: And i'm thinking about the young teenager who was murdered now right here how How would you handle How would you or someone else handle the case of someone.

Donna Y Ford PhD: Who is just is saying I can't be productive my teaching is negatively affected my research my whatever by this other this in this anti blackness this anti Asian pandemic and i'm not speaking for myself i'm a full Professor i'm really concerned about assisted and associate professors.

Jared Gardner: pulse times and.

Jared Gardner: i'm with you and and that's I mean I am This is something I definitely want to turn to Helen to, but my understanding is, these are precisely the issues we should be.

Jared Gardner: As chairs as as unit leaders kind of reaching out to our faculty and and seeking out those accommodations and extensions when when needed during this this time because he said, this is, we have, on one hand, a global pandemic that.

Jared Gardner: Is you know where the kind of body counts are being tracked on maps by Johns Hopkins and others and we have this other national pandemic.

Jared Gardner: That has been going on for generations and generations that's only recently even begun to be properly tracked and registered by mainstream media so.

Jared Gardner: it's I think there's you know, one of the traumas here is, as you said, the invisibility until very recently, and even now quite unevenly of one pandemic, as opposed to another Helen do you have any any advice there for unit leaders and senior faculty advising younger faculty and postdocs.

Helen Malone: Sure yeah, so I think in in this role, specifically, but the reminder that this is not about time this is about meeting criteria that's that's really important in this role, specifically.

Helen Malone: We have the covert extension, which is an automatic extension for our probationary tenure track faculty that they can take it anytime up to their mandatory review year.

Helen Malone: we've provided guidance to chairs about how to manage annual reviews to take into consideration impacts of code on all of our faculty and to help faculty think about how to revise and adjust goals and think about what their effort is.

Helen Malone: Where we're close to releasing some some guidance for faculty to how how to use the narratives and their dossiers to tell their stories in in their process to document what they've done and.

Helen Malone: You know where where they've adjusted their efforts, so we have those efforts in place is that going to.

Helen Malone: remove all of the trauma absolutely not, but we, but we are trying to give some spaces for faculty to be able to have have that.

Helen Malone: You know extension of time, that is, that is not taken as an additional year right so that nobody says he had seven years and rank so you should have seven years of productivity.

Helen Malone: know you have to meet the criteria for promotion not you have to meet the criteria for promotion, plus the extra time that you had before you review.

ken lee: If I may.

ken lee: We broke this rule last year or.

ken lee: humbles two years ago and heels.

ken lee: And i'll just read actually if you search our rules for the phrase tenure clock you can now find it and it simply says.

ken lee: A probationary tenure track faculty Member may apply to exclude time from the probationary period.

ken lee: For several factors and one of them is factors beyond the faculty members control that hinder the performance of the duties associated with being a successful faculty Member.

ken lee: Obviously, we did not have black lives matter or George floyd in mind, because this proceeded that but, in my opinion, intelligent people will see an individual that's been impaired because of racial disparity as a factor beyond their control that hinders their performance.

Jared Gardner: Absolutely yeah I was thinking of that rule actually as Donna was asking the question because I remember working on that last year with you when you were chairing the Committee and I think.

Jared Gardner: it's one of the things we also did with that rule again with guidance from Helens office is to kind of narrow the narrow the conversation.

Jared Gardner: That that faculty Member who is going to their chair needs to have not, as many people have to be evolved to approach your.

Jared Gardner: Your unit chair and talk about these these issues that are beyond your control that have have adversely affected you we used to be P amp T Committee said to be involved with those discussions it's a much narrower.

Jared Gardner: path of people reading to Helens office in La and the rule is very clear that there you know we don't want to imagine all the reasons as Ken said this was obviously before.

Jared Gardner: So many things really kind of bubbled up to the surface of the volcano that's been simmering for so long, but there will be others and, and I think it's important that we all know that we have that that release valve, particularly for those who are on the the tenure clock.

Susan Cole: All right, I think this has to be our very last question mark foster.

Mark Foster: Thanks Susan for taking it.

Mark Foster: And, and I apologize I haven't had a chance to read the every word of the document, but a lot of the discussion here was focused on on rules per se and there was a very small amount of discussion.

Mark Foster: Addressing the practical issue of peer review which, at least in our P amp T meetings is a primary driver of the decision of whether someone is ready.

Mark Foster: And I guess, I wonder whether there's some way that in rules document, we could help candidates understand that the peer review process is at least as important a consideration as whether they are entitled to go up for review.

Jared Gardner: yeah and that's something we did discuss I mean it's certainly you know it's it's ultimately our decision.

Jared Gardner: feel pretty good about the decision was that that kind of needs to be managed by the

pmt whatever the pmt deciding minute is.

Jared Gardner: In terms of communicating to their candidates, I know in units i'm involved with when we say not yet we're very clear of spelling out we don't want to waste your.

Jared Gardner: Six peer reviews right that are five peer reviews, this is this could be a really bad for you in a small fields, these are people you're going to need we want to get this right, the first time, and often just explaining that before or after they go up is sufficient.

Jared Gardner: But it's still going to be the candidates choice to you know whether they choose to the next year, you know, except or or not that bad advice.

Jared Gardner: But I think you're right, it is, and I think the good news is, I think the culture of pmt across the university my sense is from talking with folks that that's is, as you said, first and foremost in the minds when those questions come up but I don't think rules can cover that.

Mark Foster: are enough.

Kristina Johnson: Thank you now since the discussion is is come to a close on this topic, please indicate your vote on the Carmen site.

Ben Givens: Motion passes at two yes one abstain.

Kristina Johnson: Thank you very much, the next.

Kristina Johnson: resolution will pick man and turn it back over to Dr Gardner terms of appointment for clinical teaching and practice faculty.

Jared Gardner: Thank you so much, President Johnson, so this one is actually a little bit new and, of course, the it's just it's actually is some new languages, this is stuff that came to us in rules from our ex officio Member Helen Malone from Oh, a very beginning of the year and.

Jared Gardner: She needed to do a lot of work to make sure that this language was going to be workable for DNS across the university before we set it out in rules but because, of course, one of our biggest colleges is instituting a clinical teaching, practice faculty at this moment, it became especially.

Jared Gardner: Timely to get this into the rules before new contracts are being written the big issue here is setting a mandatory probationary contract of five years, the current language sets clinical teaching, practice faculty contracts at three to five years.

Jared Gardner: and often they would default to three, which was, in practice, proving unsatisfactory for many people involved in the process for deems for the candidates.

Jared Gardner: And it was leading to a strong sense that that wasn't sufficient time to produce an adequate record for this very important probationary review.

Jared Gardner: So Oh, a had recommended and and did the work of doing the important consulting across the university to make sure that others were in broad agreement with this a five year fixed contract for that probationary term.

Jared Gardner: And I can say a little bit more about that one thing that did come up in faculty Council discussion was a question.

Jared Gardner: about what happens when you have somebody who is coming in, as a probation or clinical faculty who is clearly a rock star, who is ready to do this early are there mechanisms.

Jared Gardner: that are available to DNS or chairs or candidates to go up earlier and the census that yes, there is that that these are things that should be.

Jared Gardner: brought to La for consultation and non mandatory review, similar to what we have are possible, but there's also a strong sense and I actually found this very compelling.

Jared Gardner: there's a strong sense that we also want to be careful right that we want to protect that probationary time as well.

Jared Gardner: Many of our clinical and practice faculty are coming to us from outside the university or adjusting to one of the largest universities.

Jared Gardner: In the world with a very complex bureaucracy and culture of its own, we want to give them time before they are thrown in the deep end of there are certain protections that come with being probationary faculty in terms of certain kinds of of committee assignments and other responsibilities.

Jared Gardner: And so it's something that should be managed.

Jared Gardner: As a way, I think, suggested in and legal concurred on a case by case basis and not written into rules so.

Jared Gardner: I found that very convincing, I think, protecting our probationary faculty at at all levels should be something where we take seriously.

Jared Gardner: But, of course, as long as there are exceptions there when the candidate is eager to go up earlier, we should be aware of those and communicate those as well, the other thing that was added for this rule is.

Jared Gardner: That, especially as we're going to see more and more faculty coming in in this category, which is still relatively new I remember when it was first introduced incentive.

Jared Gardner: is to add an additional contract option of eight years, again, this is an option, all of this is ultimately up the deans discretion as.

Jared Gardner: The Dean will set the kind of make the file determinations of contract late in consultation with chairs and candidates, but there is now an eight year late for full professors in the clinical teaching, practice right.

Jared Gardner: Those are really the big ones for this, but these are obviously two things that did not exist before this eight Year possibility at the full rank and the five year fixed mandatory contracts for probationary clinical teaching, practice faculty.

Jared Gardner: see if there any.

Jared Gardner: anything in the chat there.

Kristina Johnson: um Thank you very much, Professor Gardner and they proposal is open for discussion and i'll switch it up the.

Jared Gardner: Actual light.

Kristina Johnson: cheer sorry okay screen there.

Jared Gardner: As has been our practice, we will continue as rules come up to us for revision to change, he or she to Bay, as we discussed last year, and as was agreed to by the Senate.

Susan Cole: there's a question from or comment from Enrico vanilla.

Enrico Bonello: yeah just a question, so the the eight Year maximum is is a possibility right is not mandatory.

Jared Gardner: it's not mandatory, yes, if it gives a little more latitude.

Jared Gardner: To both candidates and dean's if there's a case where clearly we don't need to be doing this process every every three years or five years there's now an eight year option there as well.

Enrico Bonello: You know I wanted to make sure I understood, because in the synopsis in the synopsis it sounded as if it was mandatory.

Jared Gardner: yeah I see a man and a mandatory contract and so contract of eight years.

Jared Gardner: Oh it's just the synopsis and is is as an option is established right, I think that should be that should be tweaked I will I would very much happily accept that as a as a friendly amendment to clarify that that that's obviously not mandatory, but an option.

Enrico Bonello: So I guess as a friendly amendment.

Jared Gardner: I would happily accept it as such.

Susan Cole: there's a follow up question in the chat asking about the no more than eight years and asking for clarification that there's no possibility for clinical faculty to ever be awarded 10 years so that they don't have to continuously worry about short term contracts.

Jared Gardner: Not under our current rules now.

Susan Cole: And another question in the chat about whether new contracts are linked to promotion or just to extension of time at the university.

Jared Gardner: that's a good question i'd love to have i'm sorry to lean on you so much Helen, but this is an area where I could also use Helen but my what our understanding, because this is a confusing area I think for.

Jared Gardner: Especially as, as this is still a relatively new category for many of us, I know you know, investment and other parts and medicine they've there, these are familiar questions, but for a lot of us it's still new, but these are, as I understand it, separate processes is that right.

Helen Malone: that's right reappointment and promotion are not synonymous, however, you can have a reappointment and promotion review happened.

Helen Malone: All teeniest Lee in which a committee of eligible faculty could vote to reappoint a faculty Member and then vote to promote a faculty Member, so the practices don't have to be separate and every appointment review does not require a promotion review, but one could could happen and.

Helen Malone: Just like any other faculty a probationary clinical teaching, practice faculty Member could request a promotion review during their PR stationary period.

Jared Gardner: Thank you so much, I never want to go out in the world without telling Malone by my side.

Susan Cole: very useful.

Susan Cole: i'm not seeing any more hands or questions in the chat.

Kristina Johnson: Thank you very much, please indicate your vote on this resolution on the common side, please.

Ben Givens: Okay, this motion passes, as well as 78 yeases to nose and to abstain.

Kristina Johnson: Thank you very much.

Kristina Johnson: Next is a proposal from the Council on academic affairs Kevin Evans, Chair of CAA will present.

Randy Smith, The Ohio State University: President Johnson Kevin others wasn't able to attend today so he's asked me if I present a proposal on his behalf.

Kristina Johnson: Thank you very much.

Randy Smith, The Ohio State University: One of the roles of the Council of Economic Affairs deals with establishing and restructuring and the naming of academic units.

Randy Smith, The Ohio State University: And so we received a proposal from the fisher college of business where the last couple of months to change the name of the Department of management sciences, to the Department of operations and business analytics.

Randy Smith, The Ohio State University: This proposal is based on the fact that research and teaching pro side, the current department have shifted substantially towards operations management.

Randy Smith, The Ohio State University: That could apartment is highly ranked in terms of its research mission and its academic programs in this area, simultaneously, many of the Faculty have.

Randy Smith, The Ohio State University: Training and analytics and the department's the home to popular business analytics minor and a specialized master's in business analytics.

Randy Smith, The Ohio State University: And the College also believes that this name change will help promote strong and track college collaborations in this area.

Randy Smith, The Ohio State University: No degree name changes are being proposed, the proposal had the support changing the name of the department, was voted 16 to zero by the department and changing it to this name was 14 to two by the Department, and it has the support of the.

Randy Smith, The Ohio State University: Fisher college of business leadership, so it was reviewed by CA and bought it on April, the seventh I presented it to faculty Council on April, the eighth for discussion there.

Randy Smith, The Ohio State University: And it's ready now we believe it's ready now to come forward for the university Center for approval if you are detailed questions James Hill, the chair of the department is here with us today and nomenclature, the dean of the College of business here to thank you.

Kristina Johnson: Thank you very much.

Kristina Johnson: Resolution is open for discussion.

Susan Cole: i'm not seeing any hands or questions in the chat so there may be none.

Kristina Johnson: Seeing and hearing none may ask you to please indicate your vote on the Carmen site.

Ben Givens: The resolution passes at four yes one of state.

Kristina Johnson: Thank you very much for Secretary.

Kristina Johnson: Next, on the agenda will hear the year and reports from our constituent leaders.

Kristina Johnson: First Susan culture effectively Council will you please report.

Susan Cole: Thank you, President Johnson.

Susan Cole: it's an honor to be here to give a year and report for the activities from faculty Council this year.

Susan Cole: But when I sat down to do this, it was actually kind of difficult, this has been an amazingly overwhelming year for all of us for so many reasons.

Susan Cole: i'm not 100% sure I formed any permanent memories, in the last nine months because we've all been so busy dealing with all of the things happening out there in the world.

Susan Cole: And I do want to emphasize that, in many ways faculty are one of the key drivers of the missions of the university.

Susan Cole: We play roles and imparting knowledge to others through our teaching we play roles in the creation of new knowledge.

Susan Cole: Through our research and our creative expression efforts and we give ourselves in service to the university into our communities.

Susan Cole: And during this really difficult time when we've cope with the pandemic and emerging issues regarding racism and so many other things.

Susan Cole: we've really we doubled, our efforts to serve all of these goals, while simultaneously juggling changes in our home lives and the world around us.

Susan Cole: But I did want to highlight a few things that we've done this year, I think the Faculty constituency has really worked hard to provide support for our students we've been involved in.

Susan Cole: Creating and dealing with new grading policies that provide support for students who are also struggling during these times.

Susan Cole: we've been involved in many, many task forces and planning groups that have helped us cope with teaching and research under these unusual circumstances.

Susan Cole: And so many of us have done less formal things to support our students and our colleagues.

Susan Cole: we've also worked hard to strengthen the role of shared governance at this university with very welcome collaboration and cooperation from our new President Christina Johnson.

Susan Cole: i'm especially proud of the fact that the Faculty leaders have managed this year to pass a new rule requiring that as policies are rewritten.

Susan Cole: Consultation with the university Senate will be required before that policy rewrite process can start.

Susan Cole: because, although we spend a lot of time thinking about the rules that govern the university, a lot of the things that govern our day to day work are enshrined in policies and having

shared governance in the writing and rewriting of new policies is critically important.

Susan Cole: And finally i'd like to call out our attempts and our successes in continuing to protect academic freedom at the university.

Susan Cole: we've worked with rules and the upper administration to update do for rule, which is the rule under which faculty can be disciplined.

Susan Cole: To make sure that academic freedom is protected and that there's faculty oversight and governance of our own constituency.

Susan Cole: To that end, the new university sanctioning committee has been placed under the oversight of faculty Council.

Susan Cole: To allow us to really engage faculty in self governance, but also in the critically important defensive academic freedom in a world that doesn't always seem to appreciate it.

Susan Cole: So i'd like to really reach out and thank all the other leaders of senate the people who serve on the Senate committees.

Susan Cole: And the current and future faculty senators, who have supported all of these really important areas, this year, and to thank you for all of your support and all the hard work you've done and that concludes my report, thank you.

Kristina Johnson: Thank you very much Susan very much appreciate you.

Kristina Johnson: Next, for the second time in senate history will hear a year and report from the Chair of the university staff advisory committee chrissy.

Chrissy Sprouse: Thank you, President Johnson and good afternoon everyone I am getting a notification that my Internet is unstable so at any point you can't hear me please stop me.

Chrissy Sprouse: It is an honor to have the opportunity to share to you sack report today, but, before I begin my formal remarks, I would like to pause.

Chrissy Sprouse: and acknowledge the tremendous year we have face through global pandemic, even through its challenges we kept the mission of the university going because we we came together as buckeyes, this is an immense accomplishment.

Chrissy Sprouse: Let me provide a brief overview of you sack you sack isn't advisory body to President Johnson comprised of 30 members from across the university.

Chrissy Sprouse: Including the medical Center and extended campuses and our mission is to maintain an active.

Chrissy Sprouse: and participatory line of communication with the university community and to provide a forum for which university staff can raise discuss and make recommendations to support the university universities mission.

Chrissy Sprouse: In order for you sack to be successful, we work to foster meaningful relationships with university leadership various constituency groups university initiatives and the staff community at large.

Chrissy Sprouse: We work to appoint staff on various external committees, many of which are senate committees this year for you sack has been productive transparent adaptable, but most importantly intentional.

Chrissy Sprouse: As a university continued progress towards the implementation of HR service delivery and the enterprise project, it has been paramount for you sack to support these initiatives and prepare staff for change.

Chrissy Sprouse: Through our increased communication efforts we sold 18.1% increase to subscribers to our monthly usec newsletter.

Chrissy Sprouse: During a year in which many of us never expected by facing challenges of a global pandemic.

Chrissy Sprouse: You sacks advocacy efforts were more important than ever staff concerns were heightened as a furlough policy was established.

Chrissy Sprouse: budget cuts were made societal and justices were heightened and the way in which we conducted business changed with implementation of work day through various channels you sack was contacted by staff regarding numerous topics such as.

Chrissy Sprouse: workday tuition assistance benefit changes mental health and returning to campus.

Chrissy Sprouse: You sack worked with university leadership and were able to advocate for the following changes.

Chrissy Sprouse: Reversal of the tuition assistance benefit change the maximum number of credit hours remained unchanged at 10 credit hours.

Chrissy Sprouse: The addition of salary ranges on job postings for campus staff and bi weekly positions and work day.

Chrissy Sprouse: deepen discussions among leadership in regards to coven 19 cases on campus.

Chrissy Sprouse: And the extension of the exception to these have accrued vacation over established maximum carryover from December 31 to June 30 2021.

Chrissy Sprouse: And this extension provides employees flexibility until their next anniversary date to utilize accrued vacation over the maximum.

Chrissy Sprouse: You sack also partnered with Lynn hillis associate Vice President for talent leadership and diversity.

Chrissy Sprouse: And Erica banta talent management director within HR to create additional professional development opportunities for staff.

Chrissy Sprouse: As of mid may 2021 staff will have access to thousands of resources through linkedin learning, which is an on demand learning solution designed to help gain new skills and advance their career.

Chrissy Sprouse: You sack also implemented a monthly you sack staff in the spotlight, which highlights two staff members that fulfills the key traits qualities and characteristics that demonstrate excellence and have an impact at the university.

Chrissy Sprouse: You sack also formed a wellness task force to help break down barriers that prevent staff from engaging with wellness programming and to support staff and their.

Chrissy Sprouse: Continued wellness journeys the guide for investing in your well being toolkit will provide tips for staff advocating for flexibility.

Chrissy Sprouse: To better engage with wellness programming and the supporting employee well

being guide will be geared towards managers to help provide additional information on the value of supporting employee well being and the return on investment.

Chrissy Sprouse: And lastly, you sack hosted a new conversation within our conversation with leadership series around diversity and inclusion.

Chrissy Sprouse: Our first discussion was held during the fall and was moderated and facilitated by Dr James Moore vice provost for diversity and inclusion and chief diversity officer.

Chrissy Sprouse: And included an array of leaders, including provost fearon factor pas and Dean gregoire.

Chrissy Sprouse: And because of its success, we will be hosting another conversation around diversity and inclusion on June 8 and the panel discussion will feature staff members.

Chrissy Sprouse: What I just mentioned, is only a snapshot of the work that we accomplished, and I would like to thank all of our committee members for their hard work.

Chrissy Sprouse: dedication and positivity display during this challenging year.

Chrissy Sprouse: And it's an honor to work with so many talented staff members, including our staff senators on a daily basis.

Chrissy Sprouse: And i'm looking forward to further developing a great relationship with this important governance body and help together, we continue to positively impact the university community, and that is the conclusion of my report today.

Kristina Johnson: Thank you very much chrissy.

Kristina Johnson: Next we'll hear from our inner professional Council Jordan president and the inner professional Council will you please report.

Jordan Vajda: Thank you, my name is Jordan beta and I use he and pronounce i'm a fourth year medical student and a graduate student in public health.

Jordan Vajda: President Johnson progress with fear and and fellow senators, it is my honor to speak to you today, as the President of inner professional counselor or IPC for short.

Jordan Vajda: Which is university student government for professional students meaning students in the six professional colleges of medicine veterinary medicine dental medicine optometry pharmacy and law.

Jordan Vajda: And this past year I also served as chair of the university senate's Council on student affairs, today I would like to highlight three topics affordability mental health and food insecurity.

Jordan Vajda: When I talk about affordability i'm thinking about the cost of our education, as well as the burden of student loan debt.

Jordan Vajda: Common myth that I have to admit I had long believed was the idea that all professional students will make large six figure salary is once they graduate so affordability is a moot point.

Jordan Vajda: But that is simply not the case, for example, for a newly graduated veterinarian from osu the average debt is about \$192,000 compared to an average starting salary of \$66,000.

Jordan Vajda: One of our dental students reported to us quote my loan money is not enough to cover all my expenses without help the way our loans work, I will most likely run out of money, before I get

my dental license you can start working as a dentist and quote.

Jordan Vajda: One initiative that IPC has been proud to advocate for involves the tuition fee for out of state students.

Jordan Vajda: IPC supports the current practice of first year out of state students being charged and out of state fee.

Jordan Vajda: But i'm happy to report that three of our six professional colleges have now moved to charging a flat \$5 fee to out of state students, beginning with year to their programs.

Jordan Vajda: It is an example of a concrete way to make education more affordable and to lessen the burden of student loan debt.

Jordan Vajda: Moving on to mental health, it remains a hot topic among professional students my senses that old stigmas are slowly fading.

Jordan Vajda: But i'm reminded of the comment I read recently that while there may no longer be a stigma attached to talking about mental health, the stigma around acknowledging and mental illness remains.

Jordan Vajda: I want to highlight to mental health related initiatives that inner professional Council was involved in this past year.

Jordan Vajda: For professional students specifically over the course of the past school year we hosted a six part mental health series.

Jordan Vajda: Three times in the fall term and three times in the spring term we provided via zoom one hour long presentations on a variety of mental health related topics with opportunities for discussion and interaction amongst students participants.

Jordan Vajda: In a professional counselor is also a leader in coordinating the three university student governments so asked to provide mental health focus programming to the leaders of our campus student organizations.

Jordan Vajda: called the mental health leadership collaborative it was a series of three events held online during the spring term.

Jordan Vajda: specifically to equip student org leaders with the latest and mental health information and resources, as well as providing the opportunity for the student or leaders to network and collaborate, it is anticipated that this will become an annual series.

Jordan Vajda: My last topic is food insecurity like mental illness, it is a topic surrounded by shame and secrecy.

Jordan Vajda: In my role is Chair of the Council on student affairs food insecurity, was one of the topics I signed on to our issues subcommittee.

Jordan Vajda: Unfortunately, we were only able to have one working group meeting to focus on this important issue.

Jordan Vajda: But it is my hope that the university Senate, through his counsel on student affairs will continue to take a leadership role in advocating for students who are forced to skip meals or go hungry.

Jordan Vajda: At this point, I simply want to highlight the amazing work the buckeye food Alliance, I hope, their vision of notebook guy goes hungry, is one that we can all adopt and champion.

Jordan Vajda: To conclude, I will leave you with a brief quote from the mission and now 18th century old lock code.

Jordan Vajda: In the original it reads Lola Lola how the more the lot i've been hearing you but tell me manner which is translated, it is not your duty to finish the work, but neither are you at liberty to neglected.

Jordan Vajda: The challenges that face us are real and while we may not solve every challenge for every problem today or tomorrow, neither are we have liberty to neglect them, thank you.

Kristina Johnson: Thank you very much, Jordan, as beautiful next one here from the Council of graduate students Stephen post is President of cgs Stephen.

Stephen Post: Thank you, President Johnson and good afternoon everyone i've had the pleasure to serve as President of the Council of graduate students or cgs.

Stephen Post: which represents the over 11,300 graduate students here at osu for the past two years now in addition i've served as the Chair of the graduate compensation and benefits committee.

Stephen Post: So this is actually my seventh year at Ohio State and i'm excited to be graduating in a little to two weeks here with my masters of public administration.

Stephen Post: have just been doing a lot of reflecting back on this year and how it's really been marked by a transition and change, especially for myself and others.

Stephen Post: from supporting students in this world of cover 19 to facing the realities of political polarization and the continual from a police brutality and white supremacy cgs and all of us has faced many challenges this year.

Stephen Post: With the help of the graduate school cgs advocated for financial Kovac 19 relief for the new graduate student emergency fund.

Stephen Post: The matching fee intuition authorization program and continuing to ensure graduate associates have accommodation and job security.

Stephen Post: The biggest financial support, which would not have happened without the help of President Johnson.

Stephen Post: cgs ngc BC advocated for was the two year \$4,000 increase in the GA minimum stipend.

Stephen Post: Over 3500 G as well see arrays and to a living wage by this autumn, and we will remain competitive, to our schools and the top one third of big 10 in terms of stipend levels.

Stephen Post: outside of financial support, I want to thank all of you all in the Senate that supported advocacy around all the academic accommodations for coven 19 including gradient in time.

Stephen Post: That really allowed stress be taken off the shoulders of students and other support was the coordination with the graduate school inoue in successfully establishing the inaugural graduate ombudsperson.

Stephen Post: Additionally, with student life's help we re evaluated, how to better coordinate virtual graduate programming and improve graduate student experience, including by creating a new graduate director of graduate and professional students programming.

Stephen Post: Last year graduate international students and parents and students made their voices

heard, to advocate for a new multifamily housing facility.

Stephen Post: With the help of usg IPC in student life and admin and planning, we have made great progress on that.

Stephen Post: As well as bolstered support for parenting and printing students through a working group that has helped provide over \$20,000 in awards from the graduate school to those parenting students and our work to address childcare costs as a result of the stipend increase.

Stephen Post: in coordination with the graduate school Dante hands and Nick messenger let's cgs his 35th annual mohave graduate research forum which garnered over 300 presentation.

Stephen Post: applications and awarded thousands of dollars to students for their outstanding research.

Stephen Post: While hampered by covenants and restrictions cgs continue to support student experience through many grants, including our newly established engage scholar grant, with the help of the office of research outreach and engagement.

Stephen Post: By performing on mass a vast amount of course instruction and hands on research graduate students have shown to me that they are the lifeblood of this university and cgs will continually to will continue to support them equally as such.

Stephen Post: cgs is proud of the many graduate students who continue to participate in the black lives matter protests and we will continue to advocate for a region reimaged public safety environment outside of the partnership with cpd.

Stephen Post: cgs has made diversity equity and inclusion of focus this whole year from speaking out against racism uplifting our black student leaders and proposing numerous recommendation through our equity and racial justice ad hoc committee.

Stephen Post: For many of our students this focus has been in supporting their fellow peers and ensuring that their mental health is protected.

Stephen Post: Recent studies show that Grad students experienced depression, anxiety at six times, the rate higher than the normal person.

Stephen Post: And we saw the presentation from burn earlier this year about the rates here on our own campus thus I hope for the upcoming year and that we expand graduate specific mental health services cultural competence care and create a more connected and resilient graduate student community.

Stephen Post: All of these things and many more that we've all lived through cannot have happened with the help and support of all of you.

Stephen Post: Of the hundreds of graduate students that served for cgs or on university or senate committees.

Stephen Post: From the tone in the graduate school from provost mcferrin in the office academic affairs, Dr Shivers in the office of student life President Johnson and, of course, all of you, dedicated faculty staff and students who are a part of the shared governance system and made this year successful.

Stephen Post: I really am truly so grateful for you all, and I know that this has been another hard week as a part of another very long, hard year.

Stephen Post: But it's been an opportunity of a lifetime and i've learned so much from all of you just

the day to day getting to meet.

Stephen Post: and interact with all of you and email back and forth, and I think one of the most important things i've learned this year is that, in order to help fill the gaps of support and to hold each other accountable.

Stephen Post: We all as Ohio State leaders students faculty staff admin have a duty to communicate to each other effectively.

Stephen Post: The US in these trying times I charge each of you to reflect on one of our mantras first do what is right for students and make it work for Ohio State.

Stephen Post: And then evaluate whether or not you're truly living that, as you continue to make decisions to support students, as always feel free to reach out at post at 144 and check out cgs that osu for more info.

Kristina Johnson: Thank you very much Steven now our undergraduate student government will hear from undergraduate student government Vice President caleb hindman who report kayla.

Caleb Hineman: hi everyone, good evening.

Caleb Hineman: When I attended, my first shadow session and undergraduate student government to learn more about what each of the committee's and UFC does.

Caleb Hineman: My director posed a question to the prospective members, this was then when she asked can anyone tell me what shared governance is and what it means.

Caleb Hineman: I remember eagerly raising my hand for years ago to share with everyone what I thought it meant I believed in still believes in the shared power of faculty Scott administrators and students to make change to improve the Ohio State University, which we call home.

Caleb Hineman: shared governance is not easy and it takes a lot of responsibility among each of us to work towards our mission of improving upon the key issues at the university.

Caleb Hineman: So those of you who have not had the opportunity to meet my name is caleb hyman and I up him pronouns.

Caleb Hineman: And i've had the honor and privilege of serving as the undergraduate student body Vice President this past year.

Caleb Hineman: Approximately one year ago, on march 5 my partner president, who I served with.

Caleb Hineman: This past year Roy Hejazi discovered that we would be taking on the role of designing and working students to make an organization that represents more than 53,000 undergraduate at Ohio State.

Caleb Hineman: The following Monday march 9 the university was faced with the news that we would be suspending face to face instruction and lectures.

Caleb Hineman: Discussing section seminar and other similar classroom settings and moving to virtual instruction through at least march 30.

Caleb Hineman: As we all know, this date would be extended by much further I calculated the time from setting email and it's been over 58 weeks.

Caleb Hineman: A little over a year today where the pandemic has been a daily part of our lives and struggle, the success that we have had in usgs all thanks to our entire student body, our committee

representatives and usg leadership team and to all of you, I stakeholders and students, except.

Caleb Hineman: Back last spring, when the switch to online instruction was made the importance of shared governance in collaboration with separately, important.

Caleb Hineman: The Council of enrollment and student progress with the help of the opposite of undergraduate education worked with stakeholders have decided to design an emergency pass no pass system.

Caleb Hineman: This system has of course changed as a pandemic has evolved and thankfully USD was able to conduct a survey, with the help of the registrar's office.

Caleb Hineman: which was sent to all students to garner input on the emergency grading system this survey data formed a report that represented thousands of students needs new experiences and help to inform future work with burden the path situation.

Caleb Hineman: Despite the many experiences that we all are all going through ust accomplished a lot this year, with the support of the opposite administration and planning and the office of student life.

Caleb Hineman: Great progress has been made in the creation of an LGBT the creation of an LGBT Q Center.

Caleb Hineman: As the university, we stand as the only big 10 school without an LGBT Q plus Center this space will hopefully serve as a haven of resources and Community space for LGBT P, excuse me LGBT Q plus identifying buckeyes.

Caleb Hineman: And our last university senate meeting you were able to witness the work of many in USD to rename the university administration building.

Caleb Hineman: This is one step and working to address the instances in which our values are not in line with the system and operations of the diversity, I hope that we can continue to make changes like this.

Caleb Hineman: The systems, beyond the walls of campus and it's important for us to be aware and active in the Community around us.

Caleb Hineman: Last November usg in the governmental Relations Committee advocated, on behalf of the Ohio fairness act at the Ohio State house in most parts of Ohio it is still illegal to discriminate against LGBT Q plus people the Ohio fairness act aims to protect.

Caleb Hineman: aims to protect those against employment discrimination housing discrimination and discrimination and accessing basic goods and services.

Caleb Hineman: USD had the opportunity to work on special projects, this year, specifically with an organization called scope which stands for the student community of progressive empowerment, to advocate on the.

Caleb Hineman: on behalf of the needs for undocumented students and also student applicant.

Caleb Hineman: This involved worked with the office of enrollment services in which overview presentations campus tours and online resources were improved to highlight resources for Dhaka and undocumented students, as they consider applying to the university.

Caleb Hineman: This year involved a great amount of change for USD for the first year, the undergraduate black Caucus successfully led projects programs and conducted outreach that has changed the way we operate as an organization.

Caleb Hineman: In February of 2020 hundreds of black students gathered at the usg General Assembly meeting to express their grief and anger, with the way that usg has failed to represent them.

Caleb Hineman: Through protests and advocacy the black Caucus exists today in our organization, because of the work done by black students leaders and change makers.

Caleb Hineman: usg this year also received the student life outstanding student organization this year.

Caleb Hineman: We had recipients of outstanding conditional members and enrolled Member and new member and we are excited for the recognition and look forward.

Caleb Hineman: to continuing this level of students advocacy in the upcoming year there are so many strides that must be made to make sure we are more inclusive and safe for all members of our Community.

Caleb Hineman: I hope everyone can take time to reflect on what actions they could be taking to reach these goals.

Caleb Hineman: For many, they will be in and out of this University in a matter of yours, so what changes or work could be done to improve actual lives now.

Caleb Hineman: continue to partner with cheese USD continue to bring us in the conversation we are you to work with you to help make change, on behalf of us do, and I think every Member of this process and every partner involved in all the projects we've done this year i'm going to keep my report.

Kristina Johnson: Thank you very much kalan.

Kristina Johnson: appreciate all the leaders that spoke and.

Kristina Johnson: All the great reflections and just like to make a few comments before we conclude.

Kristina Johnson: As this is our last meeting of the year i'd like to thank the entire Ohio State University family for welcoming me and Veronica to this storied institution, as we all know, it's been a very challenging academic year with multiple pandemics.

Kristina Johnson: i'm so thankful and proud of what we did together as buckeyes we continued our mission that was a spoken to earlier, we stayed open, we took care of each other and we learned in spite of a pandemic.

Kristina Johnson: That has taken over 3 million lives worldwide, and we did it by wearing mass things physically distant weekly testing, in fact, we carried out 660,000 individual tests.

Kristina Johnson: We had 7200 students test positive, and it was the office of student life, led by senior Vice President, Melissa Shivers who housed in cared for them.

Kristina Johnson: Both the positive testing students and those who were exposed to covered think about that 7200 students were housed in quarantine.

Kristina Johnson: We contact trace them under the leadership of our Dean amy fairchild college of public health.

Kristina Johnson: And we were able to bring on campus testing capability which God is a faster turnaround and health help desk stop the spread of covert quicker by the great work of Dr Peter Molar Christie bartolo and Sue coal tar.

Kristina Johnson: Less than 10 students actually I think it's less than half a dozen but i'd say, less than tend to be safe, all year were hospitalized by code and we have no evidence of in classroom transmission.

Kristina Johnson: we've Mr J Casey and our entire facilities team to thank for that who prepared our classrooms and refit them took a lot of furniture out made sure that we were safe in the.

Kristina Johnson: chapel's of our classrooms.

Kristina Johnson: We have vaccinated nearly half of our Community, to date, and I encourage everybody if you haven't been vaccinated when I.

Kristina Johnson: shouldn't be clear, we vaccinated one or two doses or scheduled vaccinations for about half of our Community, and if you haven't done that already, please do so i'd like to thank our.

Kristina Johnson: Outstanding chance, or how pause our chief medical officer in the Thomas and all the individuals and frontline workers who made it possible to keep keep us safe.

Kristina Johnson: I too would like to to.

Kristina Johnson: Give a shout out to shared governance to the students faculty staff and administrative leadership and this Senate, in particular, I value your advice your help and your guidance as we navigated these uncharted waters.

Kristina Johnson: Thanks goes go out to Dr James Moore and Dean Tom gregoire for chairing the task force on racism and racial inequities that met and the Members on that task force met every Friday from one to 230.

Kristina Johnson: Since last summer to prepare a set of recommendations that we can continue to reach our goal to be an Anti racist institution.

Kristina Johnson: i'd like to thank Dr Shivers and Mr Jay Casey for chairing a task force on Community safety and well being we are well on our way to implementing every one of the 15 recommendations.

Kristina Johnson: And i'd also like to thank Members of the administration, including newly recruited members to my cabinet Dr grey swan Mr Paul patent Mr Jared Blackburn and Miss Elizabeth Parkinson.

Kristina Johnson: Last but not least, i'd like to thank our truly outstanding executive Vice President and provost Bruce mcferrin.

Kristina Johnson: He is a buckeye true and true, I think the first thing that you shared with me Bruce is that, as a young child you used to wander around this administrative building as your mother worked here.

Kristina Johnson: And undergraduate.

Kristina Johnson: At the Ohio State University rose up through the ranks to become professor of entomology and eventually Dean.

Kristina Johnson: of our college of food and environmental sciences and was tapped four years later to be provost where he served admirably for the last five years.

Kristina Johnson: Some of the accomplishments that I wanted to call out was, in addition to the discovery themes and we first cross paths back then Bruce you myself and some of the other dean's actually serve as an outside reviewer on discovery themes.

Kristina Johnson: But you were instrumental in launching the teaching support program the digital flagship program the translational data analytics Institute.

Kristina Johnson: And envisioning West innovation campus, including the energy advancement innovation building to mention a few.

Kristina Johnson: So the best news about this is, I know you will be stepping down June 30 is you're not going far and you'll be around for further advice and a smile and every now and again, so thank you for your service.

Kristina Johnson: And that concludes my report.

Kristina Johnson: Before I go on, I like to call on the provost if you'd like to say a few words.

Bruce McPheron: Well, on a customer's I am the public speaking.

Bruce McPheron: Thank you for those really kind remarks Christina I greatly appreciate it on this place made me who I am what I am.

Bruce McPheron: and

Bruce McPheron: That lasts a lifetime folks it really does so, this is a challenging time of year in a normal year as we finish up the rigors of an academic.

Bruce McPheron: Year and are thinking about finals.

Bruce McPheron: You know, double down this last year has been truly the longest decade of our lives and so when we think about what we've navigated successfully that we're here to gather.

Bruce McPheron: shared governance has been called out many, many times it's powerful here in Ohio State shared governance doesn't mean unanimous views on things, and in fact it's quite the opposite, but it builds.

Bruce McPheron: The fabric of this place and there will be hundreds of thousands of stories, just like mine.

Bruce McPheron: of someone who started their their trajectory with the guidance of the Ohio State University and then that turned into a series of opportunities that they never imagined in their lives.

Bruce McPheron: And so I hope to continue giving that back video you want a good bugs story here in a couple of months meet me on the bridge over the old tangy will win the periodicals cicadas come think of me.

Bruce McPheron: You know either Insects are the gift that keeps on giving to all of us so just know every time you run across some pesky little thing.

Bruce McPheron: The your former dean and provost now your colleague is thinking of you thanks for everything that you've given to me i'm lifted up by the people around me.

Bruce McPheron: My job has always been to find people a lot smarter a lot better than me and to give them the runway to actually succeed, and I think we see that success all around this, and thank you to each one of you for being a part of that.

Kristina Johnson: Thank you provost.

Kristina Johnson: Yes, around Applause

Kristina Johnson: Is there any old business.

Kristina Johnson: Any new business.

Kristina Johnson: Announcements.

Kristina Johnson: Hearing none This concludes the business the university Senate, the next senate meeting will take place on Thursday, September 16 2021 this meeting is adjourned, thank you.

Kristina Johnson: Happy commencement.