

FACULTY SENATE MINUTES

September 2, 2008
2:30 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

Present: Faculty Senators Judy Adams, Candace Archer, Nina Assimakopoulos, Keith Bernhard, Vibha Bhalla, Kristine Blair, Margaret Booth, David Border, Robert Boughton, Donald Callen, Amelia Carr, Elaine Colprit, Alden Craddock, Jude Edminster, Tori Ekstrand, Nora Engebretsen, James Evans (substitute Sheila Roberts), Radhika Gajjala, Dwayne Gremler, Beth Griech-Poelle, Christina Guenther, Arjun Gupta, Terry Herman, Emily Hinnov, Daniel Klein, Molly Laflin, Neocles Leontis, Daniel Madigan, Srinivas Melkote, Trinka Messenheimer (sub. Marti Gaustad), Montana Miller, Rekha Mirchandani, Benjamin Muego, Thomas Muir, Timothy Murnen, Mary Murray, Nancy Patterson, Patrick Pauken, Peter Pinto, Hassan Rajaei, Amy Robinson, Lee Rockett (sub. Donald Deters), Arthur Samel, Roger Schupp, Ronald Shields, David Stott, Edward Weiland, Daniel Williams, Ellen Williams, Dennis Wojtkeiwicz, Sara Worley, Haowen Xi, Arthur Yeh, Jingyun Zhang, Michael Zickar, Guy Zimmerman, Opportune Zongo, Richard Hebein-Secretary

Retiree Representative Robert Clark

Ex Officio Interim President Carol Cartwright, **VPAA** Shirley Baugher, **VPSA** Edward Whipple

Graduate Student Senate Emmanuel Guillory

Undergraduate Student Government John Waynick, Sundeep Mutgi (sub. P. J. Wolf)

Parliamentarian Patrick Pauken

Absent: Faculty Senators Pavel Anzenbacher, Monica Longmore, Nancy Orel, Ruben Viramontez-Anguiano, Philip Weinsier

Graduate Student Senate Sarah Lafferty

The secretary announced that there was a quorum.

COMMUNICATIONS

Chair

Williams introduced the officers and asked new senators to stand and be recognized. She referred to the July meeting and said that she was committed to keeping the lines of communication open. She acknowledged Leontis who distributed a handout from the Group of Concerned Faculty; he invited people to send him their comments.

She announced that under a recent plan the October meeting should be held at the Firelands Campus but that SEC decided to hold the meeting on main campus because of the difficulty of travel time and getting a quorum. The Senate officers will go to the Firelands Campus to meet with faculty and others.

She announced that the officers had been working with the administration to hold a Fall Forum on October 28 in the Union Theater from 2:30 to 4:30. President Cartwright would give an update on the strategic plan; VPAA Baugher, on enrollment; and CFO Stoll on the new funding model for the University System of Ohio.

President

Cartwright said that she very much appreciated the warm welcome that she had received so far. She distributed a sheet of the Accountability Measures that the USO would be using to judge the success of the state universities. It is a list of metrics that each university may choose from to set its own goals. They are available at <http://uso.edu/strategicplan/downloads/documents/strategicPlan/AccountabilityMeasures.pdf>. She encouraged all to attend the forthcoming Town Meetings to help shape the Strategic Plan for the University. She said that enrollment

was important and that the consulting firm of Noel-Levitz would be very helpful for the University. She said that she looked forward to working with the Senate in the best tradition of shared governance.

Vice President for Academic Affairs

Enrollment

Baughner welcomed new and returning senators. She announced that, although enrollment was up at the Firelands Campus, total university enrollment was down about 400 students from last year. She added that the retention rate was 74.45%, down slightly from 75.87% the year before. She said that Noel-Levitz, the enrollment management consultant, was helping analyze the data. She introduced Gary Swegan, Director of Admissions, and Greg Guzman, Interim VP for Enrollment Management. Foell asked why a VP EM was needed. Baughner said that it was not a new position but a re-allocation to focus attention on recruiting, retention, graduation and non-classroom issues. Leontis said that it would be good to hear a presentation on enrollment at a forthcoming meeting.

He said that the campus was getting mixed messages about the university's commitment to an internationally diverse student body. Baughner assured him that we had a deep commitment to it and that we had to do it in an organized way. She said that there had been some poor management in this area and that we would honor our commitments to students.

Fee Waivers for International Students

Baughner introduced Mark Gromko, Senior VP for Academic Programs, and Paul Hofmann, Director of the Center for International Programs. Gromko gave a history of fee waivers for international students. He said that, although \$845,000 had been allocated originally, the actual expenditures were about \$3 million. He said that this was not sustainable. He said that the practice had been simply to continue granting these waivers and that there did not appear to be any documentation as to how long this would continue until one of the students presented an email message just last Wednesday. He said that the commitments made therein would be honored and that we needed a more formal system of documentation and a more formal process for supporting international education.

Hofmann distributed data on the totals of international fee waivers by year and on the waivers granted to individuals listed anonymously. He observed that some of the fee waivers had gone to individuals who were able to pay and that in the future the funds would be distributed strategically to maximize international enrollment. He said that he was working with each student to devise a plan for graduation. Samel lamented the situation and asked if there were efforts to uncover similar problems. Baughner said there were. She complimented faculty, for example, who brought in grants although we have not had the infrastructure to support them.

Foell suggested that Africa was under-represented on this campus and that we were not likely to get paying students from Africa. Hofmann answered that Africa was not under-represented on this campus. Foell observed that the African students had suffered disproportionately. Hofmann said that they had and that it was because they were over-represented. He added that we were continuing to fund about 85 international students.

Miller said that she had heard that high school students were avoiding BGSU because "everyone at BG has a sexually transmitted disease. Waynick said that he had heard that too before coming to BG but that it was based on a faulty report and had no validity.

Blair raised the issue of promotions for non-tenure track faculty and said that she was sending some candidates forward for promotion. Baughner said that we need an infrastructure for this.

Baughner said that she had other items to discuss but in the interest of time she would submit them to the secretary to be included in the minutes. See Appendix A.

Graduate Student Senate

Guillory submitted the following two reports:

GSS Goals for 2008-09

1. Address top ten concerns
2. Increase senator involvement
3. Increase attendance and resources for Graduate Professional Day
4. Increase usage of BlackBoard
5. Increase student involvement for Graduate Professional Development
6. Better usage of Funding for Professional Development
7. Inform all senators of FPD process and encourage them to disperse said knowledge to their respective departments
8. Create electronic material for General Assembly (Go Green!)
9. Graduate student apparel
10. Increase visibility/branding of GSS new logo

Top Ten List of Graduate Student Concerns

(Based on information gathered from the Graduate Student Satisfaction Survey conducted spring 2007)

1. Inadequate Professional Development Funding
2. Increase Stipend Amount
3. Health Insurance
 - a. Dental Insurance
4. Academics
 - a. Assistantship Workload
 - b. Balance
 - c. Too Many Credit Hours for On-Campus Assistantships
5. Diversity
 - a. Lack of diversity among faculty, students, and staff
 - b. Discrimination and Harassment
6. Social Events
7. More Course Offerings
 - a. Evenings
 - b. Online
8. Parking
9. Optional Third Year for Master's Level
10. Advisors
 - a. Inconsistent Advising

Undergraduate Student Government

Waynick reported that USG's goals included a safe-ride program for weekends, voter registration, a petition to change the no-more-than-three-unrelated-tenants-in-an-apartment rule, and campus beautification.

Retiree Representative

Clark reported that it was good to be retired. He said that the Retirees Association had fully endowed a book scholarship.

Ohio Faculty Council Representative

No report.

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs

Border reported that the committee had not yet met and that they needed representatives from the College of HHS and the College of Music.

Amendments and Bylaws Committee

No report.

Committee on Committees

Shields said that Com/Com would be reviewing the functioning of committees. He encouraged all faculty to participate in committee work. He observed that shared governance means work.

Faculty Senate Budget Committee

No report.

Faculty Personnel and conciliation Committee

Muego said that there were six active cases with one going to a hearing. He reported that two cases had been successfully conciliated recently and said that the Board of Trustees had approved the new FPCC Guidelines, which Senate had passed last spring.

Faculty Welfare Committee

No report.

Committee on Professional Affairs

No report.

NEW BUSINESS

Catastrophic Leave Bank

Joe Luthman, Administrative Staff Council, reported that his committee was working on the establishment of a catastrophic leave bank that employees could contribute to and draw from.

CAA Faculty Survey

One of CAA's functions is to conduct an annual survey of faculty on their priorities and concerns. The survey was intended to be taken into consideration by other bodies as they build budgets. Border gave a presentation on last spring's survey. The top priorities/concerns of faculty shown in decreasing order of emphasis are

1. Faculty Salaries
2. Travel Allowance
3. Student Preparation
4. Administrative Staffing Levels, University-Wide Level
5. Direction of the University
6. Effectiveness of Shared Governance, University-Wide Level
7. Fairness of Administration, University-Wide Level
8. Mid Level Administration Staffing Levels
9. Research Support and Lab Space

Border read from the report: "It can be stated that for the Wages, Research-Support and Lab Space, Fairness of Administration at the University Level, and Effectiveness of Shared Governance at the University Level questions, each showed a noticeable increase in dissatisfaction from the prior year's survey. Travel reimbursement dissatisfaction levels remained about the same (high) for both year's surveys." The entire report is attached as Appendix B.

Proposed Merger of the Environmental Health Program and the Environmental Studies Program

Gary Silverman, Director of Environmental Health, and Charles Onasch, Director of the School of Earth, Environment and Society, gave a brief presentation on the merger, which would create the Department of Environment and Sustainability within SEES. CAA supports the proposal. Muego moved, Leontis seconded approval. Motion passed.

ADJOURNMENT

Williams adjourned the meeting at 4:30 pm.

Respectfully submitted,

Richard Hebein
Secretary

Appendix A

Faculty Senate Meeting
September 2, 2008
Comments from Dr. Baugher

Welcome back to a new academic year. This is an exciting year focused on celebration of our excellence and planning for our future as we engage in a presidential search. Acknowledge/welcome new members to senate.

1. Enrollment figures as of today (15th day is Monday, September 8)
 - Freshmen 3,155 (-140 vs. 2007)
 - Transfers 620 (-62)
 - Freshmen represent 33 states, plus the District of Columbia, including one freshman from Hawaii
 - Freshmen represent 14 countries, including the U.S.
 - Females are 55%, males 45% of the freshmen class
 - Freshmen from 75 of Ohio's 88 counties
 - Average freshmen HS GPA = 3.22, ACT=21.9
 - 31.5% of freshmen earned a 3.5 HS GPA, 65.4% earned a 3.0 or greater
 - As of today our headcount is 20,208. This projects to 20,346 on census day (-338), if our registration patterns are similar to last year from this point forward. Main campus numbers continue to decline. The projection as of today would have us down in the 700 range.
 - Retention is 74.45; we expect to lose 0.1% between now and 15th day.
 - Retention this same time last year was 75.87%
2. Noel-Levitz update: NL work consists of four basic components:
 - Forecast Plus -- Designed to assist with identification and inquiries and applicant most likely to enroll
 - Enrollment Revenue Management System – formulation of financial aid awarding and packaging strategies designed to support new student enrollment and revenue goals
 - Retention – focus on early alert and intervention
 - Market Research – institutional image and competitive positioning analysis to provide effect recruiting messages
3. Work with Senate related to NTT faculty promotion and timeline
 - Many of you have NTT faculty who are prepared to forward portfolios for Lecturer and/ or Senior Lecturer (continuous) appointments. We will be consulting with the Senate in the near future to determine the incremental reward structure for promotion in these categories.
 - We will work with the Deans to provide a set of general guidelines for development of the portfolio as well as the time-line, which will be simultaneous with TT and reappointment faculty portfolio reviews.
 - Departments and Colleges are to develop their own criteria for NTT promotion and submit those to the Provost's Office for approval. These documents will be due this fall. Deans will be asked to provide these documents by Sept. 30.
4. Ongoing Policy Work:
 - Requests to Stop the Tenure Clock Interim Policy - Committee completed its work last spring. We will be working with Senate to complete this work.
 - Sanction Policy – policy brought forward last spring. Working with Senate to finalize policy.
5. Servicemembers Opportunity Colleges (SOC):
 - The Servicemembers Opportunity Colleges (SOC) is “a vehicle to help coordinate voluntary postsecondary educational opportunities for servicemembers.” Membership in the SOC requires a commitment to providing “flexibility needed to improve access to and availability of educational programs for

servicemembers.” BGSU already meets most of the requirements for membership. However, to obtain continuing membership, we will have to revise our “residency” requirement, add some language to the Catalog regarding *Awarding Credit for Extracurricular Learning*, and designate a contact office or person for servicemembers and a senior administrative official to oversee programs for servicemembers.

6. [Deleted]
7. Collaboration with Owens and Terra:
 - BGSU has entered into an agreement with Owens Community College for the articulation and transfer of Honors students. Symbolic signing ceremony of the Honors Program articulation agreement will occur on Thursday, September 18 at OCC.
 - BGSU entered into an articulation agreement with Terra Community College regarding Visual Communication Technology. That’s what we call it at BGSU. Terra calls it “Digital Arts & Media Design”: 3-D Animation Major.
8. Pre-award consultation was completed last spring. Dean Deanne Snively and her team are in the process of implementing the recommendations. Thanks to all who participated in this important work. CFO Stoll will begin Post-award consultation this month using the same consultant.
9. Update on Dean’s Searches – Hired Parker out of Atlanta. We will meet with A&S College Council, A&S Chairs & Directors, Firelands College and College Council in the next couple of weeks.
10. Provost will have quarterly open forums with the campus community. The first forum will be Thursday, Sept. 25, in the BTSU Ballroom from 4-5pm.
11. International tuition waiver issue (Mark Gromko and Paul Hofmann)

Appendix B

REPORT TO FACULTY SENATE Faculty Survey 07-08 AY – Survey Performed in April 2008 - CAA

Interpretation of Responses to 20 Questions (381 of 915 faculty responded)

Legend

| | |
|--------|---|
| Green | Premise had noticeably more “agree” than “disagree” responses |
| Yellow | Premise had divided “agree” and “disagree” responses |
| Red | Premise had noticeably more “disagree” than “agree” responses |

Category 1. Benefits – Working Conditions (9 total)

Green Light (4) (***Ranked, greatest agreement is first***)

- I am satisfied with my Perceived Retirement Benefits
- I am satisfied with my Workload
- I am satisfied with my Fairness of Promotion/Tenure Process to Date
- I am satisfied with my Health Care Benefits

Yellow Light (2)

- I am satisfied with my Research/Teaching Balance
- I am satisfied with my Instructional - Classroom/Laboratory Facilities

Red Light (3) (*Ranked, greatest disagreement is first*)

- I am satisfied with my wage
- I am satisfied with my Travel Allowance
- I am satisfied with my Research - Support and Laboratory Facilities

Category 2. Shared Governance (3 total)

Green Light (1)

- I am satisfied with the effectiveness of shared governance at the Departmental Level

Yellow Light (1)

- I am satisfied with the effectiveness of shared governance at the College Level

Red Light (1)

- I am satisfied with the effectiveness of shared governance at the University Level

Category 3. Administration – Fairness (3 total)

Green Light (2)

- I am satisfied with effectiveness/fairness of the administration at the Departmental Level
- I am satisfied with effectiveness/fairness of the administration at the College Level

Yellow Light (0)

Red Light (1)

I am satisfied with effectiveness/fairness of the administration at the University level

Category 4. Staffing Levels (3 total)

Green Light (0)

Yellow Light (1)

- I think that the number of administrative staff members (in offices such as Development, Information Technology Services, or Residence Life) at the University is appropriate.

Red Light (2)

- I think that the number of top level administrators (e.g., vice presidents, vice provosts) at the University is appropriate.
- I think that the number of mid-level administrators (e.g., deans, associate deans) at the University is appropriate.

Category 5. General (2 total)

Green Light (0)

Yellow Light (0)

Red Light (2)

- I think students are coming to BGSU better prepared to succeed academically than in previous years.
- I am optimistic about the direction in which BGSU is heading.