

**FACULTY SENATE
MINUTES OF ON-CALL MEETING**

April 21, 2009
3:00 pm.

Assembly Room
McFall Center

CALL TO ORDER

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

ROLL CALL

Absent: Border, Bullerjahn, Colprit, Ekstrand, Griech-Polelle, Klein, Madigan, Melkote, Landry-Meyer, Orel (sub. Charlie Stelle), Patterson, Schupp, Shields, Clark, Guillory, Lafferty

The secretary announced that there was a quorum.

MEMORIAL RESOLUTION

Samel read a memorial resolution in honor of former senator Dr. Joseph Spinelli. The motion passed unanimously.

COMMUNICATIONS

Williams read the following report:

Chair's Report: We have asked for this on call Senate meeting for the purpose of hearing our Faculty Welfare Committee report. The primary focus will be to have the FWC report presented by members of FWC and then to open the floor to Senate to discuss three different resolutions based on the report.

I would like to begin the meeting by sharing a brief excerpt from the most recent copy (March-April 2009) of *Academe*, the Bulletin of the American Association of University Professors. The entire issue is devoted to the annual report on the economic status of the profession (2008-09).

The topic theme for the journal article is entitled "On the Brink" and I would like to share these paragraphs:

"The U.S. economy is experiencing its worst contraction in twenty-six years. President Obama has characterized the current economic situation as a "continuing disaster." Although higher education has sometimes benefited from minor economic downturns that raise college enrollments without producing substantial declines in other sources of revenue, the current situation is an economic "tsunami" for academia.

"Academia is a low-lying island amid the current economic turbulence. Yet even in this difficult situation, spending priorities must reflect our institutional mission to provide a societal benefit. Like the larger economy, we are on the brink, and it will be critically important for faculty members to participate fully in the difficult budget decisions to come. They must insist on full access to information, and take a critical look at claims about the need for immediate actions that will result in further demands on already strained human resources. Decisions about salaries, reductions in faculty positions and academic programs, and changes in the employment conditions of contingent faculty will affect the quality of the education we can offer for years to come, and we must ensure that the choices we make are good ones."

Today, we are here to listen to the FWC report and to share in important making and recommendations concerning the economic status of the profession here at Bowling Green State University.

Chair of the FWC, Alden Craddock, will facilitate this presentation and offer three different resolutions (one on Faculty Composition, one on Faculty Compensation and one of Faculty Benefits). At the end of each presentation, a resolution will be offered and we will entertain a motion for approval. At that time we will open the floor to discussion from Senate. Then we will vote on each resolution separately. In the interests of time, I am asking Senate to hold questions, comments, and discussion until the resolution is offered.

NEW BUSINESS

SALARY AND BENEFITS REPORT AND RESOLUTIONS

Introduction

Craddock began the presentation by making a brief comparison among the “Four-Corner Peers” (BGSU, Kent State University, Miami University and Ohio University). He said: “When we review the major categories of comparison between the several Four Corners universities we conclude that BGSU is performing admirably well under difficult conditions. While having the least financial resources and facilities, BGSU faculty are teaching nearly the highest overall number and ratio of students among our peers. In addition, our undergraduate students are paying nearly the highest tuition costs and our graduate students have nearly the highest number of degree program choices. Given these factors, BGSU faculty should be pleased with the US News and World Report ranking of 3rd among our peer group as it demonstrated their commitment to the academic mission of the university and their ability to perform under difficult circumstances.”

Faculty Attrition

Craddock said that the report covered four topics, faculty attrition, benefits, composition and salaries, and that he would introduce a member of FWC to make a presentation on each. Weinsier concluded: “Looking only at faculty—and excluding retiring faculty—we see over the period from 2005 to 2008 that faculty have left the institution at an average age of 42.72 (N=138). This is a shocking revelation when one realizes that these are arguably the most productive years for faculty. And while the University has little data to indicate the reasons why these faculty left, they likely are similar to reasons noted in studies by other institutions. Unfortunately, BGSU has not developed a comprehensive system for tracking the reasons for faculty attrition beyond the above categories. This makes reporting and understanding the reasons for faculty attrition at the University difficult and thus nearly impossible to correct.” More specific recommendations are available in the report.

Senators commented that people were leaving because of a lack of institutional support and that institutional support included the condition of the facilities.

Faculty Composition

Eric Worch presented on this topic and concluded: “The current percentages of Professors (19%) and Associate Professors (31%) are largely consistent with the past. However, since 2004 there has been a steady decline in the number of Assistant Professors and an increase in Instructors. The reduction in the number of Assistant Professors has left too few to replace the loss of Associate and Full Professors that typically come through normal attrition factors. This trend has made BGSU’s faculty composition very different in comparison to our “Four-corners” Peers. We have fewer Professors (- 8%) and Assistant Professors (-15%) and more Instructors (+24%) than our peer’s average. This deficit in research faculty puts BGSU’s current and future research potential at the bottom of our peer group. The current faculty composition at BGSU jeopardizes our ability to compete for state appropriations and other external resources to support our university’s mission. In sum, current trends point toward BGSU increasingly becoming more of a regional, teaching university instead of a nationally-recognized, research university.”

Cartwright observed that we had to be careful about implied causality when dealing with statistics. She pointed out that many non-tenure track faculty had strong research capabilities. Gromko pointed out that BGSU had made a decision to hire full-time instructors rather than part-timers, which treats them better because they get benefits but costs the University more.

Craddock moved, Hinnov seconded approval of the following resolution:

RESOLUTION #1

“THEREFORE BE IT RESOLVED, that President Cartwright and the Board of Trustees adopt the following recommendations concerning faculty composition for the academic year 2009-2010:

- 1. Any strategic planning process undertaken by the university must begin with understanding and developing hiring and retention policies to create a faculty composition that can support BGSU's historic mission, Four-corner status and future plans;*
- 2. All vacant fulltime faculty positions must be allocated towards tenure and tenure-track faculty to rebuild BGSU's research capacity and competitiveness;*
- 3. The goal for BGSU's faculty composition must be to increase tenure and tenure-track faculty to match the average of our peers;*
- 4. Efforts must be made to support Associate Professors to continue their progress towards Professor; and*
- 5. In addition, efforts must also be made to promote and retain all tenure and tenure-track faculty to avoid the expense and loss of research potential.*

It was moved and seconded to amend by deleting Numbers 2 and 4; motion failed. The vote on Resolution #1 passed 39 to 4.

Faculty Salaries

Craddock read: “Since the 1983-84 academic year, BGSU faculty salaries have been ranked in the lower half of the average salaries among the public universities in Ohio. Since the 1997-98 academic year, BGSU faculty salaries have been ranked 11th out of 12th in the state....

“While no two universities are exactly the same, we restricted our examination to the closest equivalent academic units to attempt to get the most accurate comparison among the ‘Four-corners’ universities in Ohio....Undoubtedly, this comparison of colleges will not be completely accurate....

“When attempting to control for college, rank and status BGSU salaries are below the average salaries of the other “four corners” universities (Kent, Miami and Ohio University). The amount of difference between salaries varies greatly between colleges, universities, faculty rank and status with **Tenure faculty averaging 7.4%** and **Non-tenure .6%** below the “Four-corners” average. Among Tenure faculty, Arts & Sciences faculty salaries are closest to the “Four- corners” peer average (2.1% below) and Technology is the farthest (15.2% below). Among Non-tenure faculty, Education and Human Development faculty salaries are closest to the “Four- corners” peer average (1.2% below) and Technology is the farthest (18.4% below). Two colleges exceed the “Four-corners” peer averages.

“What is even more troubling are the trends evidenced by considering the impact on salaries related to faculty rank. Among **Non-tenure faculty, increasing in rank is positively related** to meeting the “Four-corners” average salary: Lecturer (.8% below) and Instructor (3.5% below).

“Conversely, for **Tenure faculty, increasing in rank is negatively related** to meeting the “Four- corners” average salary: Assistant Professor (1.8% below), Associate Professor (7.9% below) and Professor (10.9% below).

“The above data suggests that the longer Tenure faculty remain at BGSU, the farther behind their average salaries will fall compared to the average salaries of their “four-corner” peers.”

Hinnov moved, Craddock seconded approval of the following resolution:

RESOLUTION #2

“THEREFORE BE IT RESOLVED, that President Cartwright and the Board of Trustees adopt the following recommendations concerning faculty composition for the academic year 2009-2010:

- 1. A Faculty Compensation Committee consisting of faculty, administrative and Board of Trustee representatives should be immediately constituted to develop and implement dramatic changes to improve faculty salaries at BGSU;*
- 2. The administration should contract with an independent consultant to conduct a professional salary study to provide guidance to the Faculty Compensation Committee;*
- 3. The administration should adopt a faculty salary policy, based on a 2-year budget allocation, that works to bring BGSU salaries and benefits into alignment with our “Four-corner” peers;*
- 4. The Board of Trustees should immediately adopt the approved faculty senate merit policy instituting an across the board ‘cost-of-living’ increase for any merit pool below 3%; and*
- 5. Adopt an increase of full-time faculty salaries by 4% for both 2009-10 and 2010-11 (which is the estimated two-year increase necessary to bring BGSU salaries up to the average All-Rank salaries of our ‘Four-corners’ peer institutions when comparing colleges and rank).*

The vote on Resolution #2 passed 35 to 1.

Faculty Benefits

Hinnov read: “According to the “2008-09 Ohio Universities Faculty Salary Survey,” BGSU ranks lowest among all Ohio public institutions of higher education in the state of Ohio in amount spent on fulltime faculty healthcare and benefits packages. Obviously, this also means we compare poorly to our “Four- corners” (BGSU, Kent State, Miami, and Ohio University) peers as well. Since fringe benefits are directly linked to the amount of faculty salaries paid and to the rank of the faculty (all of which are low at BGSU) it is not surprising that our benefits are lower than our four-corner peers.

“In summary, we have found the benefits analysis particularly difficult to analyze due to their linkage to salary amounts at different ranks and universities. However, when we did attempt to compensate for these issues we concluded that BGSU faculty benefits do appear to be lower overall when compared to our Four-corners peers. The amounts differ at different ranks and for different universities. When controlling for salary amounts, we found that the amount paid by the universities for retirement was approximately the same (14%). However, using the same analysis we found that BGSU expends significantly less on medical/dental benefits than our peers and that this difference varies by rank.”

Samel asked what happened to the domestic partner benefits resolution that Senate had passed a few years ago. The secretary responded that it had been transmitted to the Board of Trustees, and they took no action on it.

Hinnov moved, Craddock seconded approval of the following resolution:

RESOLUTION #3

“THEREFORE BE IT RESOLVED, that President Cartwright and the Board of Trustees adopt the following recommendations concerning faculty composition for the academic year 2009-2010:

- 1. The University Standing Committee on Health, Wellness and Insurance should work with the administration on a complete and detailed review of faculty benefits in comparison to our Four Corners peers to ascertain the current quality of faculty benefits at BGSU;*
- 2. BGSU should offer its full-time employees immediate medical coverage (on the first day of hire) instead of making them wait a month for coverage to begin (Kent, Miami and OU all offer coverage on the first full day of employment);*

- 3. BGSU should consider offering vision coverage to its full-time faculty (Kent and OU offer vision);*
- 4. BGSU should offer its full-time employees a choice of at least two medical and dental plans so that each individual faculty member can choose the most cost effective plan for his/her family (Kent, Miami and OU offer several options);*
- 5. BGSU should provide a shorter wait time for tuition waivers for a faculty spouse or family member (Kent – 1 semester or 120 days; Miami – 3 years of full time employment; OU – immediate); and*
- 6. BGSU should consider offering paid parental leave to its full-time employees (Miami offers 6 weeks of paid leave for mothers and 3 weeks for fathers for the birth or adoption of a baby).*

The vote on Resolution #3 passed 28 to 5.

The full report with tables and references is available in the Senate office and will be posted on-line.

ADJOURNMENT

Williams adjourned the meeting at 4:25 pm.

Respectfully submitted,

Richard Hebein
Secretary