

## **FACULTY SENATE MINUTES**

March 11, 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:** Anzenbacher, Balistreri, Blair, Ekstrand, Guenther, Laflin, Leontis, Mirchandani, Shields (sub. Scott Magelssen), Weinseir, Williams, Ondercin (sub. Todd Pavlack), Sabaroff, (sub. Irina Seceleanu), Adam, Dye, Kollay

### **COMMUNICATIONS**

#### **Chair**

Pauken called for a moment of silence in remembrance of the victims of violence on other campuses recently. He announced an Open Forum to be held on April 8 in the Union Theatre on financial issues facing the University and planning for them. Speakers will include VPAA Baugher and CFO Stoll.

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

Baugher said that she had met with the administrative and classified staff in the academic area. Video is available at <http://www.bgsu.edu/offices/provost/events/AADivisionMeeting0308.html> . She said that she was finalizing plans for the re-organization of the provost's office. Although new persons might be hired, they are all filling current or former positions; no new positions are being added. The goals include providing better service, enrollment management and retention, and budget management.

#### **Executive Vice President**

Dobb noted the forthcoming test of the emergency notification system and distributed the "little red book," a handbook of university emergency procedures. In response to an earlier question about energy efficiency at the University, she said that the state is requiring that universities become more energy efficient and that CFO Stoll was preparing a plan and would share it with others.

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

GSS reported that April was graduate student month and encouraged departments to recognize their graduate students.

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

Lewis reported that they continued to discuss the shuttle, the BGeXperience program and the dropping of the meal plan roll-over. He added that they were in discussions with the Provost's Office on a plan for conducting course/faculty evaluations.

#### **Retiree Representative**

Clark reported on their recent meeting with Bowling Green area teachers.

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

Bernhard reported that they had met with the Chancellor who predicted that the next budget cycle would be "austere" and that the proposed Senior to Sophomore Program was being well received.

## **NEW BUSINESS**

### **Charter Amendments on Reporting Interpretations and Violations to VPAA (XIII. C and D)**

Pauken noted that amendments to this part of the Charter required two-thirds (fifty votes) of the membership of the assembly regardless of the number present and voting. In order to ensure the largest possible number present, he suggested re-ordering the agenda to consider new business at this time. Hearing no objection, he explained that the purpose of these amendments was to ensure that the VPAA would be copied on requests for interpretations and for findings of violations and on the results of these deliberations. As the Charter is now, the VPAA is not informed of these proceedings unless he or she is a party to the issue. Amendments and Bylaws recommended these amendments to ensure that the VPAA would be included. After minimal discussion, the amendments passed by paper ballot.

### **Charter Amendment on Evaluation of Faculty Personnel (B-I.D)**

Pauken noted that amendments to this part of the Charter required two-thirds of the members present and voting. The purpose of these amendments was to join promotion to associate with tenure and to require that only those at the rank that candidates were being promoted to would vote on those candidates. Amendments and Bylaws decided to re-write this entire section. Several issues were raised, including the possibility of a faculty member voting more than once on a candidate because he or she sat on a college's review committee. Should associate deans be allowed to vote? Border advised being consistent with the terminology used for continuing non-tenure track faculty. It was moved and seconded to refer the document to ABC for re-wording and to postpone the issue to the next meeting of Senate. Pauken, as a member of ABC, said he would convey the concerns to the ABC.

### **Announcement of Dr. President Jerome's Death**

Pauken announced that he had just received word that Dr. William Jerome, sixth president of BGSU, had died.

### **Communications from President Ribeau**

Ribeau, recently arrived from meetings in Columbus, observed that President Jerome was instrumental in advancing graduate education at BGSU. He reported that the state would be using a new funding model for the universities.

### **Charter Amendment on Grievance Procedures (B-I.E)**

Muego summarized the extensive changes as listed in the introduction to the proposed amendment: "to improve the clarity and specificity of the *Guidelines* and make it more user-friendly. The proposed revisions fall under two basic categories, e.g.: (1) non-substantive; and (2) substantive-structural. The non-substantive changes primarily involve restructuring sentences for greater clarity, consistency and readability. The substantive-structural changes incorporate certain concepts and metrics, e.g., "sufficiency in form and substance," "continuing infraction," "abuse of authority," "abuse of process," etc., into the *Guidelines*."

Samel asked about the role of shared governance in connection with the recently discussed Sanctions Policy and the Grievance Procedure. Muego noted that reports from hearing boards were just recommendations to the VPAA but that it was frustrating to serve on a hearing board only to have the recommendations overturned.

Evans, referring to p. 4 of the proposal, suggested restoring "for cause" since this is a professional standard when it comes to dismissal. There was consensus on the need to include language that specified that faculty did not lose their right to grieve when dismissed by the university as was asserted by the former General Counsel. The proposal will be worked on and brought back to Senate.

## **REPORTS FROM SENATE COMMITTEES**

Given the lateness of the hour, Pauken suggested that committee chairs send their reports to the Secretary for inclusion in the minutes.

### **Committee on Academic Affairs**

Border submitted the following report:

Proposed Spring Break move coincide with St. Patrick's Day

During this discussion the topic of the Common Calendar with UT came up. The Provost volunteered to talk with her counterpart at UT concerning how a change in the common calendar would be perceived at UT.

Provost Baugher reported to CAA that she met with Rosemary Haggett, provost at the University of Toledo. The UT provost indicated that she has consulted with her team and that they do not wish to adopt a change in their spring break week at this time.

Therefore Dr. Baugher reported that if BGSU supports a change in the location of the spring break within the academic calendar, we are to make the decision as an independent university.

A number of CAA committee members expressed concern about the loss of Common Calendar agreement. A number of CAA committee members expressed concern about changes to the common calendar that would affect academic instruction opportunities of BGSU undergraduate and graduate students.

#### Academic Continuation

CAA is looking to better understand the academic component of the “emergency planning” work on campus. Specifically the so-called “Academic Continuation Policy.” CAA did receive information at its December 5, 2007 meeting; however the progress of the policy towards implementation is unclear. I invite senators to write to me if they have received information about its incorporation into faculty handbooks or other policy material on campus.

#### Faculty Senate Budget Committee

Evans submitted the following report:

FSBC has met twice since the previous Senate meeting. Meeting jointly with UBC, we reviewed and recommended the Miscellaneous Auxiliary Budgets. FSBC/UBC also recommended approval of a request to increase the Residence Hall fee by an average of 2.83% (ranging between -\$160 and \$680 depending on the room type) and the Dining Hall fee by an average of 4.73% (ranging between \$10 and \$130 depending on the meal plan). These budgets are self-funded and the increases were necessary to account for inflation.

FSBC has not yet had the opportunity to review the proposed Education Budget, which is due at the end of the month. The University Community needs to be aware of the effects of the telescoped budget schedule being used this year, for example FSBC will apparently not have the guidance this year of the Faculty Senate’s Annual Resolution on Salary Raises. In the absence of that guidance, FSBC has conducted its own research on pertinent topics. For example, FSBC can document that inflation in this region during 2007 was about 5.1% based on the CPI from the Cleveland, Cincinnati, Detroit, Chicago Metropolitan areas and the average Midwest population center of less than 50,000 (U.S. Bureau of Labor Statistics).

In addition, we have evaluated BGSU’s success at attaining the 70<sup>th</sup> percentile with respect to a list of 88 peer universities in the Public Research II, Doctoral I, and Doctoral II categories. In the nine years BGSU has been working toward this goal of the 70<sup>th</sup> percentile, full professors have improved from the 41<sup>st</sup> percentile in 1998-1999 to the 44<sup>th</sup> percentile in 2006-2007, but associate professors have declined from the 55<sup>th</sup> to 47<sup>th</sup> percentile, and assistant professors have declined from the 32<sup>nd</sup> to 28<sup>th</sup> percentile. The ranking for an all-rank average for BGSU was the 20<sup>th</sup> percentile in 2005-2006.

Finally, we note that over the past five years (2003-04 to 2007-08), salaries for full professors have increased by 12.5%, for associate professors by 9.4%, and for assistant professors by 11.3%. During the same 5 year period, the CPI has increased 14.5% in the region. In comparison, in the same time interval the Instructional fee for both undergraduates and graduates has risen by 25.4% and the comprehensive fee for Ohio resident undergraduate students living on the main campus has risen 19.8%.

Clearly faculty salaries have not kept pace with inflation, with our peer universities, or even with other University budget categories. Some critical decisions will need to be made in the next two weeks. Accordingly, FSBC strongly recommends that all Faculty Senators talk with their constituents immediately, and ask them to make their views on this subject known promptly. Thank you.

**Faculty Personnel and Conciliation Committee**

Muego submitted the following report;

"There are currently six FPCC cases in the hopper. Hearings in one case were concluded recently and the hearing board's "Report of Findings and Recommendations" are now with the Provost/Vice-President for Academic Affairs, the decisional authority, for her decision. A second case is getting set to go into hearing with the deadline for submitting any or all evidence and lists of witnesses having just recently expired. A third case has been successfully conciliated yet again, by Dr Katerina Ruedi-Ray, Director of the School of Art, and an official report to that effect will be sent to the Provost/VPAA, very shortly. A fourth case is at the cusp of successful conciliation (the conciliator, Dr Victor U Odafe, has asked for and was granted, another ten class-day extension to wrap things up). A fifth case is at the facilitator stage (the facilitator in that case is Dr Bill Lake of the College of Musical Arts). In the sixth and last case, the grievant decided to withdraw her "letter of intent to initiate grievance proceedings" before the FPCC after the decisional authority agreed to reconsider the original decision, which precipitated the grievance"

I should also like to take this opportunity to thank you and Jim Evans for the able "assist" in yesterday's Q/A on the proposed revisions to the FPCC Guidelines. It's wonderful and extremely helpful when two senior faculty members like yourselves and even more importantly, two former chairs of Faculty Senate, pitch in the way both of you did. Once again, thank you very much and I'll see you on Tuesday at the SEC/VPAA Joint Conference.

**ADJOURNMENT**

Pauken adjourned the meeting at 4:25 pm.

Respectfully submitted,

Rich Hebein,  
Secretary