

FACULTY SENATE MINUTES

December 5, 2006
2:30 p.m.

Assembly Hall
McFall Center

Absent: Cragin, Kleine, Lee (Sub-Brown), Melkote, Messenheimer (Sub-Hodge), Ribeau, Whipple, Crawford, Lehman Pontius

CALL TO ORDER

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

COMMUNICATIONS

Chair of the Faculty Senate – Hebein

Chair Hebein noted that there would be a correction of the minutes for Faculty Senate for November 7, 2006. This was at the request of Jim Evans, Chair of the Faculty Senate Budget Committee. Evans requested that his personal commentary regarding the potential closing of the Faculty Senate Blackboard site be included in the minutes. (This information had originally been eliminated from the minutes due to the objection of another Senator -Albrecht- who felt that it was a personal comment rather than part of the FSBC Report.) SEC executive committee ruled that Evans' request be honored. Hebein indicated that Senate Vice Chair Barnes wished to make a comment about the Faculty Senate Blackboard.

Barnes: Vice Chair Barnes indicated that to the best of her knowledge, the Faculty Senate Blackboard still existed and that people should have access to it. At the end of the academic year, there will be a review of the viability of maintaining this Blackboard community.

Hebein: As an update on faculty concerns regarding police/ security entering classrooms, there will be some speakers addressing this issue at the January Faculty Senate meeting. Also at our January meeting, President Ribeau will be addressing us on the role and jurisdiction of the Ethics Officer. Other issues that will be addressed by Faculty Senate next semester include: a resolution on the "Declaration of Material Assistance to a Designated Foreign Terrorist Organization"; a resolution on Non Tenure Track Faculty from CAA; a resolution on Non Tenure Track Faculty coming from Faculty Welfare Committee; and a recommendation for proposed faculty salary increases coming from Faculty Welfare. I would also like to extend appreciation to President Ribeau for turning over his recent raise over to the fund raising campaign.

Provost and VPAA – Folkins

I am sure that most of you know by now that I will be transitioning out of the position of Provost/ Vice President for Academic Affairs. I do this with mixed emotions. For the past 6 ½ years, I have been involved in a number of activities here at the university. One of my favorite activities has been working with the university community (the faculty, staff and the students) as a whole. I have been a regular here at Faculty Senate meetings and I will miss that. I am moving on to the position of Chief Executive Officer for the Research Institute at BGSU. The Research Institute is a non profit corporation (501 C-3) that will serve as a resource for faculty looking to launch research. It will provide a vehicle for scholarship of engagement where faculty can apply intellectual properties toward the greater good of the community and society. While I am looking forward to my new position, I will miss the kind of work I have been doing over the past 6 ½ years. Again, I will miss these meetings. I support a variety of issues on your Senate agenda today. I support the new School of Earth, Environment, and Society Reconfiguration Proposal. I support the solutions proposed by the Bursarables Task Force. I really want to emphasize the importance of enrollment management issues that Gary Swegan and Al Gonzalez will be addressing in Senate today. Thank you very much.

Senate: A round of applause was given to John Folkins.

Hebein: John, you are invited to attend Faculty Senate meetings any time you would like to.

Executive Vice President – Dobb

People Soft finance will come up on February 5, 2007. So, if you haven't gone to a People Soft training, now is the time since we will be moving off of the old system. The President's State of the University Address will be given on February 2, 2007. The President is having a Holiday Open House on December 13 in the Union. I would like to introduce Rebecca Ferguson, the head of our Human Resources, to provide some updated information on university Life Insurance.

Ferguson: I am here to clarify some information about new Life Insurance options. There are informational meetings on December 7 at 9:30 and 1:00 and on December 13 at 10 and 12 in the College Park Building in Room # 1.

The white form in the Life Insurance Packet is to be returned to our office. This indicates no change in current Life Insurance. The yellow form is to be returned to our office if you want additional/optional Life Insurance. If you have further questions, please feel free to contact our office.

Graduate Student Senate Representative – Vatan Woodhouse

We continue to be excited about our Graduate Student Satisfaction Survey and we thank Bill Knight and his office for helping us with this. Student Affairs is helping us with our evaluation of the December Commencement Ceremonies. Recently, Luke Nichter, Brady Gaskins and I met with developers who are interested in building graduate and international student housing in the vicinity of Clough Street and South College near the

windmill. We continue to be open to suggestions for topics and/or presenters for our Graduate Student Professional Development Day on January 27th. We are also looking for graduate students who would like to present their research findings at our Spring Research Forum. We would also like to thank those individuals who donated items for our annual Holiday Party. I would publicly like to express my concern over the recent actions of Undergraduate Student Government in failing to act as a representative for their constituents. I would hope that USG could learn from these events and seize the moment to improve their organizational infrastructure.

Undergraduate Student Government Representative– Little

No Report

Retiree Representative – Cormier

The Retirees have set up a book scholarship fund for students through the Development Office. The scholarship is not fully endowed yet, but when it is fully endowed it should benefit our students. On behalf of the Retirees, I would like to wish everyone a Happy Holiday Season and congratulate our students who are graduating in December.

Ohio Faculty Council Representative – Bernhard

We will be meeting this coming Friday. We are planning events for next semester's meetings. We are hopeful that we will have a presentation by Mike Zickar and the Committee on Professional Affairs (BGSU) at our February meeting.

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs (CAA) – Border (Williams)

CAA held two meetings in November. Undergraduate Council provided information to CAA on "Good Academic Standing" for university athletes. CAA also discussed its role relative to strategic planning for the university and its role in helping to determine the university calendar. Don Nieman, Dean of Arts and Sciences, met with CAA to discuss the Non Tenure Track proposal. Background information was provided on the work of and recommendations from the 2004-05 Ad Hoc Committee on NTTF. Faculty Senate voted in the affirmative to receive that Ad Hoc Committee's work in Spring, 2005. Review of the FWC February, 2006 proposal for NTTF revealed that there appeared to be discrepancies between the Ad Hoc Committee's proposal and the FWC proposal. CAA agreed to set up a subcommittee to meet and review the documents to provide a reconciliation of the two documents. CAA reviewed the proposal for the Reconfiguration of the School of Earth, Environment, and Society. CAA endorsed the School Reconfiguration proposal. CAA is anticipating a Routing Mechanism to track Faculty Senate activities.

Amendments and Bylaws Committee (ABC) – Pauken

No Report

Committee on Committees (Com-Com) – Yacobucci

Com Com would like to profusely thank all of the volunteers who came forward to fill open committee vacancies. We have one vacancy left for a Senator to serve on Amendments and Bylaws Committee (ABC). Com Com has received a proposal to create a new University Standing Committee, the Committee on Military Affairs. This committee would address military issues facing BGSU students, faculty and staff. This proposal is currently being reviewed and will be taken to SEC in the Spring Semester. Com Com is also making some proposed minor changes to the membership on the Health, Wellness and Insurance Committee, and to the charge given to the Honorary Degrees and Commemoratives Committee. Happy Holidays.

Faculty Senate Budget Committee (FSBC) – Evans

FSBC is working on the following issues at this time. First, we are in the process of completing the resource impact analysis of a proposal to establish a Research Center for International Cooperative Education in the Graduate College. We are also in the process of completing a resource impact analysis of a proposal to establish an Institute for Child and Family Policy in the School of Family and Consumer Sciences. We met with the Director of Dining Services to learn more about their budget issues and to discuss changes in the BG #1 Card which will address some of the issues relative to bursarable accounts. I would like to thank Com Com for helping us fill our vacancies and I would like to thank Faculty Senate executive committee for their redecision to include my remarks on Blackboard in the Faculty Senate minutes. I encourage Faculty Senators to visit the Blackboard site.

Faculty Personnel and Conciliation Committee (FPCC) – Muego

FPCC has completed hearings on three of four grievances carried over from last year. The hearing board has been constituted for the remaining hearing. I would like to thank all of the hearing board members and alternates who gave of their time to help resolve these grievances. In particular, I would like to thank the chairs and vice chairs of the hearing boards (Dr. Robert Boughton, Dr. M.Neil .Brown, Dr. Guy Zimmerman, Dr. Ray Kresman, Dr. Karen Kakas, and Professor Bradford Clark). In the case of another pending grievance, an amicable resolution has been reached through facilitation, thanks to the creativity and work of Katerina Ray, Director of the School of Art. I would like to thank Com Com for helping FPCC be fully subscribed. There is one new letter of intent to grieve that has come to FPCC. On behalf of FPCC, I would like to take this opportunity to thank Dr. John Folkins for his professionalism in dealing with FPCC over the past several years. We wish you good luck on your new assignment.

Hebein: Could you explain to Senate what the difference is between a facilitator and a conciliator?

Muego: The job of the facilitator is to help the grievant put their case together from the onset. The conciliator attempts to resolve the grievance/ conflict before it goes to a full blown grievance hearing.

Faculty Welfare Committee (FWC) – Weinsier

Faculty Welfare is hopeful that after some wordsmithing, they will have an NTTF proposal to bring to Faculty Senate in the very near future. I would like to thank members of the FWC, the Ad Hoc Committee for the NTTF Proposal, CAA and several administrative individuals for the work they have done on this ongoing proposal for NTTF.

Committee on Professional Affairs (CPA) – Zickar

The Committee on Professional Affairs has been reviewing a resolution submitted by Ethnic Studies opposing the “Declaration Regarding Material Assistance to a Terrorist Organization.” We hope to bring this issue to SEC soon. Also, in the Spring, we are planning to go to Columbus to discuss our issues on higher education.

OLD BUSINESS

None

NEW BUSINESS

Reconfiguration Proposal for a New School: School of Earth, Environment, and Society

Charles Onasch: This is a proposal for a new school, the School of Earth, Environment, and Society. The school would consist of the Center for Environmental Programs, the Department of Geology, and the Department of Geography. Over the past several years, faculty in these three units have found themselves teaching and researching in their neighbor’s back yards. This is consistent with national trends where interdisciplinary efforts have become the rule rather than the exception. One of the major reasons for this restructuring is to facilitate interdisciplinary opportunities in teaching and research, especially in the area of geospatial technology and environmental quality. On the teaching side, the structure will streamline existing curricula and allow for the development of new programs. Presently, each of the three units teach a number of courses that are very similar. The new structure would allow for the reduction of duplicative coursework. In the area of grant work, the new structure should enhance the opportunity of being awarded interdisciplinary types of grants. In summary, the restructured school would improve the structure of existing programs, facilitate the development of new programs, and offer new and better possibilities for research. I would be happy any questions you have regarding this proposal.

Rocket: On page 3 of your proposal, you mention administrative cost savings. Can you clarify that cost savings? **Onasch:** In the new administrative structure, there will be a School Director and the two Chairs and one Director in the three units. However, the administrators in the three units will have reduced duties. They will go from the present 12 month contract to 9 month contracts. So, there will be an elimination of the Chair's stipend and three months of salary for each of the three units. The School Director will be the only person on a 12 month contract with a Director's stipend. So there will be a savings on administrative costs under the new structure. **Kresman:** I would like to see a letter of endorsement from Dean Nieman of Arts and Sciences for this proposal. **Onasch:** There was a letter of endorsement from Dr. Nieman, but it was not included in the attachments for Faculty Senate. **Barnes:** I was Chair of Program Council for Arts and Sciences last year. This proposal did come to the Council with Dean Nieman present. Arts and Sciences Council along with Dean Nieman did support the proposal. **Folkins:** I am also aware that Dean Nieman has been a strong advocate of this proposal. The Provost is also a strong advocate of this proposal. **Albertini:** Will there be bigger class sizes because you are reducing the number of courses or would there be multiple sections of the same course? **Onasch:** There will be a restructuring of the geospatial curriculum and some courses, such as an introductory course, will have larger enrollments. The upper level courses will have smaller numbers of students in them. **Ekstrand:** How many schools does this put in the College of Arts and Sciences? **Onasch:** This would be the third school in the College of Arts and Sciences. **Kresman:** On page 11, item B-4, I don't understand what this means about a joint appointment in the School. **Onasch:** In the case of a joint appointment, the faculty member cannot be 50% in one unit and 50% in another unit. When the person starts their joint appointment, they will identify a home department. The vote and recommendation of the home department will prevail when it comes to votes on merit, tenure and promotion. **Muego:** I call for the question. **Hebein:** This vote will require a simple majority vote of the Senate. (Hand vote taken) Motion passes.

Recruitment and Retention

Hebein: We have two guest speakers to address the issue of Recruitment and Retention...Dr. Al Gonzalez and Gary Swegan.

Swegan: In 1997, Dr. Ribeau had been here about two years. He gave a charge to the university community to grow our student population by 500 between 1997 and 1998. In that period of time, we actually brought in 625 more students. This was the beginning of setting the bar for increasing student enrollments on an annual basis. Another change came about in 2001, when Dr. Folkins came. In that year, the university discontinued its old summer freshman program. Those students were never counted in our enrollment profile. Since 2001, we have been able to increase our GPA scores and our ACT scores of entering freshmen. Between 2001 and 2006, the entering freshman average GPA rose from 3.14 to 3.23. From 2001 to 2006, the average ACT scores of entering freshman rose from 21.6 to 22. Over the past three years, we have been enrolling freshman of a higher academic quality. We have also increased our diversity over this period of time. In 2001, we had 9% of our students who were students of color and in 2006, we had 20.8%. In 2001, we had 6.9% of our students who were from out of state and in 2006, that number

rose to 13.8%. As of December 1st, we are down slightly in our freshmen applications for Fall of 2007. I anticipate that we will end up with a similar number of applications as we have in previous years, probably around 11,500. But, we do have some significant challenges. We have been charged with cutting \$1,800,000 out of our Freshman Scholarship Budget. There is a changing demography in the state of Ohio- we will see a drop in the number of the potential college age freshmen pool between the years 2009 and 2012. There will be an even greater drop between 2012 and 2015. There has also been a declining "Freshman Yield" in the number of freshman applicants who actually matriculate into BGSU. What can this faculty body do to help meet this challenge?

- Assist in Presidents' Day activities on February 19th
(College activities, program activities, opening classes for student visits)
- Utilize monthly departmental admissions reports to connect with students
- Respond to individual prospective student visits
(Admissions will notify programs of such visits by visitor email notification)
- Use the ACT Predictive Modeling services to learn of new students
- Use current students to call prospective students

If any of you have additional ideas for meeting these challenges, please let me know or contact Dr. Mark Earley, Chair of the Admissions, Advisory Committee.

Gonzalez: I would like to thank all of you for participating in our Preview Days. I would like to discuss student success and retention. Our freshman level retention rates have remained fairly stable. In 2000-2001, it was 77.8% and in 2005-2006, it was 76.1%. Our graduation rate is 12% greater than predictions based on the types of students we admit. The Graduating Senior Survey shows 97% of our Seniors agree that most faculty are friendly and helpful. Ninety percent agree that faculty are good teachers. Our four year graduation rate is 34.8 % of the group that started out as entering freshmen. We have a number of successes with our student retention, but we also face a number of challenges regarding student retention.

- There is a millennial student malaise whereby the student is overly dependent on adults to help them navigate through the college maze.
- They come to us with varying degrees of academic preparedness
(About 16% of the Freshman class will test into Math or Science remedial classes.)
- There are declining Freshman GPA's .
- More students remain at Freshman status after two semesters of coursework.
- There is an increase in the number of students being suspended/dismissed.
- Based on college costs, students and parents expect first rate living accommodations - and the facilities at BGSU are in decline.

What can faculty do to meet the challenges of student success and retention?

Faculty need to maintain high standards. They need to provide appropriate student assistance. They need to reinforce BGSU as a total learning environment. They need to provide quality advising. They need to make referrals of students who need additional assistance. I would be glad to answer any questions you might have.

Sammel: I really don't share your enthusiasm. The fact is that the Freshman retention rate has been flat over the past five years, when the university has been expending a great deal of resources on programs like the BG EX Program, which is aimed at increasing the Freshman student retention rates. Mid-semester and emergency grading reports have also

been instituted to help improve retention rates. I also cannot share your enthusiasm for the graduation rate of 34% of our incoming Freshman classes. I think that we need to really evaluate what resources and administrative additions are being used to improve retention rates- what programs are effective and what programs are ineffective. I am not really satisfied with what I am hearing in terms of results. **Gonzalez:** We're not satisfied either. That's why we have initiated some of these programs and why we are trying to get as much cooperation as possible from the faculty. We want to do better. **Sammel:** How do we compare with other universities? **Folkins:** We are substantially better than University of Toledo and Kent State. We are not as good as Miami of Ohio. **Cormier:** Do we know why it takes so many of our students 6 years to finish their degrees? **Gonzalez:** There are a number of reasons, including: finances; stopping to work; and personal issues. **Folkins:** All of the Deans are committed to having courses available when students need them. No student should be delayed in graduating because courses aren't available. **Weinsier:** Since the retention rate has been flat, has your office done anything different over the past five years to increase the retention rates? **Gonzalez:** Yes, we have done things like mandatory Freshman advising. We have done a lot of things to strengthen faculty advising. We are making progress but we need collaboration. **Robinson:** Is there some way of reducing the load that students have to take each semester? If the BG EX Program is to increase student retention, is there some mechanism in place to evaluate its effectiveness? **Gonzalez:** We think it is a successful program and that BG EX will have to continue to grow before it is evaluated. **Folkins:** The students we receive in higher education have a greater need for remediation so that is another reason why retention rates are not improving. Any ideas you have should be shared with Al. **Archer:** What percentage of our students work? **Folkins:** We know that about 70% of our student population work.

ISSUES AND CONCERNS

Bursarable Task Force Report

Hebein: Two people have asked to address the topic of the Bursarable Task Force Report- Don Bell and Duane Whitmire.

Bell: As a result of the Bursarable Task Force investigation and Report (issued in October of 2006), the university felt the need to fix several of the problems inherent in the Bursarables process at BGSU. These included: faculty-staff bursarables; the issue of Title IV-A and the way it is handled at BGSU; and student bursarables. Duane Whitmire and I are responsible for implementing these new procedures relative to the old bursarable process at BGSU.

Current Faculty-Staff bursarables will go away as of January 2, 2007. You will no longer be able to charge things on campus to your bursarable account. This will bring us into compliance with regulations in place in Ohio. What will replace this is a new system that will build on the BG 1 Card. It is being called the BG 1 Card with Assured Value. The program is totally voluntary. If you choose, you can sign up for the program. The BG 1 Card is not only an identification card, it is a stored value card. Faculty can store up to \$1,500 on a card. Faculty can review their BGSU account on My BGSU. I would be glad to answer any questions you might have. **Zickar:** How do I pay for library fines and lost

books? **Bell:** Library fines and parking fines are considered unattended transactions. They will continue to be passed on to the Bursar's Office and you will be billed.

Miko: Who keeps the money? **Dobb:** Library fines would come back to the library.

Hebein: How will I activate my ID card as a BG 1 Card? **Bell:** This is a work in process and the form is available at:

<http://www.bgsu.edu/downloads/bgsu/file25762.pdf>

Or by going to BGSU's homepage

- Click on MyBGSU Web Portal
- Click on BG1 Card under LINKS
- Click on Faculty/Staff Information
- Open Payroll Deduction Form

Ekstrand: The communication with the faculty needs to be very clear. I would also recommend that any informational handouts be disseminated to all faculty, not just to faculty senators.

Whitmire: Duane passed out a handout on the use of the BG 1 Card with Assured Value.

ADJOURNMENT

Hebein: We are out of a quorum and out of time. Happy Holidays.

The meeting adjourned at 4:20 p.m.

Respectfully submitted,

Ellen Williams
Faculty Senate Secretary
January 9, 2007