

FACULTY SENATE

MINUTES

March 13, 2007
2:30 p.m.

Assembly Room
McFall Center

Absent: Anzenbacher, Balistreri, Belzer, Carter Wood (Substitute-Dickinson), Gajjala, Kresman, Messer-Kruse (Substitute-Bhalla), Okerlund, Samel (Substitute-Gordon), Wilson (Substitute-Christiansen), Vatan Woodhouse (Substitute- Swanson), Nichter, Lehman (Substitute-Crowley), Little, Towns

CALL TO ORDER

Faculty Senate Chair Hebein called the meeting to order at 2:30 p.m.

COMMUNICATIONS

Hebein: One of the ways in which Faculty Senate rules differs from typical parliamentary procedures such as Roberts Rules of Order is that Faculty Senate has a separate agenda-setting body and that is SEC (Senate Executive Committee). Over the years, SEC has debated over what should go to the floor of Faculty Senate and what should not go to Faculty Senate. I mention this because SEC has chosen to bring an issue to the Senate agenda today (the Career Ladder for Non Tenure Track Faculty) that had been tabled at the last Faculty Senate meeting. We will be discussing this issue later in the meeting today

Interim Provost /VPAA - Gromko

The first issue I would like to bring to your attention has to do with enrollment. Housing deposits are down a little bit. This is one of our key indicators for fall enrollments. The Enrollment Network has put together a power point presentation for recruitment purposes. We would encourage any faculty to use this power point to promote greater enrollment in the fall. Enrollment means income and reflects on our operating budget. The second item is related. The Governor will be releasing information on the State Budget and projected allocations for higher education later this week.

Executive Vice President – Dobb

Summer enrollments are also very important for us. Our on line summer courses fill up very rapidly. Thank you to those teaching this summer and thank you to those teaching on line this summer. If any of you are interested in learning more about teaching on line courses this summer, please contact us in Continuing Education and we would be more than happy to provide information and assistance to help you teach on line coursework.

Graduate Student Senate Representative – Swanson

The Graduate Student Satisfaction Survey has been out since February. We have a 50% return rate. More than 450 students have completed the survey. The General Assembly of GSS wants me to communicate some disappointment in the lack of progress that appears to have been made

on some key policies and issues like the Amorous Relationships Policy, the Administrative Review Protocol, the Bursarables Policy and the Dunbridge Project.

Undergraduate Student Government Representative – Kulbis

USG has been working with the city of Bowling Green to start a teen center for Bowling Green. This teen center will serve teenagers from Bowling Green after school and on the weekends. A building has been donated by the city, rent free and tax free for the center. USG has also been working with the city to get a pedestrian crosswalk, similar to the one on Thurstin Avenue, on Mercer Road by the Alumni Center. USG continues to work on the Bursarables Policy, Student Travel Policies, the Dunbridge Project, and Dining Services Issues. We will be taking a group of USG students to Columbus to meet with some of our state legislators to discuss higher education and funding. We will be holding our elections for USG on April 2nd and 3rd. We ask that faculty encourage students to vote. Dance Marathon will be held next weekend and we hope that faculty members will come out and support the largest student-run philanthropy in the state and one of the largest in the nation. Over the last ten years, USG has raised over \$1.1 million for the Children's Miracle Network through our Dance Marathon. Finally, many of the members of USG will be traveling to East Lansing this weekend to support our winning Falcon's Women's Basketball team.

Retiree Representative – Cormier

Our Retiree group will be meeting tomorrow with the Wood County Retirees Association at a luncheon meeting at the Elk's Club Building on Campbell Hill Road. We will have a guest speaker from the State Teacher Retirement System who will discuss legislation and policies that effect current and future STRS retirees. You are welcome to attend.

Ohio Faculty Council Representative – Bernhard

The Ohio Faculty Council has met twice since our last Senate meeting. Ben Muego and I are the two BGSU representatives to that group. At the February meeting, we hosted the Honorable John Husted, who is the Speaker of the House of Representatives. We discussed faculty governance and also the role of faculty in working with the Ohio Board of Regents and the new Chancellor's position. Our own Committee on Professional Affairs made a terrific presentation to the Council. Mike Zickar, Pat Pauken, Jim Evans and Larry Weiss presented information on the work of CPA at BGSU. Members of the Council were very interested in the presentation. Thanks to the efforts of Ben Muego, at our March meeting, we hosted Chris Redfern, who is Minority Leader in the House of Representatives. There have also been discussions at the Council on health care legislation and funding for retirees with STRS. **Muego:** There was also a lot of discussion on how to augment funds in the STRS program. There appears to be a large number of persons who have chosen to continue to work under the STRS program until they become Medicare eligible at age 65. This has put a financial strain on the STRS program. Consequently, STRS is looking at ways to offset that financial strain.

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs (CAA) – Border

In its meetings of February 7th and 21st, 2007, CAA reviewed actions of the Undergraduate and Graduate Councils. As received from UC, CAA reviewed the proposed Engineering Technology program name change. CAA supported this name change. As received from GC, CAA reviewed

the proposed inclusion of online delivery with the current on-campus based MS program in Criminal Justice. The Embanet Corporation of Toronto, Ontario, Canada, will host the online portion of the MS in Criminal Justice. The program will be marketed to a national audience. A contract has already been signed and six week length courses will begin this month. When necessitated by online program enrollment numbers, Embanet will hire course facilitators. These facilitators will be reviewed by our Graduate College to see if they meet the mandatory thresholds for graduate faculty status. University Criminal Justice faculty will be responsible for course content. CAA supported this new delivery system for the MS in Criminal Justice. CAA is considering its strategic planning role mandated by the university academic charter. One concept is to attempt to integrate CAA's strategic planning with the strategic planning being done by the President's University Planning Council. Discussions will continue on the role of CAA and Strategic Planning.

Amendments and Bylaws Committee (ABC) – Pauken

No Report.

Committee on Committees (Com Com) – Yacobucci

Com Com will be soliciting final nominations for Senate Officers and Senate Standing Committees this afternoon. The final deadline for Senate positions will be this Friday, March 16th at 5:00 p.m. Elections for Senate positions will be held at the April 3rd Senate meeting. Nominations for University Standing Committees will be due on Monday, March 19th (electronically). Traditional nominations will be accepted at the April Faculty Senate meeting. Electronic Voting for University Standing Committees will take place between April 16th and April 23rd.

Faculty Senate Budget Committee (FSBC) – Jim Evans

The Faculty Senate Budget Committee has completed the following actions. (1) FSBC completed the resource analysis of the proposed Institute for Child and Family Policy in the School of Family and Consumer Sciences. As part of the review process, FSBC met twice with the Director of the School of Family and Consumer Sciences and once with the Dean of the College of Education and Human Development. FSBC voted 7-0 to accept the proposal and recommend it move forward in the approval process. (2) FSBC completed the resource analysis of the proposed Research Center for International Comparative Education. As part of the review process, FSBC met with the Dean of the Graduate College, Dean of the College of Education and Human Development, and the Associate Dean of Continuing and Extended Education. In addition, FSBC looked at the potential overlap with existing or anticipated programs. FSBC voted 7-0 to accept the proposal and recommend it move forward for approval. As part of FSBC's review, we discovered a discrepancy between the language of the *Academic Charter* and actual practice related to "centers" versus "research centers." We have brought it to the attention of the Faculty Senate officers for possible action by the Amendments and Bylaws Committee. FSBC is beginning its review of the University's budget for next year and is hoping to meet with members of FWC to coordinate action on the Faculty Salary Resolution.

Faculty Personnel and Conciliation Committee (FPCC) – Muego

The lateral issues on our one outstanding grievance have been resolved. Hopefully, this case will go to a hearing very soon. A letter of intent to grieve has also been received by FPCC over Spring

Break. FPCC will be meeting shortly to determine if this grievance should be moved forward to the facilitator stage.

Faculty Welfare Committee (FWC) – Weinsier

The Salary Proposal for next year is on the Senate Agenda under New Business.

Committee on Professional Affairs (CPA) – Zickar

The Committee on Professional Affairs led a delegation of faculty and staff down to the State House on Tuesday, March 5th, to meet with 13 legislators and their staff. Our visit was very productive in terms of communicating the great things that are being done at BGSU. There was also discussion about the hits that higher education has taken in the last few budget cycles. Legislators seemed more aware and more sympathetic, than in past years, about the budget difficulties facing higher education in Ohio.

OLD BUSINESS

Non Tenure Track Faculty (NTTF) and the Career Ladder Policy

Hebein: This has been in the works for years and it affects two sections of the Charter, B-I.C. and B-I.D. The intent is to create a Career Ladder for Non Tenure Track Faculty (NTTF). This assembly has discussed this at previous meetings. Two related issues that are not before the assembly today are: Voting Rights of NTTF; and the 25% rule indicating how many NTTF could be hired in a unit. SEC brings this back to the assembly in hopes that you will support the Career Ladder today, and sometime in the future, the assembly can return to the other two related issues. This proposal has the support of the Committee on Academic Affairs, the Faculty Welfare Committee, and the Council of Deans. Does someone wish to speak on behalf of the proposal?

Blair: As Chair of the Department of English, I would like to speak on behalf of this proposal. As a Faculty Senate, I believe that we have an ethical obligation to support the rights of our non tenure track faculty colleagues. **Deters:** Why is the SEC in favor of this proposal? **Hebein:** This proposal came to SEC from Committee on Academic Affairs and from the Faculty Welfare Committee. Both committees supported this part of the NTTF Proposal related to Career Ladders. SEC agreed with the recommendation from CAA and FWC. **Deters:** I think there are a lot of issues that have not been clarified. One of the issues has to do with the number of people who are in this category of NTTF. The number of NTTF has been increasing at a rate of about 10% each year. An important question is when will this stop? Will it stop when we have all NTTF? The numbers have gone up 44% in the last 5 years. There are now 228 instructors and 39 lecturers. Now, more than 32% of the faculty at BGSU are in this NTTF category. If we approve this, aren't we allowing for a proliferation of NTTF? **Dickinson:** I would gather that you fear that if this proposal passes, it will erode the number of full time Tenure Track Faculty at the university. But the numbers of NTTF have been increasing without having the policy passed. **Gromko:** From 1999 to 2005, the percentage of Tenure Track Faculty has remained fairly flat (46% in 1999) (45% in 2005). The percentage of NTTF during that same period has increased (24% in 1999) (33% in 2005). But, if you are thinking that the number of NTTF has increased because we have decreased the number of TTF, that's not correct. We have been able to increase the percent of NTTF because we have decreased the percent of Supplemental Faculty or Part-Time Faculty by consolidating part-time positions into full time NTTF positions. The intent of the proposal is to offer dignity and respect for NTTF, not to replace TTF. **Zhongo:** I agree with Senator Deters. What is there in place to keep the administration from replacing Tenure Track Faculty with Non Tenure Track Faculty? **Blair:** I think we have to remind ourselves that we are talking about the

working conditions of our non tenure track colleagues. **Lee:** The data that Mark Gromko showed indicates that we have reduced our reliance on part-time faculty. We have increased our reliance on full time Non Tenure Track Faculty to substitute for the part-time faculty. This proposal has nothing to do with the numbers of the NTTF. It has everything to do with the humane treatment of NTTF. **Zhongo:** I think that you are presenting this as an “either” “or” issue. That if I vote against it...I am against NTTF....That is not the case.... I am just saying there are issues that need to be discussed. **Deters:** I think that the increase in full time NTTF and the decrease in part-time faculty may also have come about because of all the small classes that have been formed because of programs like the BG Experience. It just seems that we have many issues that should be discussed before we vote on this. **Swanson:** On behalf of the graduate students, I would speak in favor of the proposal. Non Tenure Track Faculty are not going to disappear. This proposal asks that NTTF be treated with equity. On the other hand, we would encourage administration to hire a greater number of Tenure Track Faculty. As graduate students, we have difficulty finding enough faculty to serve on our committees. **Izzo:** I am concerned that there are no real criteria established for the different ranks of NTTF. **Lee:** The proposal calls for the units to develop procedures to move from one rank to another. **Deters:** It is my understanding that BGSU has the largest number of NTTF in Ohio in comparison to other universities. If we support this proposal, we are establishing two classes of faculty --the tenure track faculty and the non tenure track faculty. I don't think that this would be beneficial for BG. **Bernhard:** We need to codify arrangements of how NTTF operate at BGSU. We need to treat NTTF faculty in a humane way. **Dickinson:** This policy will not be responsible for creating two different classes of faculty. That phenomenon already exists without passing the policy. This policy merely codifies treatment of NTTF. **Hebein:** We will take a vote on this policy now. We need 2/3 of those present and voting to pass the policy. The motion passes (52 in favor and 4 opposed).

NEW BUSINESS

Nominations for Senate Officers and Senate Standing Committees

Yacobucci: You should have copies of Nominations for Senate Officers and Senate Standing Committees. (Peggy Yacobucci took nominations from the floor for Senate Officers and for Senate Standing Committees.)

Faculty Welfare Salary Proposal

Weinsier: Faculty Welfare Committee offers the following resolution regarding a Faculty Salary Proposal for the 2007-2008 Academic Year: (Excerpts from the FWC Faculty Salary Proposal)

WHEREAS, University President Ribeau, at the November 3, 1998, Faculty Senate meeting, stated “Regarding compensation...the best possible faculty (are) needed for the University to become the premier learning institution.” And ...”to accomplish the goal of becoming the premier learning institution, the compensation for faculty and staff (must) be evaluated;”

WHEREAS, the Faculty Compensation Plan (dated June 23, 1999), with its goal of making BGSU the premier learning community in Ohio and one of the best in the nation, states that the “Faculty Compensation Plan initiates the process to raise Bowling Green State University

(BGSU) faculty salaries to the 70th percentile of peer institutions...;”

WHEREAS, with a unanimous vote, the Board of Trustees, at a meeting on June 29, 2001 drafted a resolution stating that “Some progress has been made during the past two years in reaching the goals of this five to seven year plan: and “The University remains strongly committed to reaching these goals, although the current budgetary challenges may lengthen the time it takes to do so,” and that “Bowling Green is the premier school in the state and its employees deserve to be paid accordingly;”

WHEREAS, At a meeting on May 5, 2006, the Board of Trustees drafted a resolution stating that “The major reductions in state support for higher education since 2000 have impeded significant progress from being made and will lengthen the time it takes to reach this goal” and “The University remains strongly committed to providing competitive salaries for BGSU faculty and staff..;”

WHEREAS, the average percentage increase in salary of continuing full-time faculty (at BGSU) over the last seven years is higher than similar averages for other comparable universities in Ohio, yet BGSU’s standing among those universities has not changed during this seven year period;

WHEREAS, the Faculty Senate Faculty Welfare Committee remains strongly committed to helping the President and the Board of Trustees achieve their stated goals for the University in terms of reaching the 70th percentile for faculty salaries of peer institutions and becoming the premier learning institution in the State;

THEREFORE BE IT RESOLVED,
that President Ribeau and the Board of Trustees adopt the following funding formula for faculty salaries for the academic year 2007-2008:
-Determine the total salaries paid to probationary, tenured and P&T faculty on terminal contracts in the 2006-07 academic year;
-Increase that amount by 4.9% which is the average increase in faculty salaries over the last seven years that has resulted in our holding steady at position 11 out of 12 peer universities; and
-Increase that amount by an additional 2.25% which, when averaged each year over the next 5 years and assuming that all other factors remain constant, could be expected to move BGSU to the median position of peer universities within 5 years.
-Distribute the salary increase to all P & T faculty in each unit according to the current policy of 50% merit pool for meeting unit expectations and 50% merit pool for exceeding unit expectations in accordance with unit criteria.

RESOLVED FURTHER,

that a merit pool of 4.9% be established for all continuing and fixed term non tenure track faculty;

RESOLVED FURTHER,

the replacement of P&T faculty should only be by other P&T faculty; however, if replacement of P&T faculty should be by non-tenure track faculty, that the adjusted salary go back into the pool for disbursement to all other P& T faculty and to the general University funds.

Hebein: Are there any questions or comments on this proposed resolution? **Rockett:** While I commend this committee for their work, looking at the state's financial situation, are these figures realistic? **Blair:** Does this proposal apply also to NTTF? **Weinsier:** FWC would be amenable to a friendly amendment that would state that TTF and NTTF would be treated in the same manner when it comes to this salary increase proposal. **Lee:** I believe that the criteria for merit are handled differently in different departments for NTTF. **Hebein:** The Chair does not see this as a friendly amendment. Does anyone wish to propose an amendment that states that NTTF be treated in the same manner when it comes to this proposed salary increase and merit allocations? Hearing none, we will proceed with the vote. This requires a simple majority of those present and voting. Motion passed.

ISSUES AND CONCERNS

Nomination for Faculty Senate Secretary

Pauken: I would encourage you to consider placing yourself or a colleague in nomination for Faculty Senate Secretary.

ADJOURNMENT

Chair Hebein adjourned the meeting at 3:58 p.m.

Respectfully Submitted,

Ellen Ursula Williams
Secretary, Faculty Senate
April 3, 2007