

**SEC/VPAA JOINT CONFERENCE  
MINUTES**

February 16, 2010  
2:30 p.m.

Senate Conference Room  
140 McFall Center

**PRESENT:** Judy Adams, Kris Blair, Ken Borland, Jim Evans, Dwayne Gremler, Terry Herman, Jackie Leclair (Substitute), Carl Walling, Ellen Williams (Substitute - Pam Pinson)

**CHAIR'S REPORT**

Vice Chair Blair called the meeting to order at 2:30 p.m. She noted that the originally scheduled meeting had to be postponed for one week due to inclement weather. She also thanked Pam Pinson for substituting for Secretary Ellen Williams, who was on assignment in England.

**OLD BUSINESS**

**University Employee Separation Plan Update**

Blair called on VPAA Borland to provide an update on the University Employee Separation Plan (UESP). Borland shared a handout with some of the following statistics on the UESP with the SEC:

<b>Total Number of Employees</b>	<b>2375</b>
<b>Total Number Eligible for UESP</b>	<b>834</b>
<b>Total Number of Faculty</b>	<b>876</b>
<b>Total Number Eligible for UESP</b>	<b>300</b>
<b>Total Number of Admin Staff</b>	<b>632</b>
<b>Total Number Eligible for UESP</b>	<b>162</b>
<b>Total Number of Class. Staff</b>	<b>867</b>
<b>Total Number Eligible for UESP</b>	<b>372</b>
<b>Estimated Number to take UESP*</b>	<b>138</b>
<b>Actual Number Opting for UESP</b>	<b>149</b>
<b>Estimate of Faculty for UESP*</b>	<b>46</b>
<b>Actual Number Opting for UESP</b>	<b>38</b>
<b>Estimate of Admin Staff-UESP*</b>	<b>22</b>
<b>Actual Number Opting for UESP</b>	<b>33</b>
<b>Estimate of Class. Staff-UESP*</b>	<b>70</b>
<b>Actual Number Opting for UESP</b>	<b>77</b>

(\* These were estimates from the Vendor indicating how many employees they projected might opt to take the UESP.)

Borland indicated that a number of employees who opted for the Employee Separation Plan asked that their name not be publicized on any list of participants. He reported that there is no current data on salary savings yet because there is no determination as to which positions might be replaced. Tenure track lines for faculty will not be eliminated. There is not a similar commitment for replacing classified and administrative lines. During the first year of the program, payments for leaves will be paid and payments to the vendor will be made. Blair asked how much power the Deans have in determining replacement of positions vacated. Borland indicated that he would be working with the Deans in deciding which positions would be replaced. We will be looking at enrollment trends and numbers of students being served as well as other data in order to make the decisions. Gremler asked if there were any surprises in Academic Affairs as to how many faculty took advantage of the Separation Plan. Borland indicated that there were two units in two different colleges that were hit with a high number of faculty participants who participated in the separation plan. Borland believes that the departments impacted would have to begin discussing how the staffing should be handled in the future. Borland will be asking the Deans to determine replacement strategies for Year One and then for Year Two following the Separation Plan implementation. Evans asked if the faculty leaving would not be eligible to teach for one additional year. Borland responded that would be the case only in situations where the university requested it and the faculty agreed to it.

### **Budget Updates**

Blair asked Borland to provide an update on the budget situation at the university. Borland noted that at the FSBC-UBC budget meeting in the past week, that the state had spent less money in January of 2010 than projected or budgeted. State revenues are down further this January than the previous January. These indicators are not particularly positive indicators for the future budget situation for the state. Shields noted that it was his understanding that there could be an 8 to 10 million dollar shortfall for BGSU. Borland indicated that he had heard the figure of 8.3 million dollars. So, while the university does not know if there will be any further recisions made at the state level, it does appear that the university will be facing a significant shortfall in the budget this year. Enrollments appear to be up this upcoming year. Borland noted that even with a potential financial shortfall, there is a budget model that embraces incremental salary increases for faculty. Evans asked about the possibility of raising tuition in order to offset the projected financial shortfall. Borland indicated that there was concern that our tuition is considered to be on the high end while our room and board is relatively low...consequently we end up being in a middle range when it comes to costs for a college education. Borland indicated that it should not surprise anyone if there was an increase in tuition costs this next year. Adams voiced concern that there may be more students commuting to the university in the future because of parents' inability to pay for housing. Will higher tuitions encourage enrollment of commuter students? Borland noted that there was a record number of students attending President's Day. So, he believes that BGSU is a viable college for all students. He believes that families know that BGSU is a

good place for postsecondary education. He credits the faculty with that kind of reputation and he would like to find some way of thanking the BGSU faculty for the role they play in making the university a good option for college-bound students. Blair reported that on March 22<sup>nd</sup> of this year, there is a Faculty Recognition Dinner that would recognize faculty for their years of service at BGSU (10 years, 15 years, 20 years, etc.). Borland would like to find another venue for recognizing faculty for their work. Blair asked when there would be enough budget information so that Chairs, Deans and other administrators would know if there would be any additional personnel cuts. Borland indicated that it would probably be after the university budget presentations to FSBC-UBC and after we had a better indication of fall enrollment figures.

### **Furlough Issues**

Jim Evans started the discussion by indicating that he believed that there should be a Furlough Policy and that it should become part of the Charter. He asked if Borland's office would consider working with Faculty Senate to develop such a policy. Evans noted that while faculty may understand the necessity of implementing furloughs due to economic problems, there should be a policy that spells out procedures and rights. Evans noted that the current procedure of having the Director of Human Resources notify faculty of mandated furlough information is unacceptable. Human Resources should be responsible only for handling faculty benefits, not changes in faculty contracts. Mandated furloughs are basically a change in the contractual agreement that faculty have with their College Deans. Consequently, any change that impacts the faculty contractual agreement should be part of a policy that guides the process. Borland agreed that he would discuss this possibility of a Furlough Policy with his staff and with the President. Borland asked members of SEC to share information on items that they felt should be addressed in such a policy.

### **Master Planning**

Ron Shields reported that Steve Krakoff would be reporting on the Master Plan at the next Faculty Senate meeting. Shields noted that academic affairs will be addressed in the continued development of the Master Plan.

## **NEW BUSINESS**

### **National Science Foundation Gender Equity Study**

Blair noted that several weeks ago, Senate Officers met with campus representatives (STEM faculty- Laura Leventhal from Computer Science, Helen Michaels from Biology, Sheila Roberts from Geology and Bill Knight from Institutional Research) involved in the NSF Gender Equity Study. This group has been looking at a Faculty Satisfaction Survey (based on a similar survey used at Case Western) that might be used at BGSU to address some issues related to gender equity (especially among female STEM faculty). Kris noted that this might not be the best timing to send out such a survey. Kris thought that it might be wise to formulate some type of ad hoc task force to look at gender equity at BGSU. Borland indicated that he would bring this up to the group working on developing a Diversity Network at the university. Evans indicated that the role of SEC and Senate should be to encourage faculty participation in the Faculty Satisfaction Survey. Evans

suggested that the results of the survey should be shared with the Faculty Welfare Committee and they should provide a report on the results with Faculty Senate.

### **Health Center Student Excuses**

Blair reported that she had received correspondence from Dave Border, Chair of Committee on Academic Affairs, indicating that the Health Center was reluctant to give out student illness excuses which could be given to faculty members to explain lack of attendance at classes. Judy Adams expressed concern that some courses use class attendance as part of the grading system and that some instructors require excuses for classes not attended due to student illness. Evans noted that he was under the impression that the original reason for the Health Center not giving out student excuses was due to privacy issues. Evans suggested that the Health Center drop the word “excuse.” Adams suggested that the Health Center excuse doesn’t need to indicate what the illness was, just that the student did go to the Health Center for assistance. Blair noted that one of the reasons that Senate has gotten involved in this issue is that the Health Center indicated that the reason they wouldn’t give out excuses is because it was an order endorsed by a Senate committee. Blair noted that this policy was approved by the Health Services Advisory Committee, which is a university standing committee, not a Senate committee. Borland indicated that he would share this concern with Ed Whipple, Vice President of Student Affairs and Sean FitzGerald, University General Counsel.

### **Senate’s Role in Shared Governance**

Blair asked SEC to consider what role Senate plays at BGSU in “Shared Governance.” A brief discussion followed. Adams indicated that she perceived that over the past 10 to 15 years, faculty feel there has been an erosion of shared governance. Evans pointed out as an example, the Faculty Personnel Grievance Procedure. The FPCC recommendations have often been overturned by the Provost. So, it is difficult to get faculty to participate on the FPCC because after all of their careful deliberations, their work is overturned. Blair also noted that the role of Faculty Senate is also called into question during the times of campaigns for collective bargaining. She noted that while she understands the neutral role Senate plays in this campaign, she is not particularly comfortable with the silence of Faculty Senate, but she really doesn’t see the Faculty Discussion Group List Proc as an appropriate forum for Faculty Senate. Blair and Evans suggested that future dialogues on the role of Faculty Senate in shared governance should be scheduled. Senate and Administration need to work together to effect some form of true “shared governance.”

### **ADJOURNMENT**

Blair adjourned the meeting at 4:30 p.m.

Respectfully submitted,

Ellen Ursula Williams,

Secretary, Faculty Senate