

FACULTY SENATE MINUTES

April 29, 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: Archer (substitute), Carter Wood, Colprit, Cragin, Forsyth, Garcia, Hinnov, Leontis, Menon, Miko, Mirchandani, Rockett, Rodgers, Saenz (sub.) Zhang, Adam, D'Ettorre, Dye, Kollay

COMMUNICATIONS

Chair

Pauken congratulated Barb Garay, Faculty Senate Office secretary, on winning the Classified Staff Council's Outstanding Service Award. He also congratulated the following faculty members on winning Faculty Senate Awards: the Lifetime Achievement Award to Terry Rentner, Journalism; the Community Involvement Award to Frank Glann, Firelands; the Chair/School Director Leadership Award to Marilyn Shrude, Musical Arts; the Faculty Mentor Award to Lynda Dee Dixon, Interpersonal Communication

President

Ribeau thanked the officers and the other senators for their service and wished all a happy summer.

Vice President for Academic Affairs

Baughner added her congratulations to the award winners and her appreciation for everyone's efforts. She updated Senate on the progress of the various task forces and search committees. She specifically welcomed comments on the evolving list of peer institutions that was proposed by the Board of Regents. Discussion of this list will continue in the fall.

Trustee Voll

Fran Voll was present as an observer, and Pauken invited him to the podium. Voll said that the Board very much appreciated the work of Senate.

Executive Vice President

Dobb said that the Board would approve the Charter amendment recently passed by Senate on linking promotion and tenure and that they would hold an additional meeting this year in June to finalize the University's budget.

Graduate Student Senate

Sabaroff thanked everyone for supporting graduate students during the month of April, which has been designated Graduate Student Appreciation Month.

Undergraduate Student Government

Newly elected president, John Waynick, reported that Dance Marathon had raised \$135,000 for the Children's Miracle Network. He said that USG's goals for next year were to help with retention and recruitment efforts, textbook affordability, campus beautification, the centennial celebration and naming rights.

Retiree Representative

Clark welcomed new retirees to the retiree association and wished all a pleasant summer.

Ohio Faculty Council Representative

Bernhard reported that the group had met with the Chancellor. As they refine the Senior to Sophomore plan, it is possible that they might use retirees.

NEW BUSINESS

Pauken re-ordered the agenda to hear presentations by the candidates for vice-chair so elections could be conducted during the meeting. Ben Muego and Ron Shields gave their presentations, and the ballots for Senate officers and committees were distributed.

REPORTS FROM SENATE COMMITTEES**Committee on Academic Affairs**

Border reported that the committee's survey on priorities and the survey on the evaluation of the Senate were still both active.

Amendments and Bylaws

No report.

Faculty Senate Budget Committee

Evans submitted the following report:

FSBC has posted all of its Minutes on Blackboard for your easy access, if you need details about what we have done this year. Since the last Senate meeting, we have recommended approval of the proposal to merge the Environmental Health Program into the School of Earth, Environment, and Society. We have also recommended approval of a proposal to create a new Masters of Architecture degree program. Finally, we are continuing to meet with the University Budget Committee to approve the Educational & General Budget for next year. These meetings will continue through most of May.

Faculty Personnel and Conciliation Committee

Muego reported that they had had a very productive meeting with the VPAA earlier that day. The committee is handling four cases.

ELECTION RESULTS

Gajjala reported that Shields had been elected vice chair and that Hebein, running unopposed, had been elected secretary.

COMMITTEE REPORTS CONTINUED**Committee on Committees**

No report.

Faculty Welfare Committee

Weinsier thanked the committee and said that they would have a flexible tenure leave policy for Senate to consider in fall. They are also working on a flexible employment policy.

Committee on Professional Affairs

Zickar submitted the following report:

The Committee on Professional Affairs is working on a draft letter to send to local legislators regarding concerns about the Chancellors new strategic plan for Ohio. These concerns include having the state follow through with its promise of increased funding for the SSI, making sure the increased number of students that the state hopes attends BGSU are prepared for college, and making sure that there are more faculty hires to meet the increased number of students.

OLD BUSINESS

Sanctions Policy

Pauken reminded the assembly that this policy had been worked on for two years and that it had been presented to Senate in draft form for discussion at the January meeting. He addressed an earlier concern about the nature of a preliminary action by pointing out that a preliminary action is not a penalty or sanction but an action preceding the imposition of one, which provides for consultation with the faculty member.

The following amendments were accepted as friendly: At the end of 1 a) (2) a i), to add: “as well as the prevailing standards in the academic discipline.” At 1 a) (2) b, to strike from the title: “but shall not be limited to.” At 1 a) (2) c i), to replace “with a work” with “with academic work.”

By prior arrangement with the chair, Pauken recognized David Albrecht. He spoke against the policy because he said that there had not been sufficient opportunity for discussion and that it departed from the Sanctions Policy suggested by the AAUP on several matters: The penalties are not ranked. Suspension with pay is missing as a possible penalty. It is not required that a faculty member be consulted before the issuance of a verbal or written reprimand; with these a verbal or written response from the faculty member is possible only as a rebuttal.

Pauken responded that there had been two committees that worked on the draft and that they had consulted the AAUP policy. He said that Senate had discussed the draft in January. He said that committees came to agreement that suspension with pay was not a penalty but that it could be imposed as a preliminary action. He said that the committees had declined to use the ranking of penalties because some of those regarded as less severe could actually be more severe. The version of the policy presented here divides sanctions into verbal or written reprimands, and all other sanctions. There is a more elaborate process for all other sanctions including consultation with the faculty member and appeal to the FPCC.

Albertini, referring to Part 2: Process, was concerned that the purpose implied in the introductory sentence was not consistent with the purpose implied in 2 a) (1). The former says “to provide fairness to faculty, flexibility to administrators...and to afford administrators the ability to take unusual circumstances and mitigating factors into account.” The latter says “to protect the health or safety...and may be imposed to ensure a full and accurate investigation.”

Albertini referred to Part 1: Sanctions wherein 1 a) says that “a disciplinary action may be taken against a member of the faculty due to any of the following: (1) A violation of federal, state or local law resulting in a conviction, a plea of guilty or no contest. a. Arrest or indictment for any offense.” He suggested that this was unnecessarily broad. Pauken said that workplace discipline cases do discipline workers for off-campus offenses. Albertini responded that a faculty member could be arrested for a political offense and come under the Sanctions Policy. Terry suggested inserting “work-related.” Lee said that we had to assume that the policy would be carried out by reasonable people acting in good faith.

Robinson, referring to 1 a) (2) a i), questioned whether a person could be sanctioned for research incompetence.

Pauken, hearing calls for the question, ordered the distribution of the paper ballots. He announced that passage would require two-thirds of those present and voting. After the ballots were counted, he reported that the measure had failed to achieve the required thirty votes. There were twenty-six for and twenty-one against with three abstentions.

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

Pauken observed that this amendment also had been subject to extensive discussion. Muego summarized the advantages of the proposed version over the current policy. He reported that the committee had accepted the friendly amendments coming from Senate's last discussion. He accepted friendly amendments from the floor so that 3 c) (8) [p. 4/33] would read:

(8) Retaliation for:

- a) initiating grievance proceedings;
- b) assisting a party to a grievance;
- c) publicly opposing any illegal, unethical or improper conduct; or
- d) reporting any illegal, improper or unethical conduct.

Michaels said that the sixty-class day requirement for filing was too short. Muego said that it was necessary to move promptly, or the case becomes stale. Hebein said that one of the most frequent criticisms of the process was that it moved too slowly as it was. Yacobucci said that the issue wasn't the filing deadline but educating faculty on how to grieve. Muego said that he had tried to do this.

Pauken announced that passage would require two-thirds of those present and voting and ordered the distribution of the ballots. After the count, he announced that the measure had passed thirty-nine to two.

NEW BUSINESS

Values Exploration and Engagement at BGSU

Bill Knight reported that BGSU was expanding its commitment to the values initiative by being invited to participate in the Core Commitments initiative of the Association of American Colleges and Universities. The project has four parts:

1. Developing curricular models for integrating education for personal and social responsibility.
2. Developing a model for continued faculty development in service-learning and expanding opportunities for community and campus partnerships.
3. Expanding education for personal and social responsibility within the co-curriculum.
4. Creating institution-wide dialogues on personal and social responsibility.

More information is available at <http://www.bgsu.edu/offices/provost/CoreCommitments/index.html> .

Change Team

Orel, a member of SEC and the Change Team, reported that the committee would continue to draft its ten year plan for the University over the summer. More information available at <http://www.bgsu.edu/strategicplanning> .

Passing of the Gavel

Chair Pauken gave plaques of appreciation to Parliamentarian Herman and Secretary Hebein. He gave a plaque and the gavel to Vice-Chair Williams.

ADJOURNMENT

Williams thanked the senators for their work, wished all a happy summer, and adjourned the meeting at 4:35 pm.

Respectfully submitted,

Rich Hebein
Secretary