

## FACULTY SENATE MINUTES

January 19, 2010  
2:30 pm

Assembly Room  
McFall Center

### CALL TO ORDER

Chair Ron Shields called the meeting to order and asked the secretary to take the roll.

### ROLL CALL

**Absent:** Chang, Edminster, Ekstrand, Hinnov, Madigan, Patterson, Terry, Viramontez-Anguiano, Weinsier, Xi, Zimmerman (Substitute-Jake Lee), Dinda, Connely, Edens, Lutzman, Whitman, Leavell

The secretary announced that there was a quorum.

**Guests:** Tamla Cole, State Teacher Retirement System (STRS) Representative  
Lindsay Nicholson and Erin Heilmeier (Admissions Office, BGSU)

### COMMUNICATIONS

#### Chair

Shields asked for a reordering of the Senate agenda to allow for the Admissions Office request for volunteers and also to allow for the STRS guest speaker to provide an early presentation under New Business.

### NEW BUSINESS

#### Admissions Office Request for Volunteers for President's Day, 2010

Lindsay Nicholson and Erin Heilmeier from the BGSU Admissions Office requested faculty support and faculty volunteers for President's Day Activities on Monday, February 15, 2010.

#### STRS Legislative Update

STRS representative Tamla Cole provided an update of the latest proposed changes impacting the State Teachers Retirement System. She also disseminated a handout entitled "The STRS Ohio Plan to Strengthen the Financial Condition of the Retirement System." The major proposed changes for STRS are as follows:

##### Change in Eligibility for Retirement

Increase years of service required for retirement, beginning August 1, 2015.

- At age 65 with 5 years of service
- At age 60 with 30 years of service
- At any age with 35 years of service

- At age 55 with 30 years of service (with reduced benefit)
- At age 60 with 5 years of service (with reduced benefit)

#### Change in Benefit Formula

New formula would be 2.2% per year for the first 30 years; 2.5% per year thereafter, beginning August 1, 2015.

- At the end of 35 years, teachers would receive 78.5% of final average salary (FAS). (Current calculations for 35 years = 88.5%)
- At the end of 38 years & at 60 years of age, teachers would receive 86% FAS.

#### Change in Calculations of Final Average Salary (FAS) Years

FAS calculation to be based on five highest years of earnings beginning August 1, 2015.

- Future FAS would be based on the five highest years of earnings (Current FAS is based on the three highest years of earnings.)

#### Change in Contributions to STRS

Increase member contributions by 0.5% per year beginning July 1, 2011, to a total of 2.5% on July 1, 2015. (Ultimate cost =12.5% of salary)  
(Currently, members pay 10% of salary.)

Increase employer contributions by 0.5% per year beginning July 1, 2016 to a total of 2.5% on July 1, 2020. (Ultimate cost =16.5% of salaries)  
(Currently, employers pay 14% of payroll.)

#### Change in Cost of Living Adjustment (COLA)

Beginning July 1, 2011, current retirees would receive an annual 2% COLA: Members retiring after July 1, 2011, would receive a 1.5% COLA each year. (Current retirees receive a 3% COLA each year.)

STRS Ohio staff projects that these changes would save almost \$9 billion in accrued liabilities and would bring the pension fund to a 33.4 year funding period. Further, the current 1% employer contribution to the health care fund continues.

These changes have been developed by the STRS Retirement Board and staff with the intent of ensuring the long-term solvency of STRS Ohio for future generations of teachers. All of the changes contained in this STRS proposed plan require legislative action by the Ohio General Assembly and the governor, as all the plan components require changes in existing statutes.

Coles also noted that STRS was looking at additional changes targeted at new members. These would include: Eligibility Guidelines for Disability; Survivor Benefits; and Purchase of Service.

Tamla Cole then requested any questions from the Senate. Jim Evans noted that all of these changes were dealing with increased costs and decreased benefits. He questioned why faculty members shouldn't encourage their state legislators to vote against these proposed changes.

Cole indicated that any faculty member had the right to contact their legislators, but cautioned that if these proposed changes aren't passed, that STRS will not be able to continue "business as usual." Rather, STRS will not have adequate funding to continue with the same benefits members are currently receiving. Evans voiced concern that STRS had been telling members all along that everything is "well" with STRS and yet we are now hearing of all these changes that need to occur. Cole indicated that the STRS newsletter and website have been posting these proposed changes since August of this past year. Rocket asked when this legislative action would take place. Cole said that they are hoping that the bill will be introduced this winter. Dixon asked for clarification on how purchase of service might be changed in the future. Cole indicated that projected plans for the future calls for the entire cost for purchase of service (POS) as the responsibility of the member. Currently, the member has a 50% liability cost factor associated with POS. STRS is looking at making this figure 100%, which means that POS may eventually become prohibitive in costs for some members. Thompson requested that the Chair ask for BGSU Human Resources to provide information that would indicate how the employee contributions would impact BGSU faculty who are on alternative employee retirement plans. Shields asked if all of these proposed changes were posted on the STRS website. Cole indicated that all of the proposed changes were posted. Shields thanked Cole for the updated presentation.

## **COMMUNICATIONS**

### **President**

President Cartwright offered the following presentation:

Welcome back from the holiday break. I hope that the first week of Spring Semester 2010 went smoothly for you. In my judgment, we are off to a great start in our Centennial year. I had the pleasure of attending the student-organized Centennial Concert on the Sunday evening before the start of classes. Our students did a great job in planning and implementing a wonderful student-centered Centennial concert.

Everyone in the University community is invited to our Centennial kick-off event on January 29<sup>th</sup> when we celebrate 100 years of excellence and service. The program will feature "A Centennial Living Newspaper" presented by the BGSU Humanities Troupe and personal memories and reflections by former students, and current and former faculty and staff. The event begins at 9:30 a.m. with time for mingling and fellowship and the program will begin at 10 a.m. I hope you are able to join the University community on January 29th.

The Bowling Green community is also joining in the Centennial celebration. The Bowling Green Chamber of Commerce Annual Meeting and Dinner Dance on January 30th is a celebration of 100 years of working together between BG and BGSU.

Yesterday, on the Martin Luther King Jr. holiday, we launched an important Centennial initiative: a commitment to provide 1 million hours of community service during 2010. Our Office of Service Learning organized the activities yesterday, and everyone is encouraged to get involved and report their community service contributions throughout the year.

At the December Board of Trustees meeting, a University Early Separation Program (UESP) was approved. The voluntary program is now being considered by eligible faculty and staff. We have tried to anticipate questions about this opportunity and have posted responses, the timeline and additional information about the plan on the UESP website. Occasionally, a unique situation arises and requires clarification. In those cases, we have responded promptly and shared the response through additions to the website or through the Provost's "Heard at BGSU" site. One recurring question concerns rehiring of faculty and staff who take the UESP. The program materials for UESP have been very clear that re-hire guidelines are very narrow and limited. This is by design. There is no longer a "Re-hire the Retiree" plan in effect at BGSU. In addition, in order for the UESP to work effectively, we need to be disciplined about filling vacancies and need to be sure that the vacancies are directed to the highest strategic priorities.

These questions about the UESP and re-hiring raise broader ones about past practices involving the re-hiring of faculty and staff who depart from BGSU employment, whether under a UESP or some other circumstance. Those past practices will not be continued. The Provost has made a commitment, which I support, that UESP vacated tenure-track lines will remain as tenure-track lines.

Every departure – whether through the UESP or not – will be reviewed carefully to determine how, or if, it will be used in the future. This detailed planning around positions is essential to bring expenses in line with resources and to re-direct our efforts to our highest priorities. Late last week I announced a new approach to improving our work in diversity and inclusion. At the end of Spring Semester 2009, an ad hoc work group submitted a report that called for several new initiatives. After studying their recommendations, Provost Borland and I felt that the best way to minimize additional committees, while also achieving the benefits proposed in their report, would be to create a network including all groups--both curricular and co-curricular--currently addressing diversity and inclusion. We need to assure collaboration and sharing of best practices, and we also need to affirm the excellent work that is already underway. We will now engage in discussions with Faculty Senate and the other University governance groups to work out the details of membership, leadership and other operational matters.

On Saturday January 16th we hosted two important alumni events for the members of two of our Greek organizations. The Sigma Phi Epsilon and the Phi Kappa Tau chapter houses are part of the overall Rogers quad and will be demolished, along with Rogers--to make room for one of our two new residence halls. More than 600 alumni and current members participated in ceremonial house closings. We see our Greek chapter houses as important learning communities, and we were pleased to have these opportunities to assure alumni about our long-term plans for a vibrant Greek community at BGSU.

At your last meeting, I reported that the Ohio General Assembly was considering a new ballot measure to seek support to extend the Third Frontier. That work has progressed. Last week the Ohio House voted to place a Third Frontier Renewal on the ballot in May 2010. The issue is

now being debated in the Ohio Senate. I will be in Columbus tomorrow and will be urging our friends in the Senate to support the Third Frontier. This is important to the higher education community and to everyone in Ohio as a means of assuring new economic development and growth.

Thank you for this time to update you on several important University and state of Ohio topics. I would be pleased to take your questions.

### **Vice President for Academic Affairs**

Provost Borland presented the following report:

#### Higher Learning Commission Accreditation

Preparation for the 2012-13 visit of our peers who represent our regional accrediting body must be accelerated to yield the best result. This means we must develop the best leadership, organization, gathering of data and generation of information, assessment and improvement processes, University-wide input, transparent internal communication, and so forth.

At the Commission's urging, BGSU is participating in a new approach to the self-study. As such, we will have an opportunity to focus on our success in implementing and moving toward the completion of our strategic plan. Specialized training for this new approach is forthcoming. However, even though we will engage this focused approach, we will remain accountable to demonstrate BGSU's academic and institutional effectiveness.

Because of this new accreditation approach, the immanency of our accreditation visit, and our numerous ongoing initiatives in a poor economy, I must act quickly to strategically sustain our accreditation progress over the next three years. The first two will be our self-study preparation and presentation, and year three will be our post-accreditation visit follow-up and celebration.

In the coming days, I will focus existing and one-time resources to rapidly develop our best on-BGSU accreditation administrative and faculty leadership, staff, infrastructure, and operating budget. This will require expeditious action to place people and a significant investment.

One previously missing capacity has been addressed with the arrival of Dr. Daniel Gebre, Academic Affairs' new Budget Director. Another missing capacity is being addressed in response to a promised and recently completed review of BGSU's capacity to gather data, and convert it to reliable information for assessment, accountability, and decision support at every level throughout BGSU: I thank Faculty Senate for their involvement in that review.

Accreditation, as a process, is the most important learning event in a university's development. Accreditation, as an outcome, is the most important credential we have upon which to build our University's brightest future: Without it, no unit can flourish. So, as always, I will work closely with the members of Faculty Senate, Cabinet, Deans Council, Classified and Administrative Staff Councils, and the Undergraduate and Graduate student governments. By

working together, we will accomplish BGSU's great and important accreditation learning and credentialing work.

### University Employee Separation Program Questions

With faculty questions about the separation program, brought to me by Faculty Senate leaders last week, I posted responses to "Heard at BGSU." Allow me to reiterate.

*What will happen to vacated tenure track faculty lines?* Vacated tenure-track faculty lines generate an opportunity to meet student demand and shape our academic future. BGSU is committed to preserve vacated tenure track faculty lines. However, to meet student demand and shape our academic future, those vacated lines may be better placed elsewhere within the University. Also, in response to the economic downturn and anticipated financial shortfall of as much as \$10 million, the national searches to fill those lines may need to be delayed for a period of time.

*Will the program impact retiree Emeritus decisions and benefits?* No. A faculty retiree who participates in the UESP will have no more and no less advantage relative to *emeritus* decisions. Also, *Charter* Section C: "Faculty Retirement" and Section D:3 "Fee Waiver Policy" will remain applicable to a faculty retiree who participates in the UESP.

*Will faculty who separate be able to continue engaging grant-funded projects?* Yes, if special circumstances, the merits of a specific separating faculty member's scholarly expertise relative to the project, and BGSU's needs are demonstrated to be essential to the project. Faculty separating from BGSU should consult with the Interim Vice Provost for Research & Graduate Dean, Dr. Deanne Snively, to explore the specific circumstances and possibilities.

If not, one or the other of these two scenarios and guidelines will apply.

1. If a faculty member has a grant-funded project and retires or separates from BGSU, we allow the faculty member to finish the project as a courtesy but without any compensation. This means the budget will be revised so that it no longer includes any summer salary or other compensation for the retiring/separating person regardless of the role in the project.
2. If a faculty member has a proposal pending (as the PI or in another role in the project) and decides to separate or retire from BGSU, and the proposal is funded after retirement, BGSU may name another PI and project team members to carry out the project. Project contracts are between the funding agency and BGSU, so BGSU will have to make the decision about who carries out the project.

### Enrollment

Allow me to share some positive updates for the new academic year and this spring, as well as information about upcoming spring recruitment and orientation events.

*Fall 2010 v. Fall 2009* Indicators of the effectiveness of new recruitment strategy and action:

- + 60% in fall freshmen prospects (53,336, many pre-qualified)
- + 23% in fiscal year campus visitors
- + 85% in off campus recruiting events
- + 30% in undergraduate applicants (10,318)
- + 32% in undergraduate admits (7,734)

- + 30% in admits with 30 or higher ACT (average is 22.7, consistent with 5 year average)
- Ethnicity metrics
  - + 115% in African American
  - + 72% in Hispanic
  - + 121% in American Indian (N=104 for 2010)
  - + 38% in Asian-Pacific Islander
- 438 housing deposits received: BGSU didn't accept such until February
- 1,702 graduate applications

### *Spring 2010 Good News and Opportunities*

There is currently a 1.7% increase in student credit hours and full-time equivalency: "99.9%" of our spring budget target. This is good news and spring events will generate more. Examples:

- *January Jump Start*, held January 4 in 101 Olscamp with campus-wide collaboration, streamlined admissions, advising, and registration for spring: 65 students enrolled through this pilot project.
- *Presidents' Day*, our largest recruitment event of the year when classes are in session, is Monday, February 15. Thanks to faculty and departments who open their classrooms and sponsor open houses.
- January 22 Business Recruitment Day
- January 23 & February 5 Student Financial Aid Workshop
- January 29 Honors Scholar Day
- February 5 Community College Counselor Day

### *New Student Orientation*

New Student Orientation is changing to one day events, weekdays and Saturdays as early as April, and will be supported by an intensive focus on electronically shared BGSU information for students and families before, during, and after their orientation day. We will also integrate information from all offices into one approach to "student financials," how to pay for college. In fall, there will be expanded opening weekend and welcome activities during the first week.

The results, even at this early stage, should encourage us all. Thank you for your contributions!

### Connecting the Undergraduate Experience (CUE)

The CUE committee continues to make progress in line with the previously published calendar. This semester will bring intensive University-wide conversations about creation of a "mold breaking" general education program that will align and deliver student learning outcomes, a program opportunity that can liberally educate every student for a richer professional, public, and personal life. The dialogues to be held at Bowling Green and Firelands campuses, will also engage faculty in conversation about the issues that challenge the design of this curriculum.

It is time for the conceptual work of the CUE initiative to become very practical and applied. I encourage all of the BGSU community of faculty, with those from across the University who join in support and completion of the academic mission, to vigorously join this work as the spring

progresses. A detailed report from the CUE committee will be posted on the CUE web page and more widely distributed, including a report to be given later in this meeting.

### Campus Master Planning

Additional academic input is being sought, to identify academic physical space need and vision. Deans of the undergraduate colleges, not already on the steering committee, are being extended an invitation to have a closer interaction with the master planning process. Additional faculty engagement is also being designed. More details will be provided in upcoming Faculty Senate meetings.

### **Graduate Student Senate**

No Report

### **Undergraduate Student Government**

No Report

### **Retiree Representative**

Clark reported that President Cartwright had met with the retirees at their last meeting and had given them information on what was happening at the university. He indicated that the Retirees Association would be holding their next meeting with the Wood County Retirees Association and that the topic for the meeting would be "Changes in STRS."

### **Ohio Faculty Council**

Bernhard reported that Ohio Faculty Council had also been reviewing the proposed changes in the STRS system. He also noted that OFC Focus groups had been addressing challenging issues facing higher education in Ohio. The OFC is developing a draft of responses from these focus groups responding to a paper by the Midwest Ohio Compact Group. Bernhard indicated that when the draft is complete, he will share it with Senate.

## **REPORTS FROM SENATE COMMITTEES**

### **Committee on Academic Affairs**

No Report

### **Amendments and Bylaws Committee**

No Report

### **Committee on Committees**

Daniel Williams provided the following report:

The Leave Bank Committee is still in need of one faculty representative. Com-Com is reviewing a request from the Health Services Advisory committee to add additional graduate student representative to their committee make-up. A concern was expressed last semester about the

status of the Ice Arena Advisory committee. Com-Com expects the current director of the Ice Arena to convene a meeting of the committee.

### **Faculty Senate Budget Committee**

Cynthia Bertelson offered the following report:

Two meetings are scheduled for this month. FSBC will meet on January 21 and FSBC/UBC on January 28. We anticipate receiving an update on enrollment and the State Budget on January 28. Review of budgets for fiscal year 2011 will begin next month.

### **Faculty Personnel and Conciliation Committee**

Ted Rippey shared the following report with Senate:

FPCC caucused on Friday 15 Jan to rule on a procedural challenge in grievance 080505 (first of two current active cases).

Lottery in process to staff chair position in hearing board for grievance 090201 (other current active case).

Based on recent communication, one new grievance case anticipated this semester.

NEED FOR MEMBERS: FPCC members must hold tenure, not be chairs or directors, and not have been a grievant or a respondent to a grievance in last three years. Significant need for members holding full professor rank. Please spread the word and forward nominations (including self-nominations) to Com Com, the Senate office, or myself.

### **Faculty Welfare Committee**

No Report

### **Faculty Welfare Committee**

No Report

### **Committee on Professional Affairs**

No Report

### **OLD BUSINESS**

None

### **NEW BUSINESS (Continued)**

#### **Connecting the Undergraduate Experience (CUE) Update**

Provost Borland provided the following update on the work of the CUE Committee:

### **Connecting the Undergraduate Experience (CUE): Faculty Senate; January 19, 2010**

The CUE Committee continues to advance *Charting our Future's* Strategy #1. In November, to complete Phase I of their work, the Committee held four open forums to present and gather feedback on their conceptual learning model, which embodies the principles the Committee will use to create a coherent undergraduate experience and redesign BGSU's general education program. The model adheres to the best teaching and learning practices and provides opportunities to develop integrated, intentional learning experiences for all undergraduates; to assess the achievement of the University Learning Outcomes and program outcomes; and to incorporate high-impact educational practices that include curricular and co-curricular learning activities. More information about the model as well as a video of the presentation from one of the open forums is available on the CUE website <<http://www.bgsu.edu/cue/>>.

In December, the CUE Committee began Phase II of their work--redesigning the general education curriculum. To increase awareness of possible general education models, the BGP (general education) Committee conducted extensive research on a variety of general education programs around the country and presented their findings to the CUE Committee. Included in their presentation were the other "four corners" institutions (Kent, Miami, Ohio U.); sample core curriculums; distribution models; and tiered, integrated models. The CUE Committee doesn't intend to adopt another institution's model of general education. The goal of the research was to explore curricular elements that support the conceptual learning model created in Phase I.

The CUE Committee is now at work developing one or two potential models of general education and is in the process of finalizing plans for six open forums (five on main campus and one at Firelands) at the end of February and beginning of March. One of those presentations will be at the March 2 Faculty Senate meeting, and as a follow up, Ron Shields, the chair of Faculty Senate, will invite faculty members to write white papers in response to the proposed models.

Throughout January and early February, the CUE Committee will be engaging faculty at the Firelands Campus in a series of discussions to ensure that Firelands is closely involved with Committee's work. The CUE Committee encourages all faculty to be involved in the curriculum discussions. More specific information about the open forums will be available soon.

### **CUE Phase II: Proposed Timeline**

December 2009	<ul style="list-style-type: none"><li>• CUE Committee meets to develop potential general education curriculum models.</li></ul>
January 2010	<ul style="list-style-type: none"><li>• CUE Committee continues to develop potential models.</li><li>• CUE Committee members meet with faculty at Firelands.</li></ul>
February 2010	<ul style="list-style-type: none"><li>• CUE Committee members meet again with faculty at Firelands.</li><li>• CUE Committee unveils proposed models of general education to campus community.</li></ul>
March 2010	<ul style="list-style-type: none"><li>• CUE Committee presents proposed models of general education at March 2, 2010, Faculty Senate meeting.</li></ul>
April 2010	<ul style="list-style-type: none"><li>• Invited faculty members respond to proposed models at April 6 Faculty Senate Meeting.</li></ul>
Summer 2010	<ul style="list-style-type: none"><li>• CUE Committee refines proposed model(s) based on feedback from campus community.</li></ul>

### **ISSUES AND CONCERNS**

None

### **ADJOURNMENT**

Shields adjourned the meeting at 3:44 p.m.

Respectfully submitted,

Ellen Ursula Williams, Secretary