

## FACULTY SENATE MINUTES

February 5, 2008  
2:30 pm.

Assembly Room  
McFall Center

### CALL TO ORDER

Chair Pauken called the meeting to order and asked the secretary to take the roll.

### ROLL CALL

**Absent:** Balistreri, Carr (substitute Jan Hartley), Leontis, Schneider, Shields (sub. Scott Magelssen), D'Ettore, Dye, Kollay

### COMMUNICATIONS

#### **Chair**

Pauken announced that the Senate Executive Committee was considering an Open Forum with key administrators this spring as was held in fall. He encouraged senators to consider running for senate offices.

#### **President**

President Ribeau announced the appointment of the Strategic Planning Committee, which has broad representation from faculty, staff and students. No vice presidents or trustees sit on the committee. The charge includes reviewing the compacts and the formation of a strategic plan. He said that BGSU's plan would fit within the Chancellor's Master Plan, which will be circulated next month. The goals of the state's plan are access, quality, affordability and efficiency, and economic leadership. Individual institutions will be measured by their own metrics. A new method for allocating funds to the institutions is being developed.

#### **Vice President for Academic Affairs**

Baughner said that she was working with the deans on the college budgets and that her actions on the promotion and tenure recommendations would be finished soon.

#### **Executive Vice President**

Dobb, referring to the Focus on the Nation conference that was held here, said that she would report next time on what the University was doing to be more energy efficient.

#### **Graduate Student Senate Representative**

Sabaroff reported that the process to nominate a graduate student trustee was continuing.

#### **Undergraduate Student Government Representative**

Lewis reported that they had been discussing the shuttle, parking and changes in the BGeXperience program.

#### **Retiree Representative**

Clark reported on their monthly meeting.

#### **Ohio Faculty Council Representative**

Bernhard reported that they had not met since the last meeting.

## **REPORTS FROM SENATE COMMITTEES**

### **Committee on Academic Affairs**

Border reported that they were working on the faculty survey, the retention of academic records, a plus/minus grading system, and a common calendar with the University of Toledo.

### **Amendments and Bylaws**

Pauken reported that they would present Charter amendments on the linking of promotion to associate professor and tenure at the next meeting.

### **Committee on Committees**

Co-Chairs Gajjala and Saenz were working on the online Senate elections to take place the week of April 14th.

### **Faculty Senate Budget Committee**

Evans submitted the following report:

FSBC and UBC are meeting regularly this semester. We are starting the process of developing the FY2009 budget, and are currently examining the Miscellaneous Auxiliary Budgets and Residence & Dining Halls Budgets. This year we have a telescoped schedule (budget completed by end of March instead of the end of May last year).

The overall budget situation is characteristically bleak. FY2009 is the second year of the biennium budget. Last year there was an agreement between the Governor and the public universities to freeze tuition and fees in exchange for increases in the SSI and the State Legislature endorsed this agreement with a 6% SSI increase. This agreement is presumably still operative in the second year of the biennium, with a possible SSI increases in the range of 7-10% being discussed. However, there are two things that complicate our budget picture. First the recent news from Columbus is of a significant revenue shortfall (\$733 m - \$1.9 b) requiring state agency cuts. How this would affect proposed changes in SSI remains to be seen. Second, we need to educate the public that SSI only represents 30% of our revenue at BGSU. If 70% of our revenue stream is frozen, and if inflation goes up 4%, then the SSI would have to increase 13.3% for our budgets to stay even. This isn't even remotely in the picture at this time.

### **Faculty Personnel and Conciliation Committee**

Muego announced that they were close to finishing a lengthy series of amendments to the Grievance Arbitration Procedure. He reported that there were four unresolved cases: the first going to a hearing, the second having recently empanelled the hearing board, the third being granted an extension for conciliation, and a fourth likely to be accepted for handling.

### **Faculty Welfare Committee**

Weinsier reported that they were working on policies to stop the tenure clock and to offer flexible tenure, which could be achieved by part-time employment. They will have a recommendation on an increase for faculty salaries soon.

### **Committee on Professional Affairs**

Zickar hoped for faculty to attend the trip to Columbus in March.

## **NEW BUSINESS**

### **FMS and Grants Accounting**

CFO Sheri Stoll spoke to Senate to address concerns. She distributed a handout drafted by the external consultant to identify problems and recommend solutions. She explained that moving from a paper-intensive system to the PeopleSoft system was bound to create problems and that we should not be surprised at this. She said that PeopleSoft was highly adaptable and that the problems would be solved. She acknowledged that grant writing was a very important activity and that the reporting needed to be accurate. Ribeau asked what individuals with problems should do. She said to contact the representatives in Grants Accounting. She said that they were trying to correct problems with indirect cost recovery and asked for patience. In response to a question, she said that the vendor was not really responsible for the problems since the system appears to be functioning as it was set up.

Craddock asked about the process by which the decision was made to purchase PeopleSoft. Stoll said that she didn't know since the project resides within ITS. She said that PeopleSoft has the potential for being a good tool. She said that the consultants were not recommending to drop PeopleSoft but to make changes. Craddock observed that these problems have been continuing for a year. Stoll said that there had been a great turnover in personnel and that this was not an excuse but a reality. Pauken thanked Stoll for discussing this with Senate.

### **Merit Policy**

Pauken announced that, according to the Merit Policy itself, the policy is to be reviewed every third year. Craddock presented the policy from FWC and pointed out the few, minor changes that were being recommended. The question was raised whether the wording in line 75, "an annual performance AND MERIT review," required two separate reviews. Craddock replied that they intended to allow units to do two separate reviews if they wanted.

Wood pointed out that the policy sometimes refers to "departments" and sometimes to "departments or units." She asked if there was any significance to this since there were units that were not departments, which did evaluations. Craddock said that they just used the language that was in the policy before but that he would accept changing all such instances to "departments or units" as a friendly amendments. Wood suggested changing line 118 from "should not receive a salary increase" to "WILL not receive a salary increase." Craddock said that FWC preferred the flexibility and that this was not a friendly amendment. Pauken took a vote, and the change passed. Wood suggested moving the phrase in line 80, "with the exception of external peer review," to line 82 after the word, "policies." Craddock accepted this as a friendly amendment.

A question was raised about the amount of detail required by "informative written feedback" in line 76. Lee spoke against requiring too much detail but said that faculty should be provided it if they request it. Hebein suggested that they respect departmental autonomy and leave this up to the department.

Bernhard observed that the plan, which is outlined in line 109 and following, distributes the merit pool 50% to faculty by percentage of their salary and 50% according to departmental merit policies. He questioned whether this split actually made faculty more productive. Craddock said that they did not see evidence to support a change in the current split. Lee noted that the 50/50 split does allow departments to exercise some autonomy. Ballots to pass or reject the policy were distributed; the policy passed. Pauken observed that, since we were already into 2008, the changes would not go into effect until calendar 2009.

### **City of Bowling Green Anniversary**

Deanna Vatan Woodhouse and Joan Gordon addressed Senate regarding the city's 175th anniversary year of 2008.

### **ADJOURNMENT**

Pauken adjourned the meeting at 4:20 pm.

Respectfully submitted,

Rich Hebein,  
Secretary