

SEC/VPAA JOINT CONFERENCE MINUTES

January 29, 2008
2:30 pm.

Senate Conference Room
140 McFall Center

Present: Shirley Baugher, Nora Engebretsen, Gary Lee, Johnnie Lewis, Ben Muego, Nancy Orel, Patrick Pauken, Peter Pinto, Jeannie Sabaroff, Ellen Williams, Rich Hebein

Absent: Keith Bernhard, Alden Craddock

CHAIR'S REPORT

Faculty Senate Vice Chair Williams called the meeting to order at 2:35 pm.

OLD BUSINESS

Sanctions Policy

Pauken reported that the Senate's ad hoc committee had not yet met but that he thought they could finish their business quickly since the matter has been under discussion for so long.

Flexible Tenure

Baugher reported that a joint committee of members from the Faculty Welfare Committee and others appointed by her were working on a policy to "stop the tenure clock." She thought that they would have a proposal soon. She observed that this was different from a "flexible tenure" policy, which would allow persons to achieve tenure who had done at least some of their service part-time. She noted that the Charter currently envisions tenure for full-time faculty, not part-time. She said that the Interim Policy dealing with stopping the clock was intended to have something in place until a permanent policy could be proposed, probably by the end of this semester.

Pauken asked how the interim policy was publicized. If it's not in the Charter, faculty are not likely to know about it. Baugher said it was communicated through the deans; she asked how SEC would like it to be publicized. SEC suggested the Provost's site.

Non-Tenure Track Faculty & Career Ladder

It was reported that some chairs were told that instructors could not be converted to lecturers because their lines were not "hard funded." SEC noted that the Career Ladder amendment passed by Senate last spring did not list this as a requirement and that their promotions should not be delayed because of it. We would not refuse to promote an associate professor who had met all criteria and approvals because we couldn't afford the promotion stipend. Baugher said it was an equity issue and would take some time to fix. SEC suggested that she take up the matter with the deans and encourage them to hard fund those instructorships that departments wanted to convert. She said she would.

Non-Tenure Track Faculty & Twenty-Five Percent Rule

B-I.C (1) (c), p. 3 of 9, says: "...that the [nttf] position will not cause the number of continuing full-time non-tenure track positions in the departments and schools to exceed more than one-fourth of the number of probationary and tenured faculty in the unit....Under certain conditions which are programmatic and academically-based (i.e. non-fiscal), departments, schools, institutes, centers, etc. may petition the College and the VPAA to exceed the twenty-five percent limit on continuing full-time non-tenure track faculty. Such petitions must be presented annually."

SEC investigated this last year, and the Provost's Office provided a summary of types of positions, but the data seemed to be inaccurate. Baugher said that they had a corrected set of data and would provide it to Senate.

Program Review

Baughner said that she would appoint a small committee to revise the process this semester and that the process would probably resume next fall. She said that she was working with Human Resources to implement a process of workforce analysis for the non-academic units that report to her.

Williams asked about the review of administrative offices; she said that Senate passed a resolution calling for this because of perceived “administrative bloat,” perhaps caused by excessive hires by invitation rather than by search. Muego said that the underlying issue was accountability; faculty are constantly held to accountability. Baughner said that from now on every position would be searched for. SEC agreed that the review of administrative offices could wait until program review resumes.

NEW BUSINESS

Stipend Integration Policy

This concerns the termination of the recent practice that the stipends of chairs, directors, assistant and associate deans would be rolled back into the base salary after a term of years. Baughner recently announced that this practice was being phased out this summer and that a committee had been appointed to draft a new policy for the compensation of persons in these positions. Her concerns with the former policy were that the stipends were too low, that the payment was made after the work was done rather than during the appointment, and that the payment should be structured to keep the individuals marketable and their salary competitive.

Business Plans

Baughner said that she was requiring the non-academic units that report to her to draft business plans, analogous to the compacts that the colleges had written. These units include Admissions, Financial Aid, O-Reg and Institutional Research.

Providing VPAA with copies of Requests for Interpretations and Violations

Baughner asked why the VPAA was not routinely copied on requests for Charter interpretations and allegations of violations. Hebein acknowledged that the results of these processes, which are described in Article XII, call for the results to be reported to the parties but that that would not necessarily include the VPAA. Baughner asked that she be included. Muego moved, Pinto seconded that the Charter be amended to that effect. Motion passed. Pauken agreed to take it to ABC.

New Faculty Success Plans

This concerns the plans that new faculty write during their first semester. They are intended to be developmental and to be revised annually. Baughner said that she learned that they were being used differently across the University and that she hoped the new faculty would discuss whether they were helpful. She said that, until the practice is changed, it should continue. She said she would take it up with the deans.

Timeline for Strategic Plans

Baughner said that the Chancellor would present his Master Plan to the Ohio Assembly in March. The universities should have their plans drafted by May and finished by fall. The President is appointing a “Change Team,” formerly to be called the Strategic Planning Committee to do this. This committee will work with the “University Leadership Team,” consisting of Vice-Presidents and Trustees. Lewis asked how the Chancellor’s plan would fit with the Goals and Measures that the University Work Group dealt with. Baughner said that his plan would use the metrics similar to those that the UWG named to document success regarding the Chancellor’s four goals: educational attainment, quality, affordability, and economic development. For more information, see <http://universitysystem.ohio.gov/master-plan/index.php>. Baughner said that the final report of the UWG would be posted at the Provost’s site shortly.

Williams reported that the President had said that the Chancellor did not envision major reorganization of campuses at the state level though the universities themselves may pursue such changes. Muego said that the Chancellor had told the Ohio Faculty Council the same thing. The universities will have to succeed at their own metrics, and the metrics are still being developed.

Lewis asked if Baugher thought that the tuition cap would be removed soon; she didn't think so.

ISSUES AND CONCERNS

Ombudsperson

Williams referred to the way the previous VPAA handled recommendations coming from FPCC and observed that a faculty ombudsperson might be useful in resolving conflicts. She volunteered to present a proposal for an ombudsperson. Muego moved, Lee seconded that she do so. Motion passed.

Lee regretted that chairs were excluded from participating in FPCC especially since the committee has such difficulty getting persons to serve. Muego said that he would be willing to incorporate that into the changes they were now formulating.

ADJOURNMENT

The Joint Conference was adjourned at 4:20 pm.

SEC Business

Expenditures of funds greater than \$500 require the approval of SEC. Muego moved, Engebretsen seconded to approve the purchase of a color copier. Motion passed. SEC reviewed the agenda for the next Senate meeting. SEC adjourned at 4:32.

Respectfully submitted,

Rich Hebein, Secretary