

Meeting with Dr. Cartwright, March 18, 2009  
Notes by Faith Olson, CSC Chair

1. Severe Weather Policy Implementation – lessons learned, potential changes  
Dr. Cartwright indicated that a draft of non-policy changes to the severe weather policy is being written as a result of discussion with members of the President’s Cabinet. Improvements in the document have to do with lessons learned concerning the timing of notification by better utilizing up-to-date weather and road information through BGSU’s Police Chief as he communicates with surround community law enforcement agencies. The bar will be raised in the expectations of who should report to campus and clarification of classes cancelled vs. campus closed. Clarifying of who would be considered essential employees will also be a part of the document. Any changes to the policy will occur through dialogue with representatives of all the constituent groups: Faculty Senate, Administrative Staff Council, Classified Staff Council, Graduate Student Senate and Undergraduate Student Senate.

2. Layoffs

a. Concerns

Dr. Cartwright said no layoffs occur until she gives her approval. The process has been continually delayed because such timing allows for lines to become vacant through retirements/resignation/etc. This results in fewer layoffs. There is a list of potential job eliminations, but the list provides reduction scenarios not actualities. Within the next two to three weeks, the time delay will not be extended and layoffs will occur.

Much of what will occur depends on the financial status of the State of Ohio, the installation of a new funding model for State support, the recruitment and retention rates at BGSU, increase costs of doing business, etc. Dr. Cartwright felt that we could meet the challenges of 2010, but 2011 may really test us unless the economy dramatically turns around.

b. How CSC is being proactive

Dr. Cartwright was presented with a folder distributed by Holly Robertson on Wednesday during her presentation of “What do I do after I am Laid-Off?” as well as a brochure entitled, “No Wrong Door, Help Wherever You Turn”. The folder contained lots of information for individuals who may be displaced and the services offered by Job Solutions, a department within the Wood County Family and Job Services Department. The major responsibility of this unit of the county government is to help individuals return to work. One of the programs offered by Job Solutions to help individuals reach this goal is to pay up to \$6,000 a year for a two-year degreed program. The degree must be completed within those two years. This State agency will also pay for apprenticeships, training program, etc. All the services offered by Job Solutions are free and an individual does

not have to live in Wood County. The programs and services offered by Job Solutions focus more on helping individuals after they are separated from their jobs.

A copy of a booklet available on the web entitled, "2009 Workplace Survival Guide, 40 Ways to Work Smart When Times are Tough," was also given to Dr. Cartwright.

In addition to the above information, plans are being proposed and developed by classified staff through Classified Staff Council on how to assist and support our co-workers who experience layoffs. Dr. Cartwright encouraged us to work with Dr. Whipple and others in this effort.

3. CSC's Survey of Human Resources

CSC leadership team encouraged Dr. Cartwright to review the survey. Observations indicate that since Dr. Cartwright began oversight of the Office of Human Resources improvements have been made in how individuals are dealt with in that office. We thanked Dr. Cartwright for her example and mentoring. Mention was made of how important it is for HR to know and adhere to the laws that govern classified staff, especially given the years of experience by those in positions of leadership in HR. Dr. Cartwright thought that was a reasonable expectation.

4. Where are we headed as a University and the impact of that vision on hourly employees?

Very soon the strategic plan will be available for constituent group review. During the strategic plan process clusters, themes and prioritized surfaced that will guide the University in its next phase of change. The changes will focus on the development of the uniqueness of BGSU. This will be accomplished by applying the necessary resources to move the process along, as well as strengthening this uniqueness through merges of program offerings (inside and outside of the academic arena) through merges, focus change, etc. Because this is a working document, the processes will continue to evolve but the time has come to do something. Attracting and retaining a portion of the student body whose dynamics are different from what is considered the traditional college students is one component of that change. This will require adjustments to class schedules with more evening and week-end classes being offered along with more on-line courses. Another high priority is to develop and offer a distinctive undergraduate experience through combining of curricular and extracurricular opportunities. To accomplish this, a mechanism is being developed to help students engaged in activities that enhance their educational experience by combining it with community involvement. Changes in the practice of operations by all constituent groups will need to be made to attract such students to BGSU. This will allow for enhanced utilization of flex schedules. Dr. Cartwright is asking everyone to endorse the principles that are being set forth and offer suggestions where needed.

5. Removal of summer hours – which areas still allow summer hours? Which constituent groups will be required to comply – faculty, administrative staff, classified? Rationale for change? Comparison to Owens Tech with 4 day weeks for cost savings?

The perceptions that the words “summer hours” conjures up are not positively received by the legislature, the town community, or perspective students and their parents. The phrase should be “We are open.” We need to be open and offices covered to meet the demands of student inquiries during the summer months. Dr. Cartwright is asking everyone to use flexible scheduling to accomplish this. Dr. Cartwright gave an example of viewing several offices on the same floor on Friday afternoon. The office that is open on a Friday afternoon is determined on a rotating basis. She said, “Take turns. Students workers may answer the phones, but they are not to be left alone. There still needs to be a BGSU employee in charge. Final determination of how areas work on this flexible scheduling (operating with a skeleton crew, but operating) is left to the discretion of the VP’s, Deans, Directors, supervisors, etc. In the future, flexible scheduling will become more important to better meet the needs of the new type of student who will attend BGSU.

A rumor that BGSU would close on Friday and employees would work 32 hours a week with 8 hours of LWOP was shared. Dr. Cartwright is not looking at any pay cuts in 2010 and would not earmark one constituent group for a pay cut without considering all groups.

6. Problems with trust

We thanked Dr. Cartwright for her example of being forthright with us, the University community, and the community outside the University. When mention was made about the information that appears in the Sentinel-Tribune and other places that concern the future of BGSU employees and various other topics of concern, Dr. Cartwright encouraged us to be cautious. Her statement, “Do not take it to the bank until she says to do so.”

An email from one of our constituents was read about what has promoted mistrust in the past. Dr. Cartwright clarified that any reference to past activities should not be considered, because that is not the way it is now. We were able to share how some individuals in current leaderships/managerial positions speak disrespectfully and thoughtlessly to others within the University community. She made note that such behavior is not acceptable.

7. New health care eligibility rule for spouses effective January 1, 2011.

The rule would require spouses of retirees who are under the age of 55 as of January 1, 2011, to cover 100% of their monthly insurance premiums until they reach the age of 55. We inquired if it would be possible for the University to cover those costs from salary savings from the salary line of the employee who retired. Dr. Cartwright responded that the administration is considering a variety

of incentives and looking at best practices to reduce costs while meeting the demands of the University community. More information on such plans will be forthcoming.

7. If there are items that Dr. Cartwright would like CSC leadership to discuss, email the topics to Faith Olson, chair CSC. There were none. Time was up.