

FACULTY SENATE MINUTES

April 1, 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: Adams (sub. Roudi Jamasbi), Anzenbacher, Blair, Carter Wood, Cragin, Hinnov, Saenz, Shields (sub. Scott Magelssen), Ribeau, Sabaroff, Adam, D'Ettorre, Dye, Gamero, Kollay

COMMUNICATIONS

Chair

Pauken announced that the election for Senate officers and committees would be postponed from the traditional early April meeting to the final meeting of the year.

Vice President for Academic Affairs

Baughner said that the Chancellor's Master Plan for the University System of Ohio was available at <http://universitysystem.ohio.gov/pdfs/strategicPlan/USOStrategicPlan.pdf>. An Executive Summary is also available there. Regarding the University, the plan says: "Bowling Green State University, in the northwest, is nationally known for the quality of the living and learning communities that it provides for its students and for its first-year student success programs, its critical thinking about values, and serves as a model for cooperative learning experiences and student engagement with the community and region. Bowling Green is recognized by the Carnegie Foundation as a community engaged university."

Baughner said that the deans had finished their review of the list of interdisciplinary centers of excellence. They are: The Arts, Health and Wellness Across the Life Span, Organizational Development, and Schools in Communities.

She said that a consultant had been working on the pre-design part of the grants awarding process and would be making recommendations for improvements soon. They would then work on post award problems. She said that this was discussed in a recent issue of her electronic newsletter, Academic Affairs New Notes.

She reported that they had been studying enrollments and that 15,500 seemed to be the stable average for full-time undergraduates on the Bowling Green campus. Craddock asked how this meshed with the Chancellor's Master Plan. Baughner said that we would need to study this and set in-state, out-of-state and international enrollment goals. Viramontez-Anguiano asked about under-represented populations. Baughner said that we had put an emphasis on increasing these students but some of those dollars decreased and so did the student numbers. She said that scholarships needed to be increased for all students.

Leontis read a statement about the University's commitment to sustainability. He noted that one of BGSU's Strategic Directions (<http://www.bgsu.edu/offices/ir/page16891.html>) for 2007/2008 is to "Embrace sustainability considerations within student learning, engagement, and University decision making. As a signatory to the Talloires Declaration, an international plan for sustainability and environmental literacy, BGSU has committed to becoming a societal leader in promoting sustainability in terms of student learning, engagement, and University decision

making." His question was: What are we doing to accomplish this? Baugher said that this was a University priority and that CFO Stoll was working on a plan. She welcomed suggestions.

Executive Vice President

Dobb announced that there would be an extra meeting of the Board of Trustees this academic year. In addition to the meeting on May 2, there would be one on June 25 to approve the University's budget. The late meeting is required because of the uncertainty of the state's finances.

Dobb reported that the results of the employee wellness survey conducted last fall were available. The survey indicates that we are over-weight and under-exercised.

Graduate Student Senate Representative

GSS reminded Senate that April 17 was Graduate Student Appreciation Day.

Undergraduate Student Government Representative

Lewis reported that newly elected officers would represent USG at the next meeting.

Retiree Representative

Clark reported on proposed HB 270, which prohibits re-employment of retirees in substantially the same position for 180 days under penalty of forfeiture of benefits for the duration. Summary is available at http://www.legislature.state.oh.us/analysis.cfm?ID=127_HB_270&ACT=As%20Introduced&hf=analyses127/h0270-i-127.htm .

He also reported on proposed HB 315 to create a Health Care Fund in STRS. Bill is available at http://www.legislature.state.oh.us/bills.cfm?ID=127_HB_315 .

Ohio Faculty Council Representative

Bernhard reported on proposed SB 151, which "prohibits a professor, faculty member, instructor, or any other employee of a state institution of higher education from profiting from the sale of textbooks and other learning materials used in a class taught by that person, including royalties from authorship."

From summary at:

http://www.legislature.state.oh.us/analysis.cfm?ID=127_SB_151&ACT=As%20Introduced&hf=analyses127/s0151-i-127.htm . The bill is currently in the Education Committee, which is soliciting comments. The chair is Senator Joy Padgett, whose address is sd20@mailr.sen.state.oh.us .

RE-ORDER AGENDA

Pauken suggested re-ordering the agenda to take up the salary resolution from FWC and nominations for university standing committees. Hearing no objection, Craddock and Weinsier, Chair, gave the following presentation, which is substantially the same as presented at SEC on March 18.

Faculty Welfare Committee Salary Resolution

I. Historical Review

Since 1983-84, BGSU faculty salaries have been in the lower half of the average salaries of the public universities in Ohio. In 1999, BGSU's administration announced a Long-Term Comprehensive Compensation Plan that would significantly improve faculty salaries within a five to seven year period. Since 1997-98, salaries have been 11th out of 12 in the state.

II. Current Status of Faculty Compensation

In the new University System of Ohio, BGSU will be held in comparison to Kent, Miami and Ohio University ("the four corner peers") in mission, performance and state funding. Currently, BGSU full-

time faculty has both the lowest salary and lowest fringe benefits of this group while charging nearly the highest tuition.

To provide salaries at the average of the four corner peers, BGSU will need a one-time increase of 11.75% to the nine-month salaries of full-time, instructional faculty. To maintain parity, BGSU will need a merit increase of 4.92%. To provide fringe benefits at the average of the peers, BGSU will need a 44.91% average dollar-per-person increase or a 6.43% salary increase for full-time faculty.

III. Faculty Salary Proposal

Based on the data presented, FWC proposes that BGSU increase faculty salaries by 11.75% to reach the average of the peers, by an additional 4.92% to maintain parity with the peers, and by an additional 44.91% in benefits.

IV. Future Considerations

FWC proposes that the faculty salary proposal process be reviewed and amended to eliminate the duplication of effort and inefficiency of multiple committees making salary recommendations. Although FWC is the Charter-mandated committee to prepare faculty salary recommendations, they do not have an effective role in the decision.

During discussion, Samel asked if medical faculty were included in the data. Bill Knight said they were not. In response to which campuses were unionized, Craddock replied that all the other state university faculties were except Miami and Ohio State (and BG). Laflin asked where the money was going. Pauken said that that question would be addressed at the forthcoming Open Forum. Evans, Chair of FSBC, said that the final diagram showing the decision-making process was inaccurate and that FSBC could not take the proposed resolution seriously because of the financial situation of the University. The resolution, attached to these minutes, passed thirty-seven to six with eight abstentions.

Committee on Committees

Gajjala accepted nominations from the floor to be included on the ballot for university standing committees.

OLD BUSINESS

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

This continues the discussion to link the tenure decision with promotion to associate by putting both issues on one ballot. Pauken reported on the concern discussed in SEC that, when the votes were separate, two-thirds were required for tenure and a simple majority was required for promotion. Arguably, this was raising the requirement for promotion. Pauken wanted the effect of using one ballot to be understood. SEC had noted that recent VPAAAs made it clear that they would not approve a recommendation for one without the other and was not concerned about the putting both issues on one ballot. After little discussion, the amendment passed thirty-nine to three with two abstentions.

Sanctions Policy

Albertini pointed out that there were two references to preliminary actions and that they seemed to have different definitions and purposes. Pauken said he would seek clarification. A question was raised about the date on which the policy could be approved by the Board of Trustees because of the mandated waiting period. Dobb, Secretary to the Board, said that she would work with the Senate Secretary to determine this. Given the lateness of the hour, Pauken called for a motion to postpone to the next session, which passed.

ADJOURNMENT

Pauken suggested that committee chairs send their reports to the Secretary for inclusion in the minutes and adjourned the meeting at 4:30 pm.

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs

Border submitted the following report:

The Provost reports that there is a new interest among the NW Ohio Provosts concerning the common calendar.

CAA feels that a regional common calendar is very important and hopes that the NW Ohio Provosts keep the common calendar on their agenda. As of now, UT is unintentionally on a common spring break calendar with BGSU. Also, unintentionally, UT has a common fall break weekend with BGSU.

The chair of CAA looks forward to the provost reporting progress on the common calendar, since work on that issue, must precede all other calendar issues. It is understood that the mechanism for making changes to the university academic calendar is detailed in the charter.

CAA is currently working on revisions to a proposed spring 2008 faculty survey. The survey will aid the Faculty Senate and its committees in performing their duties.

Faculty Senate Budget Committee

Evans submitted the following report:

Since the previous Faculty Senate meeting, the FSBC has met three times. FSBC has reviewed the resource implications of two proposed reorganizations in the College of Technology, one to create a new Department of Architecture & Environmental Design, and the second to create a new Department of Construction Management. In both cases, FSBC recommended that the proposal go forward through the approval process.

Since making our last report to Senate, the calendar for final approval of next year's Budget has been extended. FSBC and UBC will now be meeting until the middle of May, as needed, to complete the recommendation process for the Academic Budget to be sent forward to the special meeting of the Board of Trustees now scheduled for June 25th.

Respectfully submitted,

Rich Hebein
Secretary

Attachment
FACULTY WELFARE COMMITTEE
April 1, 2008

Regarding Faculty Salaries

- WHEREAS, University President Ribeau, at the November 3, 1998, Faculty Senate meeting, stated “Regarding compensation...the best possible faculty (are) needed for the University to become the premier learning institution” and “...to accomplish the goal of becoming the premier learning institution, the compensation for faculty and staff (must) be evaluated”;
- WHEREAS, in a letter to the Board of Trustees, dated June 23, 1999, President Ribeau announced his *Compensation 2000 and Beyond: Committed to the challenge, focused on our vision* and, with respect to this Plan, the President said that the Plan would be expected to bring “...all groups into competitive positioning within 5-7 years, a goal to which I remain **personally and passionately committed.**” And, as the President feels that “Every vital and dynamic organization thrives because it depends more on **commitment** and enthusiasm than on the letter of the contract”;
- WHEREAS, the Faculty Compensation Plan (dated June 23, 1999), with its goal of making BGSU the premier learning community in Ohio and one of the best in the nation, states that the “Faculty Compensation Plan initiates the process to raise Bowling Green State University (BGSU) faculty salaries to the 70th percentile of peer institutions...”;
- WHEREAS, with a unanimous vote, the Board of Trustees, at a meeting on June 28, 1999, drafted a resolution stating that the “Board of Trustees **has adopted a Long-Term Comprehensive Compensation Plan** for BGSU Faculty and Staff intended to significantly enhance over the next five to seven years the competitiveness of BGSU faculty and administrative staff salaries...”, and that the “Board of Trustees believes that over the long run compensation for BGSU faculty and staff must be at competitive levels in order to ensure success in recruiting and retaining a high quality workforce”;
- WHEREAS, with a unanimous vote, the Board of Trustees, at a meeting on May 5, 2000, drafted a resolution stating that “Progress has been made during **1999-2000** in reaching the goals of this five to seven year plan” and “The University remains strongly committed to reaching these goals”, and that President Ribeau commented on this resolution by stating that “This initiative is **critically** important to the lifeblood of the institution”;
- WHEREAS, with a unanimous vote, the Board of Trustees, at a meeting on June 29, 2001, drafted a resolution stating that “Some progress has been made during the **past two years** in reaching the goals of this five to seven year plan” and “The University remains strongly committed to reaching these goals, although the current budgetary challenges may

lengthen the time it takes to do so”, and that Mr. Marsh concluded by stating that “...Bowling Green is the premier school in the state and its employees **deserve** to be paid accordingly”;

WHEREAS, at a meeting on June 19, 2002, the Board of Trustees drafted a resolution stating that “Some progress has been made during the **past three years** in reaching the goals of this five to seven year plan” and “The University remains strongly committed to reaching these goals, although the current budgetary challenges may lengthen the time it takes to do so”;

WHEREAS, at a meeting on June 27, 2003, the Board of Trustees drafted a resolution stating that “Some progress has been made during the **past four years** in reaching the goals of this five to seven year plan” and “The University remains strongly committed to reaching these goals” and “The significant recent reductions in state support for higher education will **prevent any progress from being made in 2003-2004** and will lengthen the time it takes to reach the goal”;

WHEREAS, at a meeting on April 26, 2004, the Board of Trustees drafted a resolution stating that “Some progress has been made during the **past five years** in reaching the goals of this five to seven year plan” and “The University remains strongly committed to reaching these goals” and “The significant recent reductions in state support for higher education will **prevent any progress from being made in 2004-05** and will lengthen the time it takes to reach the goal, the University still believes its employees should receive an increase”;

WHEREAS, at a meeting on June 24, 2005, the Board of Trustees drafted a resolution stating that “Some progress has been made during the **past five years** in reaching the goals of this five to seven year plan” and “The University remains strongly committed to reaching these goals” and “The significant recent reductions in state support for higher education will **prevent much progress from being made in 2005-06** and will lengthen the time it takes to reach the goal, the University still believes its employees should receive an increase”;

WHEREAS, at a meeting on May 5, 2006, the Board of Trustees drafted a resolution stating that “The major reductions in state support for higher education since 2000 have **impeded significant progress from being made** and will lengthen the time it takes to reach this goal” and “The University remains **strongly** committed to providing competitive salaries for BGSU faculty and staff”;

WHEREAS, in the issuance of 2007-2008 contracts by the Board of Trustees regarding faculty salaries, the Board states that the University **remains strongly committed to providing competitive salaries for BGSU faculty and staff while offering only 3% to the merit pool**;

WHEREAS, after ten years of declarations and good intentions, that BGSU faculty **salaries remain 11th out of 12th in the State of Ohio** demonstrates the ineffectiveness of the Board of Trustees and the President on this issue;

WHEREAS, the Faculty Senate Faculty Welfare Committee proposals for more significant increases, which would have improved BGSU Faculty Salary rankings in the State, have not been

implemented in the past decade is contrary to the principles of and undermines faculty belief in shared-governance;

WHEREAS, in the new University System of Ohio, BGSU will be held in comparison in terms of mission, performance and funding as a peer institution to the “four corners” universities of Kent State, Miami and Ohio University;

WHEREAS, BGSU full-time faculty have both the lowest salary and the lowest fringe benefits of this peer group, thereby creating disincentives for maintaining and recruiting high-quality faculty, which will subsequently undermine our university’s performance in the new University System of Ohio;

WHEREAS, the Faculty Senate Faculty Welfare Committee remains strongly committed to helping the President and the Board of Trustees achieve their stated goals for offering competitive faculty salaries and becoming the premier learning institution in the State;

THEREFORE BE IT RESOLVED,

that the President and the Board of Trustees adopt the following funding formula for faculty salaries for the academic year **2008-2009**:

- ***Increase full-time faculty salaries by 11.75% which is the increase necessary to bring BGSU salaries up to the average All-Rank salaries of our “four corners” peer institutions;***
- ***Increase full-time faculty fringe benefits in average dollars per person by 44.19% which is the increase necessary to bring BGSU fringe benefits up to the average All-Rank fringe benefits of our “four corners” peer institutions;***
- ***Establish a salary merit pool for all continuing and fixed-term non-tenure track faculty of 4.92% which is the average All-Rank annual increase of our “four corners” peer institutions.***

RESOLVED FURTHER,

that replacement of P&T faculty should only be by other P&T faculty; however, if replacement of P&T faculty should be by non-tenure track faculty, that the adjusted salary go back into the pool for disbursement to all other P&T faculty and not to the general University funds;

RESOLVED FURTHER,

that the faculty salary proposal process be reviewed and amended to eliminate the duplication of effort and inefficiency of multiple committees.