

**SEC/VPAA JOINT CONFERENCE  
MINUTES**

October 31, 2006  
2:30 pm

1004 Cedar Point Center  
Firelands Campus

Present: Barnes, Currie, Eckerson,  
Folkins, Hebein, Lee, Little, Orel, Vatan Woodhouse,  
Williams

Absent: Bernhard, Pinto

Guests: Larry Weiss, Kate Daly, Andrew Kurtz, Dean James Smith

Faculty Senate Vice Chair Barnes called the joint conference to order at 2:30.  
Barnes expressed pleasure at the high turnout rate of SEC members at Fireland

**OLD BUSINESS**

**Sanctions**

**Barnes:** The first order of business is under Old Business and deals with a charter amendment about sanctions applied to faculty. There is currently nothing in the charter that addresses sanctions applied to faculty. Last year, Faculty Senate Chair Boughton drafted this amendment. I believe that Dr. Folkins will address the status of that charter amendment. **Folkins:** At the same time that Bob Boughton was working on a policy relative to faculty sanctions, Barbara Waddell and I were working on a similar policy. The material attached to today's SEC/VPAA Agenda is a revised copy of the proposed amendment. This would be a new subsection for B-I.C.1 of the charter and would be titled " e) Sanction (Including Suspension) by the University".

e) Sanction (Including Suspension) by the University

(1) When a dean ~~believes~~ **DETERMINES** that the conduct or action of a faculty member justifies imposition of a sanction but that the conduct or action is not severe enough to warrant dismissal, he or she may institute a proceeding to impose such a sanction. The dean will notify the faculty member in writing of the reason(s) for the proceeding and the proposed sanction and also provide the faculty member with an opportunity to persuade him or her that the proposed sanction or its level (major or minor) is not warranted.

(a) A minor sanction would result in a written reprimand being added to a faculty member's file.

(b) A major sanction would result in suspension **WITH OR** without pay from service for a stated period of time commensurate with the severity of the conduct or action of the faculty member.

(2) If the dean, after conferring with the faculty member in question, elects to continue the proceeding, he or she will convene a committee made up of one faculty member nominated by the faculty member facing sanction, one faculty member from outside the college in question appointed by the Chair of Faculty Senate, and one other person, who may be faculty or administrator, appointed by the dean. This committee will review the case, including giving the faculty member facing sanction an opportunity to address them, and determine whether, in its opinion, a sanction is warranted and submit its decision to the dean. If the committee's decision is that the sanction is warranted, but the dean decides otherwise, he must state in writing the specific reasons for doing so. If the decision is to sanction, the faculty member will be notified in writing of the committee's decision.

(3) A faculty member who ~~believes~~ **CONTENDS** that a sanction has been unjustly imposed may initiate a university grievance petition.

(4) At his or her discretion, a dean can suspend a faculty member before the grievance process is complete. However, cash advances comparable to the faculty member's net pay shall be available to the faculty member until the grievance process is complete. If the grievance is not upheld, the amounts advanced to the faculty member shall be deducted from the faculty member's pay until such cash advances are repaid in full.

**Barnes:** This new amendment was proposed because SEC felt that the charter was silent on the issue of sanctions on faculty. **Folkins:** What I had initially proposed was not going to be a charter change, but rather a policy or guide that could be used by chairs and deans. I would like to take this proposed amendment back to my staff and to the university attorney and get some feedback and then I will get back with you. **Barnes:** That's fine. We will follow up on this charter amendment at our next SEC/VPAA meeting.

## **NEW BUSINESS**

### **State Issues on the Ballot for the November Election**

**Barnes:** We would like to welcome our guest, Larry Weiss, whom we have invited today to provide information on the state issues on the ballot in the upcoming election.

#### **Guest Speaker: Larry Weiss**

I appreciate the invitation to be here today. This is the ninth of eleventh presentations that I will be giving on the state issues on the ballot this year. I have handed out some

information sheets on these issues and I will address each one briefly.

### **State Issue 2**

This is a constitutional amendment rather than a new law. It is to raise the minimum wage in Ohio from \$5.15 an hour to \$6.85 an hour and to adjust it annually according to rates of inflation.

Pro: This would allow people to earn a living according to the rate of inflation and would stimulate the economy through higher purchasing power for lower income individuals.

Con: The Chamber of Commerce believes that this amendment could have negative consequences in that small businesses could be hurt financially. There is also some concern that an annual review of salaries might increase the likelihood of identity theft.

### **State Issue 3 “Learn and Earn”**

This is a proposed constitutional amendment that would allow 31,500 slot machines at seven race tracks and at two other locations in Cleveland. The owners would get 55% of the revenues tax free, 30% would go to the Board of Regents for college scholarships and the rest divided between the local government, purse money, and gambling addiction services.

Pro: This would bring money into Ohio that is being spent outside the state currently. It would provide a way for students to pay for college.

Con: The amendment will only benefit the casino owners and have minimal benefits to the state with less than a third going toward scholarship, and less than a fifth going to local development.

### **State Issue 4 “Smokeless Ohio”** (Sponsored by the tobacco companies)

This is a constitutional amendment to allow smoking in tobacco stores, an individual’s home, smoking areas in restaurants, most bars, bingo and bowling facilities, separated areas of hotels and nursing homes, and race tracks. It would ban smoking in all other enclosed public areas.

Pro: This would allow restaurants and hotel owners and individuals to decide whether to smoke or not . It would help businesses attract more customers.

Con: This would cause severe harm to non-smokers.

### **State Issue 5 “Smoke Free Ohio”** (Endorsed by the American Cancer Society)

This act would prohibit smoking in all public areas and enclosed places in employment establishments. It would exempt private residences, family businesses, tobacco stores, designated smoking rooms in hotels and nursing homes, private clubs, and patios.

Pro: This would allow employees to work without any fear of receiving diseases from second-hand smoke.

Con: This is too restrictive and gives the government control over a person's choice to smoke.

**Weiss:** I really appreciate your interest and appreciate the opportunity to come and share this information today. **Barnes:** We would like to thank you for sharing this material with us.

## ISSUES AND CONCERNS

### Recruitment and Retention

**Folkins:** I would like to raise the issues of recruitment and retention of students at BGSU. It is essential that we all work toward keeping our student enrollments up. For every 100 students, the university gets \$1 million. At the same time that we want to be competitive for student enrollment, we also want to work hard to keep the quality of the students that we are recruiting. I would like to see the Faculty Senate show some leadership and creativity in this recruitment and retention challenge. **Hebein:** Some institutions have been waiving the application fee as an incentive for students. **Folkins:** That would be worth considering since some students apply to six or seven universities, all with application fees. **Williams:** John, is there a move to centralize our advising on campus? **Folkins:** Centralized advising existed in one of my previous places of employment. The centralized advising office advised over 90% of the incoming students. There are benefits to both centralized advising and allowing colleges to maintain ownership of advising their own majors. **Smith:** I have been involved in discussions on the recruitment and retention issues. Some of the ideas that have been generated include centralized advising. I have talked to Gary Swegan about this and if we as faculty don't get energized to work on this, the ramifications are pretty sizable financially. **Folkins:** Some other approaches for recruitment includes having "celebrity" tour guides, having key faculty members meet with parents, and having current students meet with parents. We really need to get everyone involved in this effort. **Currie:** I have heard that it is "cheaper to keep a student" than to "recruit a new student." I think it would be good to see an inventory of all the activities that are being done to recruit and to retain students at BGSU. This might serve to educate faculty on existing programs as well as to stimulate new ideas. **Orel:** I think that it is also good for the university to work with school counselors as resources for recruitment of students. **Williams:** Do we know what the retention rate is for Firelands students going to main campus at BGSU? **Smith:** I don't have those figures but I know that retention rates at Firelands hovers around 50%. With our new bachelor's degrees at Firelands, many of our students don't matriculate to the main campus. **Folkins:** Some of the difficulties in getting accurate retention figures nationally are due to the changing nature of college students today. It is not unusual for

students today to attend several different colleges in the course of their degree completion. So they really aren't dropping out, but leaving to go to another institution. **Williams:** I believe that this characteristic of mobility and tendency for multiple changes is not atypical for "the millennial student." **Smith:** We have also had students taking coursework at three to four different colleges during the same semester. The students figured out a system that allowed them to complete their degree earlier than if they had stayed at the same institution for all of their coursework. **Folkins:** Again, I encourage faculty to become engaged in this recruitment and retention effort. **Williams:** I believe that some faculty believe that it is not their responsibility to recruit students. Rather, they believe that it is the responsibility of administration to carry out recruitment and retention activities. **Folkins:** This is where the Faculty Senate could provide some leadership in having that dialogue and ensuring that faculty do have a responsibility to become involved in recruitment and retention. **Barnes:** Times have changed and faculty don't have the luxury of sitting in their ivory towers waiting for students to come to them. We do have faculty representation on some standing committees such as the Admissions Advisory Committee. But there has been some difficulty in getting the Admissions Administration to meet with this standing committee. **Folkins:** If I can help facilitate such a meeting, please let me know.

### **Commentary from Firelands**

**Barnes:** Dean Smith, would you like to address this group? **Smith:** I am pleased that you are here today. I like this idea of having different types of Senate meetings here at least once a year. I believe that Will Currie proposed this idea of having the SEC/VPAA meeting at Firelands for the first year, the Full Senate meeting the second year, and the SEC/ Executive Vice President meeting the third year. There have been a number of changes here at Firelands including new buildings and new programs including bachelor's degree programs. Our Early Childhood program which was started here about five years ago has been growing rapidly. It is our largest undergraduate program now. We have five full time faculty in Early Childhood Studies and hundreds of young ladies who want to teach from Pre K to third grade. I remember when Ellen Williams and I hired our first faculty in Early Childhood . The majority of our growth is via the Bachelors Degree Programs. Our Associates Programs have held their enrollments and a few of them have increased in size. We are in our first year of our new Bachelors in Business Administration and this is a very popular degree. Our next big project is to make our entire campus "wireless." We are also planning on building wind turbines to generate our electrical power at Firelands. We received \$1 million in congressionally delegated funds from Congresswoman Kaptur to put the first turbine in place and we plan to add two more turbines. **Folkins:** This is a wonderful example of what you can do under the leadership of a good dean. **Williams:** Has there been any more discussion on having a recreation/ tourism program at Firelands? **Smith:** Not really, but the next program we would like to consider here at Firelands is the Masters in Special Education degree. There is a real shortage of special education teachers in the area. Eric Jones and I have discussed this on several occasions. We would like to do it in a cohort model. As for the recreation/tourism program, our local recreation programs are looking more for individuals with a basic business background and they feel that they can teach them about

amusement parks/ recreation and tourism. There will be 6 water parks in the Firelands area. **Barnes:** Thank you, Dean Smith. Are there any other issues or concerns? If there are none, we need to set the agenda for the next Faculty Senate meeting. **Hebein:** We do have two guests scheduled, Marcia Latta and Bob Waddel. Is there anything else? **Williams:** Sidney Ribeau has agreed to discuss the Ethics Policy and the role of the Ethics Officer with the Faculty Senate at the December Faculty Senate meeting. **Hebein:** December will also be when the NTTFF proposal should come to Senate. Also, the salary proposal should be coming to the December meeting. **Williams:** It might also be good to report on this meeting today at Firelands. **Hebein:** I wonder if we should send out the materials shared by Larry Weiss on the voting issues with the whole faculty. **Vatan Woodhouse:** GSS passed out this abbreviated paper highlighting all of the issues on the ballot. It is two sided and includes some pros and cons on each issue. I can send that to Ellen and we could send that out to faculty. **Williams:** That would be great. Faculty might appreciate a one page synthesis rather than having to read a lengthy report. **Barnes:** Is there anything else? If not, we are adjourned.

## **ADJOURNED**

The meeting was adjourned at 4:10.

Respectfully submitted,

Ellen Williams  
Faculty Senate Secretary  
November 2, 2006