

## **SENATE EXECUTIVE COMMITTEE MINUTES**

September 30, 2008  
2:30 pm.

Senate Conference Room  
140 McFall Center

**Present:** Alden Craddock, Keith Bernhard, James Evans, Emmanuel Guillory, Ben Muego, Nancy Orel, Peter Pinto, Roger Schupp, Ronald Shields, John Waynick, Ellen Williams, Rich Hebein

**Absent:** None

### **Chair's Report**

#### **Group of Concerned Faculty**

Williams called the meeting to order. She said that the officers tried to organize a working lunch with three members of the Group of Concerned Faculty who had signed the petition for the special meeting during the summer, three members of the upper administration and the three Senate officers. The President and one of the invitees from the Concerned Faculty were unable to attend because of prior commitments; the other two leaders of the Group declined to attend. The lunch was held and Williams thought it was productive. She said that the officers were not taking sides with the Group nor with the administration but saw their job as trying to facilitate discussion. Since the officers had not been successful at getting representatives from all parties together, she suggested that the Group take its concerns to the President directly.

Regarding fee waivers for international students, Williams reported that the Center for International Programs was down to the last few who still had unresolved problems.

### **Open Forum**

Williams said that plans were finalized for the Open Forum on Tuesday, October 28, to be held in the Union Theater with the President reporting on developments at the state level, the Chief Financial Officer reporting on the financial state of the University, and the Vice President for Academic Affairs reporting on enrollment and general education review. The event will be broadcast, and it will be possible for persons to phone in questions.

### **Budget Cuts in Arts and Sciences**

Evans said that, if all units were being told to cut budgets by 15% over three years as Arts and Sciences must do, this would be financial exigency by stealth. He said that information needed to be freely shared. He questioned whether athletics were being cut. Williams encouraged Evans to submit specific questions for the CFO to answer at the Forum.

Williams announced that the President was seeking faculty advice on the Accountability Measures to be used as metrics for determining the University's success within the University System of Ohio. A set of metrics had been proposed by the state, and universities had some latitude in determining which ones should especially apply to them. A survey will be sent to faculty.

### **BGSU-Faculty Association Panel**

Muego announced that the BGSU-FA would hold a panel on Tuesday, October 21, in BTSU 308 from 2:00 to 4:00 on "Collective Bargaining & Shared Governance in Ohio Public Universities." Featured speakers are Dr. Rudy Fichtenbaum, President of the AAUP-Ohio Conference and Lead Negotiator for the AAUP-Wright State University Chapter; Dr. Jim Vance, Communications Officer for the AAUP-Wright State University Chapter, and Dr. Howard Bunsis, Vice Chair of the National AAUP Collective Bargaining Congress and President of the AAUP-Eastern Michigan University Chapter. Refreshments begin at 1:30. The BGSU-FA is a chapter of the American Association of University Professors.

### **E-Lists**

Williams spoke to clarify the faculty listproc/listserve situation on campus. She said that there were three lists referred to as faculty lists. The Faculty Senate maintains a list solely for official senate business such as elections and the distribution of Senate agendas and minutes. There is an older opt-in list maintained by K. V. Rao, who is no

longer at the University; the address is "BGSU-FACULTY Information and Discussion Network" [BGSU-FACULTY@LISTS.BGSU.EDU](mailto:BGSU-FACULTY@LISTS.BGSU.EDU). At the request of many faculty who thought the Senate should maintain an all-purpose discussion list for faculty, the SEC asked the Executive Vice President for help. She agreed to establish an opt-in list, which her office would update each semester by adding new faculty; this is [FACULTYDISCUSSIONGROUP@LISTS.BGSU.EDU](mailto:FACULTYDISCUSSIONGROUP@LISTS.BGSU.EDU). One can opt out of this list by sending an email to [kfoster@bgsu.edu](mailto:kfoster@bgsu.edu).

Williams reported that she was in the process of meeting with each of the Senate standing committee chairs to discuss their activities for the year.

## **OLD BUSINESS**

### **Survey on the Evaluation of Senate**

Hebein noted that the subcommittee appointed by SEC, consisting of Bernhard, Orel and himself, expected to have a report for SEC by the end of the semester.

## **NEW BUSINESS**

### **Naming the PLA for President Ribeau**

SEC endorsed a resolution from Administrative Staff Council to name the President's Leadership Academy for President Ribeau; resolution will go to Senate.

### **Less Than 3% in Merit Policy**

Hebein reported that the issue came up last summer when the merit pool was announced as 1.5% and faculty were reminded that the Merit Policy required that that pool had to be split in half for those meeting expectations and half for those exceeding expectations. Faculty complained that it was not worth the bother and that it was not fair to split the pool when it was so far below the cost of living. Hebein said that the other officers had asked him to report on the history of the issue; that history was circulated with the agenda for this meeting. There had been a 3% floor in the original 1997 version of the policy; this meant the salary pools of 3% or less would be distributed to all those meeting expectations as a percent of their salaries, in effect, across-the-board. In the tradition of shared governance, this 3% floor was removed by Senate from the 2004 version at the request of the President and the Board of Trustees, who were not in favor of across-the-board increases.

Craddock said that it was FWC's position that the University should guarantee a cost-of-living raise for everyone and that anything above that should go to merit. Evans observed that there were ancillary issues: the pool for market adjustments wasn't working successfully for many people and was causing resentment.

SEC considered the amendments to the Policy suggested by ABC. After some discussion Craddock and Evans agreed to draft additional amendments and circulate them to SEC for their vote before the Senate meeting so it could be voted on there and be sent to the Board of Trustees for their action in order to be effective for the 2009 evaluation year.

### **Ohio Faculty Council**

Williams reported that SEC had to elect a representative. Evans nominated, Pinto seconded, Bernhard. Motion passed.

### **Committee Structure and Policy**

One of the responsibilities of the Vice Chair is to work with Com/Com on University standing committees (as opposed to Senate's standing committees, which are overseen by SEC). Since one of the issues raised by the Concerned Faculty was the administration's interaction with the committee structure, Shields distributed the draft of a statement on the Process for Reporting, Reviewing and Establishing Ad Hoc Committees, and invited comments. An essential feature of the statement would be that SEC reviews the formation of any ad hoc committees by the

administration in order to determine whether the charge to such a committee overlapped with that of an existing committee. In this way, any concerns could be addressed early in the process.

**Stopping the Tenure Clock**

Craddock distributed the draft of a policy for flexible tenure and welcomed suggestions. Muego moved, Orel seconded, sending it to Senate.

**Health Plan Changes**

Donna Witwer, Associate Director of Human Resources, was present to summarize the changes in the plan for 2009. In general, costs to employees are rising, and more of the burden is being shifted to employees. Details will be mailed to all employees within a few weeks. More at <http://www.bgsu.edu/offices/ohr/benefits/health/page11208.html>.

**Foundation Board**

The Board needs a representative. Muego volunteered, Schupp seconded; motion passed.

**ADJOURNMENT**

Williams adjourned the meeting at 4:30 pm.

Respectfully submitted,

Rich Hebein, Secretary