

FACULTY SENATE MINUTES

October 7, 2008
2:30 pm.

Theater
Bowen-Thompson Student Union

CALL TO ORDER

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

ROLL CALL

Absent: Assimakopoulos (substitute Jacqueline Leclair), Carr, Ekstrand, Leontis (sub. Ksenija Glusac), Mirchandani, Samel (sub. Jeffrey Gordon), Stott, Lafferty, Basch, Clements, Wolf (sub.), Wu

The secretary announced that there was a quorum.

COMMUNICATIONS

Chair

The Chair submitted the following report:

Welcome to all senators and faculty and visitors; especially I would like to extend greetings to our fellow faculty members and Senators at the Firelands Campus. As many of you know, this particular Faculty Senate meeting was initially scheduled to be held on the Firelands campus. But after discussions with Senate officers and Senate Executive Committee, it was determined that we would modify our Senate schedule this year and that we would hold this meeting via live feed for our constituents at Firelands. This was in an attempt to reach out to our faculty colleagues at Firelands via technology and at the same time to ensure that we would have a quorum of Senators so we could proceed with faculty business. On October 17th, Vice Chair Shields and I will be going to the Firelands Campus to meet with the faculty during their College Council meeting. At that time, we would like to discuss any issues or concerns that impact the faculty at Firelands.

Announcements

At the meeting of the Board of Trustees on October 3, the BOT announced that they were forming a subcommittee to review faculty salaries and increases. Senate is pleased that the BOT is addressing this topic.

On October 28th, Faculty Senate will be hosting an open Fall Faculty Senate Forum featuring three guest speakers who will be providing an update on the "State of the University"

Dr. Carol Cartwright
Dr. Sherideen Stoll
Dr. Shirley Baugher

"State Issues and Issues at BGSU"
"Finances and BGSU"
"Academic issues and BGSU"

The Forum will be held at the Theater in Bowen Thompson from 2:30-4:30 (with Q & A). There will be a live feed broadcast on campus and to Firelands. Opportunity will be given for call-in questioning.

On November 17th, Senate will host an open forum to discuss issues impacting non tenure track faculty at BGSU. This Forum will be held from 9-10:30 in 308 Bowen Thompson Student Union.

Senate Executive Committee recently heard a report from Donna Wittwer regarding changes in our insurance coverage and costs. I am asking Faculty Welfare Committee to review those changes and report back to Senate. In addition, we will be asking Donna to present the latest Insurance and Benefits changes to the entire Senate.

Dr. Cartwright has recently asked Senate to work with her in providing faculty feedback on the Accountability Measures set forth as part of the University System of Ohio. Senate Officers are working with Bill Knight in Institutional Research to provide opportunity for faculty to weigh in on these accountability measures. I believe that Dr. Cartwright will address this issue in the President's Report today. In addition, Faculty Senate has been asked to

work with the Strategic Planning Committee on its next steps. Again, I believe that Dr. Cartwright will be addressing that in her report and Senate Officers and SEC will be back in touch with you regarding Senate's role.

On October 21, the BGSU Chapter of AAUP will sponsor a panel discussion on "Collective Bargaining and Higher Education." This informational forum is not being sponsored by Faculty Senate but by the BGSU Chapter of AAUP. (Senator Muego has been instrumental in leading the organization of this effort.) I would encourage faculty members to attend this AAUP meeting to become better informed in order to make informed decisions on "Collective Bargaining in Higher Education."

Faculty List Procs: There are three different list procs involving faculty at BGSU

Senate List Proc: Only for official Senate business. (Barb Garay, Senate Secretary monitors.) (This is an opt out list proc.)

Kerry Foster List Proc: This is the official faculty list proc. (This is a self-monitoring list proc.) (This is an opt out list proc.)

K.V.Rao List Proc: This is a faculty list proc operated by a retired faculty member.) (This is an opt in list proc.)

Update on the Presidential Search Process: Faculty Senate sent surveys out to all faculty regarding the profile of our new president. In addition, Faculty Senate Officers assisted the Chair of the Presidential Search Committee, Trustee William Primrose, in conducting a faculty focus group regarding the profile of our new president. The presidential search firm held a conference call on Monday of this week with all Search Committee members and shared their draft of the presidential profile. This profile should be up on BGSU Home Page within the very near future.

Zickar asked if there would be open forums with the presidential candidates. Williams said there would be.

President

The President submitted the following report:

Good afternoon. It is a pleasure to have this time to bring you up to date on a number of important University issues and initiatives.

Before I discuss specific topics, I want to speak briefly about the environment and the expectations that I have for our leadership team during this year. I understand that there are individuals in the BGSU community who are worried about our current realities. Some may be puzzled about our current circumstances—wondering how we got here and why things cannot be like they were in the past. Some may be angry. Of course, there are also those who understand that the economic environment is quite different, and they have stepped forward to be constructive about potential solutions. Quite simply, the promises of the past cannot continue. For reasons that I do not completely understand—and they may have been good reasons—the University has allowed a pattern of significant deficit spending to develop and become a habit over a period of time. We cannot continue that practice. We must have discipline and management infrastructure so that we spend within our means. Those who are insisting on these new practices (including deans and chairs) are behaving as expected. We can, and we will, gain the control that is necessary to live within our means while also making investments in our priorities. To bring this point home, think about people who are always at the maximum allowed on their credit cards and then something happens such as the loss of overtime, and they cannot keep up with the payments. In other words, the practice of "borrowing from Peter to pay Paul" works for a time but not forever. Time and energy spent debating whether we really are in this situation is not productive. We need to come together to focus on the solutions. Open, candid discussion that enables us to work on problem solving and good results is essential. That is the approach that I intend to take this year and I hope you will join in this important work.

The demands for accountability have increased for higher education in recent years. This is true at both federal and state levels. I don't think this is a surprise to members of Faculty Senate because you follow the higher education policy issues on a regular basis. We have recently accomplished an important project, which was driven by discussion at the national level. Part of the debate in the Spellings Commission involved making university

information more accessible to the general public. While I won't go into deep background about this, I will get quickly to Ohio's solution which was to agree that all public universities would use the Voluntary System of Accountability (VSA) developed by two national higher education associations (AASCU & NASULGC). To date, 302 universities are using the VSA. Several other states (for example PA, CA, NY) are using the same approach as Ohio. The VSA is designed so that students and their families can easily find and compare valuable information in order to make the best college choices. The agreement requires that we make information about costs, performance, and student satisfaction available through a web-based Ohio College Portrait. The Portrait will also include some information about distinctive programs and characteristics of BGSU. We have posted the BGSU Portrait and you will find it prominently displayed on the University website.

Turning to another topic—this one at the state level—I want to describe BGSU's activities in relation to responding to accountability requests from the Ohio Board of Regents. The Chancellor's master plan for higher education in Ohio focuses on four main goals—access, quality, affordability, and economic leadership. The master plan identifies 20 measures of success—five for each of the four goals. Recently, we received the form to use for submission of our baseline data on the 20 measures and we are being asked to estimate our progress in each of the 20 measures for the next 2, 4, and 6 year periods. The final document is due on November 30, 2008, and it requires approval of the Board of Trustees. I have worked with your Faculty Senate leadership to develop the consultation process that will provide for faculty engagement while also meeting the deadlines from the Chancellor's office. I appreciate the working relationship and the understanding that we have short timetables for this work.

We are also required to submit our best estimates regarding enrollment for the next biennium. The focus here is on affordability and net cost to the student. Therefore, we are asked to estimate enrollments by income category and estimate the price the various groups would pay based on anticipated tuition levels and the availability of grants and scholarships. This form is data-driven and will be derived from our enrollment and financial aid historic trends. I also want to update you on our strategic planning process. We have completed a series of campus dialogues about our vision, mission, values and overall goals for BGSU. Co-chairs Bill Mathis and Mel Hudson-Novak have provided splendid leadership, together with the Charting Our Future Committee, and they guided us through these meetings in very effective ways. Special thanks to Professor Steve Cady who shared his professional expertise to assure effective meetings. The Cabinet members and Deans participated, as did about 600 faculty, staff, and students. In all, we held 8 dialogues, and we appreciate the feedback by those who attended and by others who have been visiting the strategic planning blog. The information generated at those meetings was evaluated and used to revise our statements – more about that in a minute. We did not receive recommendations for significant changes. Rather, the suggestions are to clarify ideas and sharpen our thinking. We will now launch a process of building the strategy platform to bring greater specificity to our goals. Again, we will work with our governance groups and through broad-based invitations to participate in strategy development.

I have copies of the revised statement of Vision, Mission, Values, and Goals and ask that you notice the title: "Working Framework". In effect these are our working assumptions at this point in the process. Additional suggestions are likely to emerge during the strategy discussions and we will look forward to considering them. I appreciate the planning between my office and your Faculty Senate leadership to assure that you are appropriately involved in the development of strategies that will enable us to accomplish the over-arching goals. Your Chair will describe the process that you will use. I have decided to form sub-groups of the Expanded Cabinet, and the deans and vice presidents, in turn, may convene groups within their own units. Mel and Bill are developing a Tool Kit to use in strategy development so that we are all working from the same set of expectations. This is a very interesting part of the process because we will bring more specific ideas to the table as proposed strategies and I'm sure we will have some robust debate about which ideas are the best ones to accomplish our goals and stay aligned with mission and vision. This round of planning must also be done in the context of our University environment as well as the landscape at the state level.

I need to discuss briefly the recent state budget cuts. As you know, the Governor chose not to cut the budget lines for State Share of Instruction (SSI) and student financial aid. The headlines were that higher education was spared from the cuts. While we appreciate the commitment to maintain funding for SSI and financial aid, it is important for you to know that there were cuts to the higher education line items, including several that are very important to us

such as Success Challenge. This clarification is important as we plan for the current fiscal year as well as for the future.

I've taken a considerable amount of time today and I appreciate your attention. There is a great deal of good news to report but I will leave most of that for another time to allow you to move on with your agenda. In closing, I want to tell you that I am very proud of the many ways that the BGSU community has worked together to assure that we showcase our excellence when the national spotlight is on us later today. From Professor Melissa Miller's BGeX class this morning to the town hall meeting with our students after tonight's presidential debate, and many events in between, it will be an exciting day for BGSU. The local ABC affiliate will broadcast their evening news from our campus and feature many University stories as part of their coverage. "ABC World News with Charles Gibson" will broadcast from a venue in front of University Hall and they will also include feature stories about BG and BGSU in their national coverage. Congratulations to Professor Miller whose research on political participation garnered the network's attention and to the bright, engaged, articulate students in her class and participating in the post-debate forum.

Vice President for Academic Affairs

The VPAA submitted the following report:

1. Dean Searches:
 - Committee has been named for A&S/Firelands and will be posted on the Provost Website
 - Consultation/Recommendations A&S College Council and Chairs and Directors
 - Consultation/Recommendations with Firelands College
 - Consultation/Recommendations from Ron Shields
 - Parker Search Firm met with A&S search committee this morning
 - Parker Search Firm is meeting with Firelands this afternoon
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2. VPAO search is nearing the final stages: Three candidates identified; finished campus interviews today – hope you had an opportunity to assess their skills and provide feedback. Candidates are –
 - Dr. Michael Ogawa, Professor and Chair, Department of Chemistry
 - Dr. Marietta Morrissey, Professor, Dept of Sociology, UT
 - Dr. Joseph Frizado, School of Earth, Environment & Society
3. Vice President of Enrollment Management Search
 - Three candidates will be invited in October and November. (The dates are Brian Paskvan - Oct. 13/14 Owens State Community College; Lee Young - Nov. 4/5 North Carolina A&T State University; Alberto Colom –Nov. 18/19 Oklahoma State University)
4. Department/Collegiate NTT promotion guides are beginning to come in for approval. Documents from some departments in A&S and Tech have been received and reviewed.
5. 4.75% reduction from Governors budget for line items:
 - COSMOS
 - Regional Book Depository
 - Canadian Studies
 - Center for Regional Development
 - Research Incentive Program/Economic Growth Challenge
 - Firelands Access Challenge
 - Success Challenge

6. International Metrics from State (I-Graduate)

- [i-graduate](#) runs the largest annual study of the international student experience in the world. Since 2005, i-graduate has collected data from over 350,000 international students from 190 countries. Ohio's participation in the International Student Barometer will be part of a global initiative spanning five continents.
- i-graduate is a tool and is similar to the NSSE but is geared towards international students. NSSE looks at outcomes while i-graduate looks at experiences. Cost will be approximately \$3,000. The data will enhance our international marketing efforts. The survey takes a comprehensive approach by looking at residence halls, dining services, academic experiences, support services, library services, etc.
- University of Cincinnati and Wright State University, were early adopters of the International Student Barometer

7. Internship and Coop Task Force

- Governor Ted Strickland signed into law House Bill 554, on June 12, 2008, which established the Choose Ohio First Co-op/Internship Program.

The bill was proposed to “promote and encourage cooperative education programs and internship programs at Ohio institutions of higher education...in order to support the growth of Ohio’s businesses by providing business with Ohio’s most talented students and providing Ohio graduates with job opportunities with Ohio’s growing companies.” In order for Bowling Green State University to compete for state funding from the Choose Ohio First Co-op/Internship Program, there is a critical need to define and develop a comprehensive, University-wide plan for integrating co-ops and internships into curricula and for engaging faculty (and students) in assessment of workplace learning. We believe an RFP will be released in December 2008 inviting proposals to address quality and workplace learning in Ohio. We would like to be competitive in preparation of a proposal; the timeline for development of a proposal is anticipated to be early spring semester.

Consulted with membership of the CAA last week and the committee will have a representative on the task force once appointed.

8. Announcements

- Faculty Recognition Dinner on October 28, 2008 to honor faculty for years of service in excellence
- Looking forward to Faculty Senate forum on October 28, 2008 from 2:30-4:30

9. Milt Hakel – Centers of Excellence

Baughner turned the floor over to Hakel who gave a history of the issue. He referred to the Master Plan for the University System of Ohio, which created Centers of Excellence. The plan is available at <http://uso.edu/strategicplan/>. He said that the committee and the Board of Trustees had already approved The Arts as a center of excellence and that the committee was considering four more proposals. He said that there was the possibility of state funding and inter-institutional collaboration. He said that the Chancellor would make the final determination on the state’s centers of excellence.

Graduate Student Senate

Guillory submitted the following reports:

1. Funding for professional development results are in and we awarded 130 applicants out of 137 compared to 54 being awarded last year out of 81 applicants.
2. Grad Nights is a new social event implemented this year to build community amongst graduate students. Grad Nights are held every other Thursday from 5:30-7:30p in the Black Swamp Pub. The Pub agreed to do specials just for grad students during grad night. The remaining Grad Night dates are: Oct. 23 and 31, Jan. 22, Feb. 12 and 26, Mar. 26 and Apr. 16.

3. Senator of the Year Award: Awarded to two outstanding senators at \$250 each!
Criteria: Attendance of 75% of the meetings (10 out of 13); Committee membership, participation, and engagement; Co-sponsor one piece of legislation; Frequent communication with graduate coordinator and the passing of GSS information to constituents.
4. We need judges for the Shanklin Awards Ceremony on April 24 from 5:30 to 7:30 pm. More information on this and other GSS sponsored awards at <http://www.bgsu.edu/offices/sa/studentgovernment/gss/index.html>.
5. Graduate Professional Development Day, Saturday, February 7, 2009. Faculty, staff and administrators are welcome as presenters. For more information, contact Jason Mellen at jmellen@bgsu.edu.

Undergraduate Student Government

Waynick reported that they were working on a voter registration drive, an environmental sustainability effort to be funded by a student opt-out fee similar to the Student Legal Services fee, and faculty evaluation.

Retiree Representative

Clark reported that Larry Weiss and Gary Hess had given presentations to the group.

Ohio Faculty Council Representative

Council heard a report by the Vice Chancellor For Finance on the difficulties of the budget situation at the state level.

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs

Border reported that the committee still needed representatives from the College of HHS and the College of Music.

Amendments and Bylaws Committee

Pauken submitted the following report:

The Amendments and Bylaws Committee has met a couple times since the last Faculty Senate meeting. The first meeting was to set out the first list of agenda items for the semester and year. The second meeting was a short one designed to help draft the merit policy amendment language contained in the policy under consideration later in today's meeting.

Other items on our docket this semester include the following:

1. Continued work on the definition of "faculty" in the charter, especially in terms of consistency throughout the Charter and also in terms of NTTF.
2. Charter Amendment for Emeritus Rank for Administrators.
3. Handbook of Commonly Shared Employment Policies – work for consistency with the Charter.
4. Follow-up work received from other committees:
 - a. FWC – Flexible Tenure/Stopping the Tenure Clock
 - b. Routing Slips
 - c. Sanctions Policy

Committee on Committees

Shields said that Com/Com was working on a draft of a statement on the functioning of committees at the University.

Faculty Senate Budget Committee

Evans submitted the following report:

Faculty Senate Budget Committee consists of 7 faculty members and representatives of USG and GSS. FSBC meets most weeks, sometimes individually and sometimes FSBC meets jointly with the University Budget Committee (UBC), which consists of the vice presidents. FSBC has met twice this month. We have not had a joint meeting with

UBC yet, but anticipate a meeting in about two weeks with President Cartwright and UBC to establish budget priorities for the year.

FSBC has set a priority this year, based upon its experiences with university budget planning in previous years. FSBC wants the university to move toward budget planning on a three-year cycle rather than on an annual cycle. FSBC believes this is the only way, operating within the present governance structure, to set meaningful and realistic targets for salary increases, the size of the faculty and staff, operating budgets, scholarship supports, and other line items. The present budget planning system does not work. It is too reactive to events and it places no value on human resources except for a select few individuals. If this effort to reform the system from within fails, it would certainly be a strong impetus toward unionization.

FSBC is very concerned about the rumors that are circulating regarding current year budget cuts to academic units. FSBC wishes to emphasize that we are not being provided the information we should be receiving to perform our responsibilities in correcting misunderstandings that might exist on this subject. Accordingly, FSBC wishes to clearly state the situation as best as we understand it. Last year (FY2007-2008) there was a \$3 million deficit, which was addressed with approximately \$1.5 m in permanent cuts and the rest as temporary cuts. At the end of FY 2007-2008 FSBC requested that the budget be balanced by making temporary cuts permanent, as has been the budgetary practice at BGSU in the past. The Administration refused to do so, which means there was an approximately \$1.5 m carryover deficit into FY2008-2009.

In addition, there was a stand-off between two competing budgets last year. UBC proposed a balanced budget, which did not include any salary raises. FSBC proposed a balanced budget, which included cuts to a number of budget line items in order to achieve raises for faculty, staff, and graduate assistants. The ultimate compromise was to retain UBC's budget along with 1.5% salary raises and this created a \$1.4 m budget deficit. This is the budget approved by the Trustees.

In summary then, the University should be facing a \$2.9 million deficit, which is serious enough but significantly less than some of the catastrophic numbers that have been circulating. If that is not true, FSBC asks the Administration to clarify the situation immediately and explain what has changed since the budget was approved by the Board of Trustees last June.

As a final note, a reminder that we post our meeting minutes on the Faculty Senate blackboard site, and also I'd like to re-affirm that FSBC values your questions, comments, and information if you care to contact any of the committee members (also listed on the website).

[End of report]

Williams invited Evans to submit questions to be put to the CFO at the Open Forum.

Faculty Personnel and conciliation Committee

Muego said that there were six active cases. He appealed for faculty to serve on hearing boards if they were called to do so, saying that it was important for faculty to participate.

Faculty Welfare Committee

Craddock thanked former chair Weinsier and submitted the following report:

Faculty Welfare Committee has met twice since the beginning of the semester and has completed the usual business of electing officers and reviewing our mandate under the Academic Charter.

In our first meeting, we reviewed two proposals, at the request of the Senate Executive Committee. The first proposal was the "Stopping the Tenure Clock" proposal that originated from FWC and FTLC (the ad hoc Faculty Tenure and Leave Committee). We recommended its support to SEC.

The second proposal was an amended version of the Merit Review proposal from Amendments and Bylaws Committee. We also recommended its support to SEC with a ‘friendly’ amendment. That amendment appears in the version of the proposal that is before this body today and FWC urges your support for the proposal.

Lastly, in our second meeting we have established an agenda for our work this year. Within the latitude of our functions provided within the Charter, we will be investigating, considering and preparing reports and recommendations on the following issues: faculty salaries, faculty benefits, collective bargaining, faculty composition and faculty attrition.

We welcome the input of the members of the Senate and the university at large and we look forward to working with other committees on these issues. I encourage you to contact me or other members of our committee if you have questions or suggestions.

Committee on Professional Affairs

Zickar reported that Ekstrand was the new chair.

OLD BUSINESS

CAA Faculty Survey

Border provided further analysis of the survey, which he discussed at the last Senate meeting.

NEW BUSINESS

Mutual Resolution on President’s Leadership Academy

Administrative Staff Council proposed this resolution to name the PLA for President Ribeau because he had given it his personal financial support. Classified Staff Council, GSS and USG had already endorsed the resolution. Guillory and Waynick moved jointly, Muego seconded, approval. Motion passed.

Merit Policy

Williams called on Hebein to discuss the history of the issue. He said that this summer, when employee salary pools were 1.5%, administrative staff and classified staff pools were distributed basically as a cost of living increase, but faculty were reminded that the Merit Policy states that the pool must be distributed half to those meeting expectations and half to those exceeding expectations. He said that Senate officers thought that there had been a 3% floor below which salary pools would be distributed across the board, but, rereading the policy, they realized that that floor was no longer there. The complaints that were heard in the Senate office were 1) that it was not worth the bother to split 1.5% and 2) that it was unfair to make a distinction between across the board and merit when the pool was so far below the cost of living.

Senate Executive Committee asked Hebein to look into the history of the issue, and history was attached to the agenda. The central point is that there used to be a 3% floor in the policy but Senate removed it from the 2004 version because the President told Senate that the Board of Trustees did not want anything in the policy that was across the board. In the spirit of shared governance, Senate voted to remove the floor.

Last month SEC asked ABC to prepare an amendment to the policy that would restore the 3% floor and invited CAA, FSBC and FWC to comment. At SEC, Craddock, Chair of FWC, and Evans, Chair of FSBC, made further suggestions to amend the policy. What is being distributed today replaces what was attached to the agenda. The handout includes the amendments from ABC, Craddock and Evans. SEC took an electronic vote on the version being handed out and supported it unanimously. FWC also supports this version. SEC did not get a response from CAA, nor did Hebein know whether FSBC took a position on the matter.

Muego immediately called the question. Williams asked for someone to move adoption, and Muego did, and it was seconded. Seeing that no one wanted to debate the issue, Williams called for the distribution of the ballots. The amended policy passed 43 to 1 with three abstentions.

9

General Education Review

Mark Gromko, Senior Vice Provost for Academic Programs, said that the University had been dealing with general education in a narrow fashion over the years and that an over-all review was necessary. He reported that the University had hired an outside consultant, Keeling and Associates, to analyze and critique the program. He said that Undergraduate Council was working on the issue and that CAA would be involved. Shields observed that faculty and Faculty Senate needed to be involved. Gromko said that they would be. He pointed out that the recommendations are scheduled to be reviewed by various constituencies in March 2009.

Center for Undergraduate Research and Scholarship

Paul Moore, Director of the Honors Program, reported that the Center for Undergraduate Research was established in 2004. Its name was changed in 2007 to include scholarship, and supervision of the program was transferred to the Honors Program. He said that students could get support for their research and for travel to conferences. He invited faculty to volunteer for service on the Advisory Board.

Centennial Anniversary

Larry Weiss, Co-Chair of the Centennial Anniversary Committee, reported that there was an Academics Subcommittee, which was planning a year-long lecture series for 2010-11. He said that the date of the anniversary was November 10, 2010 and that an Academic Convocation would be held on that day.

ADJOURNMENT

Williams adjourned the meeting at 4:30 pm.

Respectfully submitted,

Richard Hebein
Secretary