

FACULTY SENATE MINUTES

May 4, 2010
2:30 p.m.

Assembly Room
McFall Center

(A Faculty Senate Reception was held in the McFall Gallery from 1:30-2:30 to welcome new Senators.)

CALL TO ORDER

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

ROLL CALL

Secretary Ellen Williams called the roll.

Absent: Assimakopoulos, Carothers, Corrigan, Longmore, Madigan, Jackson May (Substitute-Cynthia Bertelsen), Menon (Substitute-Timothy Messer-Kruse), Rocket, Rosenberg, Thompson, Weinsier, Edens, Lutzmann, Whitman, Leavell.

The Secretary announced that there was a quorum.

Guests: Dr. Bernice Sandler, Leading national authority on Title IX
Dennis Emerine, husband of the late Dr. Janet Emerine, a faculty member in the School of Teaching and Learning

MEMORIAL RESOLUTIONS

A memorial resolution was presented for Janet Emerine, a Lecturer in Mathematics Education in the School of Teaching and Learning who passed away on February 18, 2010.

The resolution was read by:

Dr. Dan Brahier, Faculty member in the School of Teaching and Learning
Amanda Gilles, Natalie Errett, Danielle Acra, Sharde Taylor (Undergraduate Students in the School of Teaching and Learning)

The Secretary of Faculty Senate will send a copy of this resolution to Janet's husband Dennis and children Jennifer and Kimberly.

A memorial resolution was presented for Todd Marshal, a Lecturer in the Biology Department at Firelands who passed away on March 14, 2010.

The resolution was presented by:

Dr. Michelle Brodke from the Department of Applied Science at Firelands campus.

The Secretary of Faculty Senate will send a copy of this resolution to Todd's wife, Laura and his children Jessica, John and Joshua.

Chair Shields accepted the resolutions as part of the formal minutes of Faculty Senate. Shields asked for a brief minute of silence to reflect on the contributions of these two members to the university community.

COMMUNICATIONS

Chair of Faculty Senate

Chair Shields announced a name change for the Medical Technology program in the College of Health and Human Services. The new program title will be Medical Laboratory Science. Shields thanked the Senate for the opportunity to serve as Chair of Senate for the 2009-2010 academic year. He offered thanks for the support of Senate Executive Committee, Vice Chair Kris Blair, Secretary Ellen Williams, and Parliamentarian Pat Pauken.

Shields asked for a reordering of the agenda to allow for a brief message from special guest, Bernice Sandler.

Guest Speaker, Bernice Sandler

Dr. Sheila Roberts introduced Dr. Bernice Sandler, the “Godmother of Title IX” and leading authority on gender equity for women. The title of Dr. Sandler’s address to Faculty Senate was “The Chilly Classroom Climate.” Sandler indicated that the classroom can provide a different climate for different students. She encouraged faculty to become aware of how they might treat different students differently. She offered a number of strategies for faculty to use in avoiding inequitable treatment of students. Her primary emphasis was on offering praise to as many students as possible.

President

Good afternoon. Let me add a thank-you to Dr. Bernice Sandler for her visit to BGSU and her insights and good counsel. We will reflect and benefit as we move forward.

President Cartwright offered the following report to Faculty Senate.

This is the end of the academic year and I know that many activities are packed into these last few days. More about that in a minute.

While the academic year is quickly winding down, it is not the end of the fiscal year. We still have work to do to prepare the proposed operating budget for FY11 which we will take to a special meeting of the Board of Trustees in late June. Thanks to Dr. Cynthia Bertelsen, who chaired FSBC this year, for her leadership and thanks to the other members of the committee. Many committee members were new on FSBC this year, and I applaud their commitment to the serious work and demanding schedule of FSBC. Dr. Bertelsen will give you a complete report later in the meeting.

At this point, I want to emphasize that we are still working to close a gap between our expected revenues and planned expenses for FY11. I also want to note that we will make two important investments in permanent funds for the FY11 operating budget. First, I

want to assure you that we are funding a pool to hire faculty members for the extra sections that we believe we will need to accommodate enrollment growth next year. Second, we are funding a compensation pool which will include permanent salary increases as well as increases associated with tenure, promotion and market adjustments. While we are still considering the ways in which we will distribute the increase pool, we have determined that faculty increases will be greater than those for staff since faculty salaries are, in general, lagging our market benchmarks to a greater degree.

We are still working through the prioritization of items for one-time funding. At this time, I can assure you that we will continue the investments in marketing and related operational expenses that have brought us the current enrollment increases. Many of the items that will be funded with one-time funds really should be in the permanent budget. However, given the current economic circumstances, that approach will have to wait. It is important to note how quickly we can benefit from carefully targeted one-time funds. For example, in FY10, we made an investment in recruiting and enrollment marketing that have immediately resulted in success in securing the increased enrollment projected for next fall.

As noted earlier, this is a time in the academic calendar that places heavy demands on schedules, especially for year-end celebrations. I have been privileged to participate in many awards banquets, student scholarship events, honors group induction ceremonies and so forth in the past few weeks.

We honored some of our most outstanding faculty members at a recognition dinner in March. Recognized were Heath Diehl as Master Teacher; Dr. Vicki Patraha for distinguished service; Dr. Donald McQuarie for his leadership; Dr. Mary Murray for community involvement, Dr. Laura Leventhal for faculty mentorship and Dr. Richard Kennell for lifetime achievement. Biologist Dr. Ronny Woodruff was named Distinguished Research Professor, and the Office of Service Learning was honored for its achievements.

One of the highlights of the year came on April 23 and 24, when the University welcomed back a number of our 100 most prominent alumni for college receptions and a wonderful gala. That weekend was an impressive reminder of the caliber of BGSU graduates and their outstanding achievements - and of the loyalty of our alumni, who came from as far away as Africa to be part of the reunion. And, it was an impressive reminder of the role that faculty play in assuring the success of our graduates.

Finally, I look forward to seeing you and your colleagues on Thursday afternoon at a reception for faculty in appreciation for the excellence and commitment that earned BGSU the very high ranking for undergraduate teaching in the 2010 edition of *U.S. News & World Report's "Americas Best Colleges."* The event was scheduled by the Provost to provide an opportunity for the Trustees to thank you. They are looking forward to honoring all of you and your colleagues.

I'll conclude these remarks with a note of appreciation for the work of the leadership of Faculty Senate during the past year. I met monthly with the officers of Faculty Senate and it has been a pleasure to work with Ron, Kris and Ellen on behalf of Faculty Senate.

Dr. Cartwright opened the floor to questions from Faculty Senate.

Vice President for Academic Affairs

Provost Kenneth Borland presented the following report to Senate.

Faculty Increases & Cost of Instruction

The progress of Academic Affairs' highest budget priority request, a faculty salary increase pool, is very heartening. In these difficult fiscal times, there should be no doubt that the increase pool is only possible due to three groups of people. They are our Enrollment Management team, the faculty who partnered with them, and those who sacrificed to support the great success of the new recruitment strategy. As we should all be very thankful for their success to-date, we should all continue working with the incoming freshmen to seal their commitment to BGSU.

A fall enrollment growth of 500 additional freshmen offers the opportunity for a faculty salary increase pool. It also presents a challenge to provide 500 more freshmen with classroom instruction. The deans, chairs, and directors will exercise their best resource stewardship of existing teaching resources. In addition, with the supportive commitment of the Chief Financial Officer and others, the University will provide colleges with new dollars to teach our new students. We have established a successful partnership to support more students' progress and all college budgets.

CUE Gets Concrete

The Connecting the Undergraduate Experience Committee has accepted a charge to provide the Committee on Academic Affairs a concrete curriculum proposal by June 1. CAA and BGP will have an opportunity to provide feedback to the CUE Committee so they can refine and clarify prior to providing me a final draft well before or on August 1. At that point we will put the proposal into a communication to the University in an early fall process for refinement, approval, and then implementation. I appreciate the fine colleagues we have who will be offering this labor of love for our students' future across the coming month or so.

Fall Conversations & Searches

In early fall, I will initiate two other University-wide conversations of great importance within *Charting Our Future*. One will focus our thinking on the advancement of graduate education and the other will inform the future of research-creativity and economic development. I am currently preparing to conduct national searches (beyond interim assignments) to fill the leadership positions for these areas. You may see more detail in "Heard at BGSU."

In concert with the respective college councils, we are also preparing national searches for two dean positions: the College of Musical Arts and the College of Technology.

Inclusion Network

In keeping with one of the seven strategies in *Charting Our Future*, and as communicated to the University this spring, a network is being established to enhance the inclusion of all persons who are part of BGSU. It will provide information, original recommendations and improvement recommendations, and build a network of existing organizations to improve the inclusion and success of diverse persons who are students, staff, and faculty.

Inclusion matters of a more global nature within the University will be the initial assignments of the Network. Examples of matters that need improvement: faculty and staff recruitment and retention; community relations and inclusion; campus climate for learning, living, and working; inclusion education; inclusion leadership development; and other inclusion matters that have not been addressed by other BGSU organizations.

The Network will be led by the Senior Vice President for Academic Affairs & Provost and is advisory to the President. A core of leaders will be established to guide the development and implementation of a strategic plan, meeting agenda, etc. Others will be engaged to coordinate specific issues, programming, and networking of existing organizations.

In keeping with the *Charter*, the Network will be incorporated into the formal shared governance structure or disbanded based on a review of effectiveness. The Network will be established in Summer 2010 and an assessment of its effectiveness will be conducted in Spring 2012.

Thanks & Congratulations

I hope you will all attend the faculty thank you event Thursday afternoon as we celebrate your excellence in undergraduate teaching. That should be a light and happy time.

I also want to add my thanks to the leadership of Faculty Senate for the 2009-2010 academic year. I have always appreciated your dedication to shared governance, your passion to provide service to the university, and the integrity you've shown in all of your dealings on behalf of Senate. Thanks for your support and contributions to me in my role as Provost and for your contributions on behalf of Faculty Senate.

Graduate Student Senate

No Report

Undergraduate Student Government

No Report

Retiree Representative

Representative Robert Clark shared that this year was the 40th anniversary of the Kent State incident. As a retiree, he shared a few memories of what happened at Bowling

Green State University as a result of the incident. He noted that BGSU held a march to the BG court house comprised of students and faculty to show condolences for that tragic incident. The Bowling Green Students acted in an exemplary manner and there were no unlawful incidences.

As a point of information, he invited new retirees to take advantage of retirement counseling from the Retirees Association and to consider joining the organization this next year.

Ohio Faculty Council

No Report

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs

Judy Adams delivered the following report for CAA Chair David Border.

Meeting of April 7th

The CAA guest was President Cartwright. The general topic for discussion was the mechanism to be followed for the annual, informal, review of the provost.

Guests were also Lynne Hewitt, Chair, Academic Honesty Committee and Bettina Shuford, Interim Associate Vice Provost. The topic was the conflict between Popular Culture's web posted policy statement on Academic Honesty and the University Charter's policy. CAA has requested a copy of Popular Culture department's written Academic Honesty policy.

Meeting of April 21st

The CAA guest was Sara Bushong, Universities Library Dean who provided an update to the Committee. Topics ranged from the operations at the Levis Center common depository, to physical improvements to Jerome Library, to the current status of OhioLink.

Guest Neal Jesse, Chair Political Science, provided information to the committee on the proposed BA in Fire Administration.

Guest Jim Smith, Associate Dean Firelands, provided information to the committee (via the telephone) about the proposed Sonography degree.

Guest Cathi Cardwell, VP for Academic Programs, provided information to the committee concerning the proposed degree/program name change for Medical Technology.

Amendments and Bylaws Committee Report

Erin Labbie, Chair of Amendments and Bylaws Committee (ABC) provided this report. ABC has completed the revisions to the "flexible tenure" policy and it is being voted upon today.

The committee is finalizing changes to the charter language for the new "Fee Waiver Policy." These changes are more extensive than anticipated, and it will take some time to make sure that the language is consistent throughout the charter.

ABC continues to work through the charter language to clarify and make consistent the definition of "faculty."

Committee on Committees

No Report

Faculty Senate Budget Committee

Cynthia Bertelsen, Chair of Faculty Senate Budget Committee (FSBC) provided the following report.

The FSBC report includes updates on the State of Ohio budget, the new funding formula implemented by the Ohio Board of Regents, FY 2011 budget process and budget hearings, and program reviews.

According to the Office of Budget and Management's April 12 report, the national employment took a positive turn during March and added 162,000 new jobs. This is the largest monthly increase in two years. The increase is partly a result of the hiring of 48,000 temporary Census workers. Economic indicators suggest that Ohio is beginning its slow economic recovery. Through the first nine months of FY 2010, tax receipts have performed very close to expectations, but have fallen short of year-to-date estimates by just \$59.3 million. Similar to last month, overall tax receipts in March came in slightly above estimate.

There have been two open items associated with the new funding formula implemented by the Ohio Board of Regents effective for FY 2010. These items relate to the funding formula approach for "at risk" and doctoral students. Both consultations have recently been concluded and their recommendations forwarded to the Chancellor. It appears that BGSU could benefit slightly, by approximately \$100,000, from the recommended change to funding for "at risk" students. The potential impact from any change in doctoral funding remains uncertain, as the funding consultation has recommended additional review and study are necessary and any potential impact to funding be deferred until that work can be completed, which most likely will not occur until FY 2012. We have not yet received a revised funding estimate from OBOR, but we expect that our earlier estimates of reduced funding of \$6-10 million will be realized. Our reduction of SSI in FY 2011 will likely be approximately \$8.2-\$8.3 million. This amount has been incorporated into our draft E & G budget.

FSBC received notification last week that the Ohio Board of Regents is convening a capital appropriation consultation in late May. While it is too soon to conclude that there will be a capital bill or what the bill might ultimately contain, convening a capital funding consultation is welcome news. We will continue to watch this very closely.

At the University level, our expenditures for the quarter ending March 31, 2010 are down almost \$7.1 million or 3.24% over the prior year, which is as we would expect given the decrease in available resources we have experienced through the enrollment decline.

As preparation of next year's budget has progressed, we have been watching enrollment activity very closely. At this time, we anticipate reflecting an expected increase in the incoming freshman class of approximately 500 full time equivalent students.

FSBC has concluded our review of all draft budgets from auxiliaries and general fee funded units. The Student Budget Committee made a brief presentation to the combined FSBC/UBC committee this past week. At this time, our draft E & G budget continues to reflect very limited new resources available for the FY 2011 year. We expect to conclude our work in late May in order to meet the deadline for the June Board of Trustees' meeting.

FSBC also completed a review of two new degree programs: a Bachelor of Science in Fire Administration and an Associate Degree in Diagnostic Medical Sonography. After extended review of the two proposals, FSBC supported both proposals and recommended each move forward through the approval process.

Faculty Personnel and Conciliation Committee

Ted Rippey, Chair of Faculty Personnel and Conciliation Committee (FPCC) reported.

FPCC currently has three active cases. In one of those, a hearing board date has been set. In another, a conciliator has been confirmed. In the third, conciliator appointment is in process. FPCC recently received a new grievance petition, which was reviewed by the executive committee of FPCC earlier today. Based on a recent conversation with a facilitator, we are expecting one new petition in the near future.

On 23 April, FPCC had its final committee meeting of AY 2009-2010. At that meeting, we elected a new executive for AY 2010-2011. Members are: George Bullerjahn, chair; Margaret Zoller Booth, vice chair; Cynthia Baron, executive member at large. The committee is aware that Dr. Baron will step down at the conclusion of the fall semester because she will be an ICS fellow in the spring. The committee expects to fill the vacancy in a timely manner.

Committee on Professional Affairs

Geoff Howes, Chair of the Committee on Professional Affairs (CPA) offered this report.

The State House visit organized by the Committee on Professional Affairs, the Office of the General Counsel, and Dave Robinson of the Montrose Group and originally scheduled for April 21 was postponed because the Senate and House canceled their sessions for that week. The visit has been rescheduled for Wednesday, May 12, leaving Bowling Green at 7:30 am and returning by 5:00 pm. If you are interested in going with us to meet legislators, their representatives, and state education officials, please contact Geoff Howes (ghowes@bgsu.edu).

OLD BUSINESS

None

NEW BUSINESS

Proposal for a Bachelor of Science Degree in Fire Administration

Dr. Frank Goza, Associate Dean of Arts and Sciences and Dr. Neal Jesse, Chair of Political Science presented information on a proposed new Bachelor of Science Degree in Fire Administration which would be housed in the Department of Political Science. The Department of Political Science houses other undergraduate and graduate degrees in public administration. There are only three other institutions in the country who offer a degree like the Bachelor of Science in Fire Administration. Bowling Green State University has a long history (over 37 years) of providing education for fire school personnel through Continuing Education.

Senator Geoff Howes moved for approval of the Bachelor of Science Degree in Fire Administration. Archer seconded.

Chair Shields offered opportunity for Senate members to speak in support or opposition to the proposal. The proposal has been reviewed/approved through all appropriate committees in the College of Arts and Sciences, the Undergraduate Council, Faculty Senate Budget Committee and Committee on Academic Affairs. Shields called for the vote by paper ballot. (For = 45; Against = 4; Abstain = 1) Motion was approved.

Proposal for Associate Degree of Applied Science in Diagnostic Medical Sonography

Chair Shields noted that the Senate members had already received copies of the proposed Associate Degree of Applied Science in Diagnostic Medical Sonography. He asked if there was a motion for approval. Michelle Brodke moved for approval and Emily Hinnov seconded the motion. Jim Smith, Associate Dean at Firelands, provided some brief information on the proposed degree which requires 62 credits and will be offered as an associate degree at Firelands campus. The program major will prepare individuals for employment as medical sonographers who provide patient services using various non-ionizing diagnostic techniques under the supervision of a licensed physician. This proposal has been reviewed/approved through all appropriate committees at Firelands, the Undergraduate Council, Faculty Senate Budget Committee and Committee on Academic Affairs. Shields called for the vote by paper ballot. (For = 48; Against = 1) Motion was approved.

Fee Waiver Policy

Chair Shields stated that Senate members had received copies of the proposed changes in the Faculty/Staff Member Fee Waiver Policy. One of the primary changes in the Fee Waiver is that faculty would not have to wait for three years of employment at BGSU before they or their dependents could take advantage of the fee waiver. The fee waiver would be offered immediately upon date of employment. Jim Evans moved for approval of the changed Fee Waiver Policy. Michelle Brodke seconded. Chair Shields asked for discussion in support or in opposition to the motion. Shields noted that this proposal was

being reviewed currently by Amendments and Bylaws Committee to ensure that the language was in correct charter language. Shields called for the vote by paper ballot. (For = 48; Abstain = 1) Motion was approved. Shields noted that ABC would provide Charter appropriate language for the approved changes in the Faculty Fee Waiver Policy.

Flexible Tenure Policy

Shields informed Senate that they had already received in their Senate packets, copies of the proposed Flexible Tenure Policy. This policy is titled “Policy for Extending the Probationary Period at BGSU.” Judy Adams moved for approval. Terry Herman seconded. Shields asked for Senators to speak in support or opposition to the proposed policy. Candice Archer indicated that the Faculty Welfare Committee took the Flexible Tenure Policy which had been passed by Faculty Senate during the last academic year (November 4, 2008) and brought it into more appropriate alignment with the Family Medical Leave Act. This was the primary reason that the University Legal Counsel gave for not forwarding the approved policy to the Board of Trustees. A number of questions arose about the policy including: Why is foster care included? What constitutes two distinct leaves? Can the two leaves happen during the same academic year? If two leaves are granted, does it push the tenure clock back for one full year? When it states that the policy would not extend the tenure time beyond 8 years...how does this work...does it include the 7th probationary year...is this in alignment with other time constraints in the charter? What happens if the event involving a request for extending the probationary period happens in the second semester and puts the whole process out of sync with existing tenure review timelines? Lynda Dixon indicated that there were too many unresolved questions regarding this policy and moved that discussion on the policy be tabled and that the policy be sent back to Faculty Welfare Committee for review and revision and that it be brought back to Faculty Senate during the next academic year. Jude Edminster seconded. Adams withdrew the original motion. Shields called for a voice vote. Motion approved.

Report from the University Parking Advisory Committee

Art Samel, Chair of the University Parking Advisory Committee, reported that he had been working with CFO Sheri Stoll and Mel Hudson-Nowak, Interim Manager of Parking Services. The committee, in concert with administration, has been reviewing issues concerning parking, such as safety, care of lots, maintenance and improvement and adequate numbers of parking slots. There has also been discussion about the need to review and consider modifications for how parking permits are paid for. Currently each department is responsible for paying for faculty parking permits. The parking advisory committee is recommending that departments would no longer be responsible for this payment. Rather, current faculty would be charged \$120 per year for parking...but faculty would be receiving an additional \$120 added to their base salary (pretax) to offset this parking cost. New faculty would be charged the \$120 parking fee. With this change, parking improvements could occur. Jim Evans called to the attention of Senate and to the University Parking Advisory Committee that they did not have the authority to make this kind of change. Any recommended change regarding changes in faculty fees would have to be reviewed and approved through the Faculty Senate Budget Committee. Shields thanked Samel for his report and suggested that the incoming Chair of Senate, Kris Blair

consider asking Samel back next year for further discussions of any proposed changes to parking fees.

Passing of the Gavel

Chair Shields extended thanks to Pat Pauken, Ellen Williams and Kris Blair for all of their support for him as Chair of Senate over this past academic year. He then passed the gavel to Kris Blair, the new Chair of Faculty Senate. Blair accepted the gavel and extended appreciation to outgoing Chair Ron Shields for his tireless efforts in promoting shared governance and championing the overall rights of faculty at Bowling Green State University.

ISSUES AND CONCERNS

None

ADJOURNMENT

The meeting adjourned at 4:40 pm.

Respectfully submitted,

Ellen Ursula Williams
Secretary, Faculty Senate