

## **FACULTY SENATE MINUTES**

September 1, 2009  
2:30 pm

Assembly Room  
McFall Center

(Faculty Senate Welcoming Reception held in McFall Gallery from 2:00-2:30 pm.)

### **CALL TO ORDER**

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

### **ROLL CALL**

**Absent:** Archer (Miller sub. for Archer), Dixon (Gonzales sub. for Dixon), Edminster, Johnson-Webb, Melkote (Park sub. for Melkote), Nicolaou, Patterson, Rentner, Viramontez-Anguiano, Yeh (Chang sub. for Yeh), GSS rep Landis, USG representatives

Secretary Williams announced that there was a quorum.

**Guests:** Robert Sebo, Chair - BGSU Board of Trustees; Rebecca Ferguson, Chief Human Resources Officer; Sherideen Stoll, Chief Financial Officer

### **COMMUNICATIONS**

#### **Chair**

The Chair asked that any latecomers see the Senate Secretary before leaving so the attendance record would be accurate. Shields welcomed all Senators for the new year. Shields introduced the Senate leadership team for the year: Ron Shields, Chair; Kris Blair, Vice-Chair; Ellen Williams, Secretary; and Pat Pauken, Parliamentarian. The secretarial staff member for Faculty Senate is Pam Pinson. Shields thanked Pinson for setting up the Senate reception. He also indicated that if anyone wanted to contact Senate Officers, they should communicate with Pam Pinson in the Faculty Senate Office.

On behalf of Senate Executive Committee, Shields pledged Senate leadership's support and renewed energy for open dialogue and communication across all constituent groups on campus to address faculty concerns. Further support was extended to facilitate communication among constituent groups, faculty and administration in order to promote and sustain shared governance.

Shields noted that the Board of Trustees had hired a new Provost over the summer, Dr. Kenneth Borland. He extended a welcome to Provost Borland.

During the summer, the University submitted our Centers of Excellence to our Chancellor, Eric Fingerhut. Thanks are extended to all who contributed to this process.

The summer also brought news about the dire financial situation facing our nation and our state. Details will unfold on how this will impact on our university throughout the year. Indeed, this year will be a time for prioritization and planning to move beyond any

gridlock in facing the reality of limited resources and limiting state subsidy for higher education. We must work together as faculty and as a Faculty Senate to make the best decisions. We must work together as faculty and Faculty Senate to support each other and to build morale. We must work together as faculty and Faculty Senate to take advantage of our strongest resources and our potentials. We must work together for our students. To that end, I am pleased to report that there has been progress made during the summer by our committee charged with investigating and exploring our undergraduate experience at BGSU. This group is called the CUE (Connecting the Undergraduate Experience) Committee. I assure this body that throughout the coming semesters, that Senate will be a central part of the larger university conversation on findings of this committee as we work together to make Bowling Green State University a leader in educating students. I know that Cathi Cardwell and other members of that committee will be reporting to Senate as part of our monthly meetings.

As we begin this year, the early months of the semester will see the university strategic plan process move forward from Charting Our Future to actually creating those structures within our university that are needed to promote our academic priorities. As faculty we need to be engaged and involved in this process.

In the next few weeks, the big machines will move on campus to begin building of the Stroh Center and the Wolfe Center for the Arts, two projects that will pave the way for continued renovation work that will enhance and restore our infrastructure. We are working to create a living and learning environment equal to the talents of our faculty and students. These are indeed exciting times.

Today, we will be hearing a few words from the Chair of our Board of Trustees, Robert Sebo. To that end, I am asking to reorder the Senate agenda as a courtesy to Chair Sebo to allow him to speak first. Hearing no objection, I am now pleased to introduce Bowling Green's strongest supporter and the only man who can dress in orange and still look good, Mr. Bob Sebo.

#### **Welcome Address from Board of Trustees' Chair, Robert Sebo**

I am here to express my appreciation for all that you do. For seven years since I have been on the Board of Trustees, I have been reading your minutes. I thank you for inviting me here today, especially since I showed interest in meeting with you. I have always wanted to attend a Senate meeting because I have always been amazed at the quality and quantity of work that you seem to turn out in a short period of time. I am not going to ask you any questions today, but I want to share a few thoughts on leadership.

Mr. Sebo offered a short presentation on leadership skills. He noted that he felt there were three major goals for effective leaders...Preparation...Presentation...and Performance. He challenged members of Faculty Senate to continue in their leadership roles for the good of the university and for the good of the students. He thanked Senators for inviting him to attend the Senate meeting today.

Chair Shields thanked Mr. Sebo and returned to the ordered agenda under Communications.

## COMMUNICATIONS

### President

President Carol Cartwright read the following report:

Welcome to the new academic year! I've participated in a broad array of welcome events these past few weeks, beginning with a great student leader retreat on August 11th and a breakfast to welcome new faculty on August 12th. It was a wonderful few weeks of welcome with dozens of opportunities to emphasize that we will focus intensely this year on implementing the new strategic plan. As we welcome Dr. Ken Borland, our new Senior Vice President for Academic Affairs and Provost, I've asked him to take the lead on designing implementation processes and ways to track our progress. I know he'll share those plans as they are developed.

We will need to plan for more budget reductions for FY11. As noted in my August 27th message, the State Share of Instruction (SSI) was decreased at the end of the budget process. We do not have information from OBOR about the specific SSI losses for BGSU. We have been told that OBOR will convene a subsidy consultation sometime in October to review the formula distribution for FY11. In effect, this means that the formula may change and that makes it difficult to predict for FY11. I won't take time today to repeat the content of that August 27th message, but I want to emphasize that we will not have precise reduction targets until the subsidy consultation is completed. I will provide an update at the State of the University Address on October 15<sup>th</sup>.

In the meantime, we'll answer your questions with the information we have to date during the live webcast on September 18<sup>th</sup>. Our thanks to Faculty Senate Chair Ron Shields for serving as the facilitator. Details about the webcast will be provided later.

When the formula issues are sorted out, the SSI and the tuition-driven part of our income will still depend heavily on enrollment. Today, I have good news to share about the value of our investment last year in the Noel-Levitz (NL) consultation. We entered into the partnership with NL in June of 2008 and have been re-thinking how we recruit, enroll and retain our students. I believe that our investment is paying off. Here are a few highlights of progress using the Noel-Levitz tools and processes:

1. For Fall 2010 and 2011 we have purchased 125,000 pre-graded prospect names from Ohio and parts of seven other states. Pre-grading means that we have evaluated the names for their probability of enrolling in BGSU. For example, 20,000 of those names have a predictive score indicating that they are 23 times more likely to enroll than the average student. For Fall 2010 we currently have 39,000 validated prospects as compared with 21,000 (which were not validated) at this time last year.
2. We have also looked at financial aid and pricing to determine how to create a new data-driven financial aid/scholarship program with a goal of increasing both the number of applications and our yield of admitted-to-enrolled students.

3. The NL retention consultant led faculty and staff in discussions about improving support for enrolled students. This semester, Early Alert and Mid-term Grades will be implemented because research shows that early and consistent feedback is critical to student success. Faculty have the opportunity to provide this information through MyBGSU and indicate any attendance or performance concerns in weeks 3-5. Both students and advisors will have access to the report results, allowing for more timely discussions about success strategies. College offices are already planning interventions for students with reported concerns.

4. We are also creating a Student Enrollment Communication Center to support department and college recruitment and retention efforts, and we are increasing the outreach and support targeted to commuters, adult learners, community college transfers, distance learners, veterans and their families.

5. Another aspect of the NL collaboration involved marketing and communications research which supported past university findings that BGSU enjoys great recognition and strong awareness with all constituents, but audiences lack specific knowledge of strengths, benefits and points of distinction. Clearly this will be a focus in future marketing campaigns. By the way, film crews will be here tomorrow and Thursday to capture material for new TV spots and the new campaign features strengths and points of distinction.

In summary, BGSU's collaboration with Noel-Levitz validated prior campus discussions related to BGSU's strengths and our recruitment and retention challenges. We are already finding that the predictive modeling tools for recruitment, institutionally funded financial aid, and pricing structures are very valuable. With these tools and BGSU's existing resources, we are poised to make dramatic improvements in how we recruit students and support them through each aspect of their life cycle as a BGSU student.

Although it is still too early to report official enrollment numbers, we've held our own with the Fall 2009 class. First year students came to us from 31 different states, with approximately 13% coming from outside Ohio. Michigan, Illinois, Pennsylvania and New York have the largest representation of non-resident freshmen. Of special note, freshmen with a 24-29 ACT are up over 90 students, and the overall ACT of incoming freshmen appears to be up modestly. Freshmen students of color are also up, and will constitute over 17% of the freshmen class.

2009-10 is shaping up to be the largest enrollment for online coursework in BGSU history. This growth is due to new Masters programs, the ongoing success of the Advanced Technological Education and Bachelor of Liberal Studies programs, and the growing reputation in the region and state for our quality programs. With increased marketing and more programs, these enrollments will continue to grow.

Recruitment for Fall 2010 is off to a strong start with a basic emphasis on "more of everything". The foundation of our recruitment efforts centers on increasing the

frequency, duration and magnitude of the opportunities for prospective students of all types, both on and off campus.

Albert Colom has been invited to share more enrollment information at your next meeting. I want to thank him for providing the enrollment information for my remarks today and I know that you will find his presentation in October to be very interesting and, based on what I have seen so far, it will be very positive.

In closing, I want to offer words of appreciation. Everyone has experienced some changes—new colleagues, new ways of working, some reorganized units, new priorities, for example--and I thank you for understanding that these times require difficult choices. Everyone contributes to the recognition we received in the 2010 US News and World Report issue of America's Best Colleges through support of learning communities, first year programs and, of course, commitment to teaching. Thank you. The FSBC, which was chaired by Jim Evans, working with UBC, provided excellent due diligence and support for the investments in this year's budget: the review process for general education and the undergraduate experience, and new enrollment initiatives. We look forward to similar processes this year. Finally, thank you for the spirit of giving and serving that shows through in so many ways.

The President asked if there were any questions. Weinsier asked if the 15 day enrollment report would continue to be included as a marker for state funding with the new funding formula. Cartwright indicated that it would probably not be a part of the new formula.

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

Provost Borland introduced himself as a person who has been placed in a position of "servant leadership." I am here to work for the success of our students and also for the success of our faculty and those who serve our students. Without all of your support, it is difficult to enhance our students' opportunities to learn so they can move forward into the world to make the contributions that you would expect them to make. I join you in supporting our students.

Sometimes, I will lead you in front. Sometimes, I will be leading alongside. Always know that I am leading for the success of our students and that means for your success as well. I already appreciate the Senate leaders, Ron and Kris and Ellen and Pat for inviting me to dialogue on how we can work together for the success of the institution and how we can work together in shared governance. I plan on doing my work in the framework of having great respect for all of you. I am a professor. I have always been a teacher at heart. I haven't forgotten what it's like to be in the classroom, what it's like to advise, what it's like to have a research agenda, what it is to have an expectation of service. I know what it's like on top of all of that to have family responsibilities and to be a part of the community. I have never forgotten what it's like to be a faculty member and to know how challenging it is and how important the work of a professor is. I will try first and foremost to see things through the eyes of our students but in the next twinkling of my eye, I will try to see things through the eyes of the faculty. My way of going about my business involves walking around to see real life at BGSU as it is happening and where it

is happening. I value shared governance and believe that we can accomplish more together than we can individually. I believe that a servant leader should listen more than they talk. I believe in the importance of listening to each other to problem solve. I believe in collecting data and analyzing data to help in problem solving. I am interested in getting to know you as people. I believe that we all have some heavy lifting to do this year. The CUE (Connecting the Undergraduate Experience) is a really big project. The implementation of our Strategic Plan is a very important project. I intend on identifying the resources we need to implement our Strategic Plan. I also want us to integrate our Strategic Plan into the day-to-day operations we undertake at the university. I will also be making visits to Firelands to see what their needs are. I am reminded that over ten percent of our student population is studying at Firelands.

I respect the work that Faculty Senate does. I know that by working together collaboratively and collegially, we can make great progress. I look forward to working with Faculty Senate. I look forward to future dialogues with Senate leadership and Senate officers.

### **Graduate Student Senate**

GSS President Carl Walling reported that GSS would be working on the list of top ten graduate concerns this year, particularly in the area of academic affairs. GSS is very interested in promoting graduate certificate programs and increasing online course offerings. International student health care will also be a topic of discussion this year. The Graduate Student Satisfaction Survey will be conducted this year in 2010. This year GSS will be giving \$24,000 in professional development monies to graduate students for presentations at professional conferences and for support of student research. The Shanklin Awards Program will be expanded this year. GSS looks forward to working with faculty and Faculty Senate this year.

### **Undergraduate Student Government**

USG President Sundeep Mutgi reported that USG will be sponsoring “The Big Event” on September 26<sup>th</sup>. This is a community service project that will show the community that BGSU students want to be good community members by providing service to the community. Another USG project this year is to help renovate the library deck. USG has overhauled the committee representation process and are hopeful that this new model will increase USG student involvement on all Senate committees.

### **Retiree Representative**

Robert Clark reported that the Retiree group will be sponsoring a program on September 16<sup>th</sup> featuring guest speaker, Tom Walton, retired editor of the Toledo Blade. The program will be held at 11:30 in the Sky Room of the Bowen Thompson Student Union. Senators were invited to attend the program. The cost is \$15. Retirees are open to provide consultation to any faculty nearing retirement. Anyone wishing to meet for consultation should call the Retiree’s Office.

### **Ohio Faculty Council**

Keith Bernhard reported that Ohio Faculty Council would be meeting on September 11<sup>th</sup>. The OFC meets monthly and has representation from each of the Faculty Senates from all four year institutions. The group started in 1960. As of June this year, Chancellor Fingerhut has made OFC an official representative group that will report to the Chancellor. The group discusses issues that impact higher education. This past June, the group discussed distance learning issues. There is discussion about faculty representation on the Ohio Board of Regents.

### **REPORTS FROM SENATE COMMITTEES**

#### **Committee on Academic Affairs**

Dave Border reported that CAA would have its first meeting on September 2<sup>nd</sup>.

#### **Amendments and Bylaws Committee**

Pat Pauken reported that he would be convening ABC to elect a chair.

#### **Committee on Committees**

Kris Blair reported that Committee on Committees would meet on September 9<sup>th</sup> to elect a new chair and to make appointments for vacant committee seats. The committee will also be making committee appointments for faculty in their first four years.

#### **Faculty Senate Budget Committee**

Cindy Bertelson reported that FSBC would meet on September 3<sup>rd</sup>.

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

No report

#### **Faculty Welfare Committee**

No report

#### **Committee on Professional Affairs**

Geoff Howes reported that CPA would meet on September 4<sup>th</sup> to elect a chair.

### **OLD BUSINESS**

#### **Faculty Misconduct and Discipline Policy**

Shields reported that while the policy had been passed by Senate, the University Legal Counsel has issues with portions of the policy. The Senate and the Legal Counsel will discuss/resolve issues and bring it to the Board of Trustees.

#### **Flexible Tenure Policy**

Shields reported that while the policy has been passed by Senate, the University Legal Counsel has issues with portions of the policy. The Senate and the Legal Counsel will discuss/resolve issues and bring it to the Board of Trustees.

### **Three Percent Merit Policy**

Shields reported that this policy had been passed by Senate, but the Board of Trustees was waiting to address the policy as part of their BOT compensation committee report. Shields indicated that Senate would again ask the BOT to address this policy.

### **NEW BUSINESS**

#### **Enrollment Update**

Albert Colom will provide an enrollment update at the October Faculty Senate meeting.

#### **IRS Regulations on Deferred Pay**

Rebecca Ferguson, Chief Human Resources Officer and Sherideen Stoll, Chief Financial Officer reported on the changes occurring for deferred pay for faculty due to new IRS regulations (Section 409a). When faculty are on nine month contracts and choose to be paid over a 12 month period, this is considered nonqualified deferred compensation. The IRS can impose heavier taxes on this status if the faculty member makes over a certain amount in deferred compensation as set by IRS. This IRS penalty/tax would impact 72 BGSU faculty this year and all have been notified. The short term solution is to change the pay schedule for these faculty from 12 month payments to a nine month payment schedule. However, Human Resources and the CFO will be working with Faculty Senate this year to evaluate the situation and to collaboratively determine future action regarding this issue. Shields recommended that Faculty Welfare Committee work on this issue.

#### **Status Change for Non-Tenure Track Faculty (NTTF)**

Kris Blair reminded Senate that they had passed a charter amendment to Article IV which allows for full time non-tenure track faculty to both vote in college elections for Senate seats and to be elected to serve as members of the Senate. This amendment does not automatically guarantee the election of NTTF to Senate, but it does give them the right to vote and the right to be represented. The amendment does not change the number of members of Faculty Senate or the number of members elected from each college. As mandated by the Charter, the Faculty Senate Secretary will ensure that the amendment is implemented in a manner that allows for individual colleges to maintain their own election procedures.

#### **Upcoming University Forums**

Shields announced the following upcoming addresses/forums:

September 18	Webcast on Funding	President Cartwright Financial Officers
October 15	University Address	President Cartwright
November 17	Faculty Senate Forum	University Administration
March 23	Faculty Senate Forum	University Administration

### **ISSUES AND CONCERNS**

#### **Chair's Announcement**

Shields noted that the role of Faculty Senate is to facilitate the free and open exchange of information to help faculty do their jobs better and to communicate issues of concern. To



that end, at the beginning of Faculty Senate each month, there will be a table set up for you to use in disseminating materials to Senators. You may bring any flyers or announcements that you feel would be of interest to Senators.

**AAUP Presentation**

Geoff Howes announced that the BGSU Faculty Association is sponsoring a lecture by Dr. Howard Bunsis, from Eastern Michigan on the Future of Health Insurance. The lecture will be at 1:00pm on September 8<sup>th</sup> in Bowen-Thompson Student Union.

**ADJOURNMENT**

Shields adjourned the meeting at 3:40 pm.

Respectfully submitted,

Ellen Ursula Williams