

FACULTY SENATE  
MEETING MINUTES

November 2, 2010  
2:30 – 4:30 P.M.

Assembly Room  
McFall Center

**CALL TO ORDER**

Chair Kristine Blair called the meeting to order and asked the secretary to call the roll.

**ROLL CALL**

Secretary Terry Herman called the roll.

**Absent**

Cabanillas, Griech-Polelle, Rosenberg, Sohoni, Williams

Secretary Herman announced that there was a quorum.

**Guests:** Erianne Weight, HMSLS – Women’s Basketball; Dr. Patrick Pauken, Member of University United Way Committee and Michael George, Wood County United Way Director – United Way Update; Rebecca Ferguson, Chief Human Resources Officer – Health Insurance Update Presentation

**COMMUNICATIONS**

**Chair of the Faculty Senate**

Given the number of action and information items today, my report will be brief...

Since the notification that the faculty vote in support of collective bargaining was in the majority, there have been questions about the role not only of the Faculty Senate but also of the role of the charter as a governing document.

For the record, the Senate intends to maintain its advocacy role for all faculty, regardless of the way they may have voted on collective bargaining. In that advocacy role, we also reaffirm our commitment to the academic charter as our governing document until such time as a contract that represents agreed upon negotiation topics regarding faculty rights, responsibilities, and working conditions is in place. Equally important, we must uphold those elements of the charter emphasizing faculty involvement in academic configuration and curricular oversight, and the important function of the Senate in these review processes.

As we make this transition, there are several questions for us all to consider:

How do shared governance and collective bargaining work together to foster a culture of academic excellence?

What is the relationship between the welfare of the faculty and the academic success of the students they serve?

Just as the Senate maintains collegial working relationships with the Administration, the Administrative and Classified Staff Council, Undergraduate Student Government and Graduate Student Senate, we are confident we will have a similar working relationship with current and future leaders of the BGSU-FA as we collectively address these and other questions in the coming months.

One of the significant challenges we will face is navigating the landscape of higher education where the current political and economic climate, along with ongoing shortfalls in SSI, will require continued transparency about our university priorities in ways consistent with strategic planning.

As faculty senators you do more than represent your unit and college-level constituents. You are in fact stewards of shared governance: custodians of a process that ensures that difficult financial decisions that result... must involve consultation with key constituents for their impact on academic excellence, faculty welfare, and student success. As we conclude our Centennial year, it is important for us all to remember that whether we are students, faculty, staff, or administrators, we can and must work together as we take the University forward. Without a doubt, the Faculty Senate will continue to be a vital part of that future.

This concludes my report. President Cartwright.

### **President**

President Carol Cartwright read the following report:

Good afternoon. Since this is the first Faculty Senate meeting following the vote about collective bargaining, I expect many of you have questions about how we will work together going forward. As I noted in a University-wide communication last week, SERB is expected to certify the election results at its next regular meeting on November 18th. After that, the collective bargaining process will begin. As I think you know, it is a process that is governed by numerous rules and procedures.

In announcing the results of the vote, Provost Borland and I stated that we are committed to working with the new union and other University stakeholders to continue the sound stewardship of the university and to further our mission. We are encouraged that the BGSU-FA has made public statements expressing a similar commitment.

In terms of specific questions about how the current operations of the university will be affected, I have indicated that we will provide specific guidance to the deans and academic chairs and directors as that information becomes available. In the meantime, everyone is encouraged to continue work as it has been managed in the past.

Turning to the topic of the budget, yesterday I announced our plan to manage the deferral of one payment of SSI during this fiscal year. In September, I shared with the University community that the State plans to lapse the monthly payment of higher education funding (SSI) that was scheduled for June 2011 to the 2012 fiscal year. This means that we had to plan for a funding reduction in our current fiscal year of \$5.5 to \$6 million. These are dollars that are already allocated in current year operating budgets.

Working with the deans and Cabinet members, we concluded that the best way to address the lapsed payment during this year is to use one-time funding reductions rather than reducing base operating budgets. In most units, this will be accomplished by reducing existing year-end carry forward balances from previous fiscal years. However, we have provided some flexibility and given administrative division heads and college deans the opportunity to determine their preferred funding source for their respective units. Deans and division leaders will be communicating specific plans as we move forward. Questions or suggestions should be directed to them.

Given these extraordinary circumstances, I am pleased that we have found a solution that should result in no job losses or furloughs and will have limited impact on our students. I appreciate

that the deans and administrative division leaders stepped up quickly to develop these solutions. This allows us to resolve the issue about our current fiscal year budget and move on to focus on the much larger problem of likely budget cuts to higher education for the next biennium (FY 12 and FY 13).

On many occasions, I have referenced that the SSI funds in the current biennial budget include 16% federal stimulus funds and also noted that there is no plan in place at this time to replace these federal funds in the state's operating budget for the next biennium. If no plan is developed, our share of the reductions in SSI will be about \$25 million. Given the uncertainty about economic recovery, the reductions could be even deeper. Prudent stewardship of the University requires that we plan for these challenges. We are doing just that.

On a positive note, during an extremely challenging economic period, state support for Ohio's 10-yr Strategic Plan for Higher Education remained strong relative to other state funding needs and priorities.

One additional item about the state budget for the next biennium: depending on the outcome of today's elections, we will likely have a proposed state operating budget for FY12 and FY13 in late January 2011 (if Governor Strickland is re-elected) or in late March (if Mr. Kasich is elected). This is just to give you a barometer on how much uncertainty we will have to manage.

As the celebration of the 100th anniversary of the founding of BGSU draws to a close, I want to highlight several Centennial topics. First, I hope you are planning to attend the Academic Convocation on November 9th. Hundreds of hours of planning by your colleagues have resulted in what will be an important celebration of our academic mission and the fundamental role of the academy. Ron Clark, a New York Times best-selling author and the 2000 Disney American Teacher of the Year, will be the keynote speaker. Those who have heard him speak report that he will provide a dynamic and thought-provoking presentation. BGSU alumnus Ryan Nowlin, staff arranger for the United States Marine Band, will return for the convocation to conduct the BGSU Wind Symphony in his winning composition "Fanfare: Sounds of the Centennial." I also invite you to record your volunteer service commitments so that we can meet our University goal of one million hours of service in celebration of 100 years. Please urge your students to document their volunteer hours as well.

During this Centennial Year, we have traveled the country to connect our alumni to our Centennial and to engage them in reflecting on our legacy of excellence and our future without limits. This week, with a final event in Myrtle Beach, SC, we complete 24 visits with alumni. Finally, I want to extend deep appreciation to the colleges and departments that adapted annual events and lectures to a Centennial theme and to all of the faculty, staff, students, alumni and friends who helped plan a year of up-lifting events to celebrate our 100 years. Questions?

### **Provost/VPAA**

Provost Ken Borland read the following report:

#### **Strategy #1; CUE**

In and since our last Faculty Senate meeting, many very good questions were raised about CUE. The responses provided to persons asking them have been in the form of timeline adjustments, provision of detail (outcomes, themes, etc.), and opening channels of communication (newsletters, conversations, meetings, etc.). These have all better supported the approval and implementation process which continues through the established curricular processes.

***Why Start CUE in Fall 2011?*** This is a regularly recurring question. The target for CUE's implementation has long been fall 2011. Ongoing analysis presented by the CUE leadership, as

recent as fall semester 2010, confirmed that the initial implementation phases can be achieved. Some programs are all ready to initiate their work while others have more to accomplish.

While there is CUE work to be done throughout the fall, spring, and summer (nine more months of preparation time), the commitment made to the fall 2011 freshmen can and should still be kept. I've talked with our current undergraduate students about CUE and its progress. They remain very supportive of CUE being implemented next fall and are actually envious of the incoming freshman class having this opportunity.

Waiting for a perfect CUE curriculum? Ongoing assessment of the 2011-12 CUE program will yield in-progress improvements as well as improvements for the 2012-13 academic year. The great faculty accomplishments and momentum already achieved must not be lost to time.

***Fundamental CUE Characteristics.*** At this stage of the CUE process, one can easily become caught-up in the details of curriculum development; potentially, losing touch with the fundamental characteristics of the new program to which every one of those details must be connected. So, at the risk of redundancy over the next few minutes, I want to strengthen our grasp of a few of the fundamental characteristics of our new CUE program.

First, staying true to its design, the CUE curriculum is going to be its best only if all faculty contribute to the crafting of its components and providing it to all students. It is owned by the academy; therefore, CUE is and must remain as much “this” department’s domain as it is “that” department’s domain. Do not wait for an invitation to submit course proposals for everyone is invited to do so. Fundamentally, CUE belongs to everyone in the academy.

Second, CUE is to be overtly interdisciplinary. Inquiry, problem solving, life application; all of these curricular components require every discipline to equally contribute. In fact, within the spirit and factuality of true interdisciplinarity, every discipline making contributions is not only a right, it is a responsibility. So, do not establish artificial, unilateral, provincial or parochial curricular or administrative boundaries; for, if such are allowed to exist within CUE, the program will fail in its ability to fully educate our students. Fundamentally, CUE is interdisciplinary.

Third, CUE is co-curricular *while it belongs to the academy.* Faculty will determine how to engage other divisions of BGSU and the world beyond our campuses in order to better educate students. Faculty will eagerly discover and investigate those opportunities lying outside the academy for their high impact teaching and learning potential. Partnerships will need to be crafted by the faculty and eagerly enjoyed by those beyond the academy. In that faculty will lead collaborations essential for enhanced student learning, CUE is fundamentally co-curricular.

We look forward to providing more detail about CUE as it progresses through our various academic processes, and encourage you to keep in mind and practice these three and other fundamental characteristics of CUE.

### **Strategy #7; Diversity and Inclusion**

Following very enriching summer and fall conversations with faculty, staff, and students who represented 43 different organizations, being informed by several earlier reports to the university and these persons’ feedback, we will soon announce, populate, and commence the work of a BGSU strategy for diversity and inclusion, the Diversity and Inclusion Network.

The Network will exist to enhance the inclusion of all persons who are part of BGSU. It will provide information, original recommendations and programming 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, staff and student 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, is advisory to the President, could be a significant support to CUE, and should become an enhancement of our university and community climate for everyone.

Watch and listen for the forthcoming details as well as how to become significantly involved in BGSU's efforts to successfully accomplish Strategy #7, Diversity and Inclusion.

Questions?

Blair: Thank you Provost Borland. Graduate Student Senate Representative, Steve Dinda...

#### **Graduate Student Senate Representative**

In light of the recent vote for the faculty to choose to unionize, the Graduate Student Senate (GSS) recognizes the Faculty Senate as the official representative body of the faculty that addresses all aspects of welfare and concerns until such time they receive notification of a change. Until then the GSS wishes that the Faculty Senate, BGSU-FA, and administration work together for the benefit of BGSU. We're working on other issues and we'll update you as we have items to report.

Blair: Thank you. Undergraduate Government Representative, Kevin Basch...

#### **Undergraduate Student Government Representative**

The Undergraduate Student Government would like to echo the sentiments of the Graduate Student Senate and we continue to look forward to working with all individuals for the benefit of the University. We also want to support the CUE initiative. We believe it has the opportunity to benefit the undergraduate experience significantly. I know it will be much work but it will be worth it.

Blair: Thank you. Retiree Representative, Professor Lunde...

#### **Retiree Representative**

I have just two items. First, I'm concerned about the nature of the retirement program for faculty under STRS, and the tendency across the country to move away from a defined benefits program to a defined contribution program. This will have an adverse affect on individuals retiring. The average service of the defined benefit plan individuals is significantly longer than the other two plans. The average age for the defined benefit is a little higher and the salary is higher than the other two categories. Second, we're having a special luncheon on the Three Year Labor of Love by Larry Weis and Sue Avers for our 100-year celebration. They'll be discussing the history of BGSU Women's Basketball, a legacy of excellence, and its evolution. PBS has a DVD for \$30.00, \$10.00 of which will go to Women's Basketball team. We should congratulate them and their place in history at BGSU.

Blair: Thank you. Moving on to reports from Senate Committees...

## **REPORTS FROM SENATE COMMITTEES**

### **Committee on Academic Affairs – Border**

Report to the Faculty Senate from the Chair of the Committee on Academic Affairs (CAA).

Concerns about CUE:

Beginning of recapitulation of CUE events from the perspective of the CAA:

It is the understanding of CAA that CUE committee work in summer 2009 consisted of initial dialogue and discussion. It is also the understanding of CAA that in September 2009, a retreat was held that included the deans, senate leadership, and the administration.

In its September 2, 2009 meeting, Senate Chair, Ron Shields visited CAA. Recorded minutes state the senate chair comments as: “The CUE committee will be reporting to CAA and subsequently to Faculty Senate on the progress of this review and will report major findings and recommendations relative to potential change in the General Education Curriculum.” and “Shields requested that CAA be an effective player in moving this process forward.”

In CAA's October 7, 2009 meeting, an initial presentation of CUE was presented to CAA. In that presentation, it was stated that the intent was to have the curriculum in place by Fall 2011. A series of CUE open forums dates in October and November 2009 were provided to CAA. My hand written notes state that the chair of the faculty senate charged CAA to be part of the process.

During the Fall Semester 2009, CAA was concerned with a number of items. Most importantly in the view of CAA was keeping in contact with the progress of the ongoing “university realignment” or “university restructuring” process. The process was an issue for Dean's council and the provost's office during Spring and Summer 2009.

In Spring Semester, at its March 3<sup>rd</sup> 2010 meeting, CAA received a challenging communication from the Provost concerning CUE. This communication was similar in content with that delivered to the Senate at its meeting the day before.

During the Spring Semester, CAA was concerned with a number of items, including 5<sup>th</sup> year funding for the science's doctoral students and proposed changes to the new student orientation program.

On March 23<sup>rd</sup>, as a result of a 3/15/10 request by VPAP Cathi Cardwell, I had a special meeting with Cathi Cardwell, about the role of CAA concerning the university curriculum, but the conversation was cast in the context of upcoming CUE work. I shared with Cathi my interpretation of the powers of CAA under the charter.

April 8<sup>th</sup>, I wrote to Cathi Cardwell (CUE) about the need of setting a meeting date and time about CUE. She wrote back “Yes, we do need to meet with Ron, Ellen, and Kris and you before the end of the year. I'm not sure we'll have anything to present at CAA, except an update.”

At its April 21<sup>st</sup> meeting, CAA showed a concern about the lack of concrete details concerning CUE. The committee recommended to the chair that Border send a communication to CUE that requested a report by June 1st. The provost favored this act of communication with CUE. It was understood that CAA would extend its schedule into the summer in order to be involved with the CUE process.

On April 22<sup>nd</sup>, I attended a CUE meeting that included Cathi Cardwell, employees from Keeling and Associate consultants, and faculty senate leadership. During the meeting, senate chair Dr. Shields, made reference to three soon expected CUE “white papers.” One from GSW, one from Music, and one from Technology. No such white papers were ever seen by CAA.

On April 26<sup>th</sup>, I wrote, in part, to Cathi Cardwell (CUE):

The Committee on Academic Affairs solicits from the CUE committee some type of report, of sufficient detail, so that its membership will have a better concept of concrete CUE committee recommendations that will affect the university's curriculum, calendar (time grid, etc.) and academic policies. Those items are all part of CAA's workload as mandated by the university charter.

Additionally, I wrote in the communication:

While we do appreciate the global and broad conceptual aspects of the CUE work as shared in various venues this academic year, we believe it is important to begin the process of writing the "operationalizing" work from the given concepts. We understand that CUE's work is not at the stage to fully propose operationalizing CUE's concepts, but hopefully, there exists certain departmental or unit CUE related plans that are beginning to approach this level of detail. Sharing those with CAA in a report would be helpful for its work.

The requested CUE report document was received from Cathi Cardwell on June 4<sup>th</sup>. In the email correspondence of the same date, Cathi provided a timeline that included:

- October-November: Undergraduate Council reviews, discusses, and makes recommendations.
- November –December: CAA reviews, discusses, and makes recommendations.

(Editorial note: timeline given in that email ends there).

On June 10<sup>th</sup> at the invitation of the BGP, CAA members, Dale Klopfer, Anne Leser, Paul Moore, Judy Adams and myself, attended a special day long BGP meeting concerning CUE.

CAA meet on June 15<sup>th</sup> to review the 6/4/10 CUE committee report.

CAA sent a response to the CUE report on June 23<sup>rd</sup> to Cathi Cardwell.

On September 7<sup>th</sup>, the CUE is reported to the Faculty Senate. While the CUE committee's statement in the report process that the CUE final report reflects their consideration of questions from CAA, no communication had been received from CUE since June 23<sup>rd</sup> which specifically addressed the concerns of CAA.

At its September 15<sup>th</sup> meeting, CAA received information from the VPAP about CUE. With the new VPAP as guest, we learned that the charge to form a CUE implementation committee was moving forward. The first meeting of implementation committee was set at September 16th. Initial membership was expected to be 20-30 then sub-committees were to be formed without members of the implementation committee.

On September 15<sup>th</sup>, as chair of CAA, I wrote to the VPAP, Tim Messer-Kruse seeking a response to the 6/23/10 CAA response to CUE. On September 17<sup>th</sup> Dr. Messer-Kruse emailed a response. This response was reviewed by CAA and discussed at its October 6<sup>th</sup> meeting.

At its October 20<sup>th</sup> meeting, a majority of CAA college representation faculty members express a concern to the chair that non-trivial defects are present in the CUE implementation process

witnessed to date. The chair voices his concern that the Fall 2011 timeline imposed a severe hardship on CAA's work timeline since it is the Faculty Senate's committee that is charged with academic planning and monitoring of the curriculum as well as reviewing Undergraduate Council policies actions. The members present requested that a memorandum be written to the SVPAA and VPAP, so that they may be informed of our concerns.

On October 25<sup>th</sup> the memorandum was sent.

After the Oct 25th memo it became very clear that there exists a difference between the CAA's view of their role in this process and some administrator's position on CAA's role.

End of recapitulation

As of this meeting of the senate, I think it is important to communicate to the Senate the following... if it is the intent of the administration to include first-year CUE policy and academic content in the Fall 2011 undergraduate catalog at BGSU, then CAA is in a nearly impossible position to make its mandated reviews during this AY.

Further, the idea that there are university faculty now on the precipice of scribing out their program's CUE related curriculum based on a policy that has not been approved by UC and not been reviewed by CAA and not seen by the Senate is very worrisome. Additionally, CAA, from the perspective of its own past committee workload experience, knows that the implementation of new degrees require statements of costs, faculty loads/needs, number of students impacted, and a four-year curriculum check sheet among other things. We, to this date, have not seen such documentation from CUE, nor are we aware that any such paperwork is under active examination by UC or FSBC. To be clear, we have no indication of paperwork under development that contain policies, markers and procedures to insure that the CUE curriculum initiative would even meet the minimum criteria or standards currently in place when proposing a single new four-year degree, let alone the minimum criteria one would expect to be in place to propose changes to an entire university general education curriculum. Finally, to this date, we are not aware whether the CUE implementation team work documents, at their current level of development, contain assessment components.

Questions?

Hearing none, if you do have any questions about the operation of CAA I would be glad to share that on an individual basis.

#### **Amendments and Bylaws Committee - Labbie**

Amendments and Bylaws met on October 19 when we reviewed and approved the policy on the extension of the probationary period (or "flexible tenure") as it was revised and passed by the Senate on October 5. We began to construct questions about the broader implications of this policy for 3<sup>rd</sup> year review and annual review.

We are also involved in two policy revisions: 1) The revision of the Charter to reflect domestic partner benefits that have been approved, and 2) The possibility of emeritus status for administrators.

Our next meeting is scheduled for November 16.

#### **Committee on Committees – Williams**

No Report



**Faculty Senate Budget Committee – Bertelsen**

FSBC/UBC met on Thursday, October 21<sup>st</sup>. We received our charge from President Cartwright. The committee also received an update on the most recent state of Ohio budget. We expect to know more once the governor is seated.

The committee reviewed and approved the calendar and schedule of meetings for the 2010-2011 year. We also tentatively scheduled the Divisional and College Budget presentations for the week of March 28-April 1, 2011.

**Faculty Personnel and Conciliation Committee – Bullerjahn**

Report made by Melkote on behalf of Bullerjahn

Overview of activities:

The FPCC has been meeting monthly this semester and will continue to do so as we have a number of current and pending cases. The FPCC Executive Committee meets one week prior to the full committee meetings to review grievance petitions and to develop the agenda for the FPCC meetings. Comm Comm has appointed two new faculty for one-year terms, so we are near our full membership for the year.

In the full Committee meetings, we have implemented formal training discussions on the grievance procedures (as indicated in the Charter) so that new members can undergo a rapid orientation to the grievance process.

Update on cases:

One case from 2009 was resolved. The administration was in agreement with the Hearing Board's recommendation from last May.

There are three active cases at this time. A Hearing Board has been set for one case, another is at post-conciliation and a third is in conciliation.

Two letters of intent to file a grievance have been received this semester.

My apologies for not submitting a report for the previous Senate meetings. I have been unable to attend this semester due to my teaching schedule.

Respectfully submitted,  
George Bullerjahn, FPCC Chair

**Faculty Welfare Committee – DeBard**

The Faculty Welfare Committee (FWC) met last Thursday, October 28 to consider the issue of the Faculty Misconduct Policy that was returned to the Faculty Welfare Committee last spring. We discussed it and it was determined that some re-wording was necessary. We are currently distributing those changes to the members of the FWC. We are looking forward to bringing something to the Chair for the December Faculty Senate meeting. We are doing so in the spirit of trying to keep going forward even though we are aware that this is the domain of collective bargaining. We're trying to do the best we can for the faculty as well as the University.

Blair: Thank you. Committee on Professional Affairs, Geoff Howes...

**Committee on Professional Affairs - Howes**

We will be meeting tomorrow. We are going to talk about the next State House visit. We'll know more details after we meet tomorrow. We'll also ask the membership for other agenda items for the year.

## **OLD BUSINESS**

None

## **NEW BUSINESS**

Blair: Moving on to new business. The first item of business is a correspondence received on October 20<sup>th</sup> from representatives of the BGSU-FA executive committee to the Senate Executive Committee requesting a liaison role for their group on the Faculty Senate. In considering this request there is a specific element of the Charter that does allow for ex officio membership on Senate. We're showing you that particular piece of Charter now on the screen. The SEC has endorsed, by a vote in the majority, this request in the spirit of collegiality. We need to discuss this aspect of adding an additional ex officio member to the Senate. Again, this occurs in Article IV under the Faculty Senate, section A under membership. As you can see, under ex officio membership in the second paragraph the listing of the traditional ex officio members are included there. In the second sentence it notes that additional ex officio seats in the Senate, up to a maximum of five, can be established by the SEC and ratification by a 2/3 vote of total Senate membership. The language goes on to indicate what level of voting rights ex officio members have which would be full voting and debate rights on the floor of the Senate, but no eligibility for election to standing committees or to Senate offices. In the coming months there will be a great need for reciprocal dialogue in regard to faculty welfare and certainly shared governance. Based on this overview, is there a motion to support this request? Allie-Terry moved to support the motion. The motion was seconded.

Blair: We'll open it up for discussion. Shields: I question the timing of this action since we are still waiting for SERB to verify results. Should this not be something we talk about next month? Blair: We could wait for the certification on November 18th. Shields: I feel it is inappropriate to entertain this request at this time. I think more time is needed as a Senate to understand what our role will be in a union environment. It's not I think this is a bad idea; I think we should observe the timeframe, the time protocols that SERB has put in place. Blair: Are there other perspectives on this issue? Terry-Fritsch: To provide a counterpoint, waiting for the certification is fine but the results of the election were quite clear. There should be no problem with SERB certification and therefore we could go ahead with this motion. Evans: I would point out that the role of an ex officio member of the Senate is to allow that member to provide communications during that portion of the agenda. If we want to receive that type of report and opening the line of communications, this would be a way for the Senate to receive reports directly from the union liaison on the status of the negotiation about the contract and to address what will be the role of Faculty Senate. It will also allow us to improve information flow. Howes: I'm speaking as Vice President of BGSU-FA now. We were pleased with the rapid and positive response by SEC. I should note that SEC did request a representative with the Faculty Association as well. This will take some time as we are completing a new constitution appropriate to a bargaining organization as opposed to an advocacy organization. As we do this we will decide how to incorporate this request and present it to our membership for similar approval. From our point of view, we would appreciate if the Senate wants to wait until SERB has certified the vote. But, we also appreciate that the sooner we open the lines of communication the better. Blair: Other comments, questions about this process? Midden: It's my understanding that the role of Faculty Senate relative to collective bargaining would be an issue that's negotiated. Is that so? And so we may not know what the role of Faculty Senate will be until those negotiations are complete. Blair: I believe we need to understand what the topics of negotiations for such language would be with respect to wages, benefits and working conditions. While those in the past have been the within the purview of Faculty Senate, I presume they no longer will be though. I am not a legal expert and don't want to speak about what those topics might ultimately be. Howes: There are some contracts that make reference to faculty senates and shared governance. If we include that language or negotiate that language we would certainly want to do that in consultation with Faculty Senate. Midden: What role will Faculty Senate have in deciding what the role of the

Senate will play with respect the various issues of shared governance? My understanding is that Faculty Senate will not be at the negotiating table. Blair: No it will not. Midden: What is our role? What opportunities will we have to negotiate our role? Blair: Our role in shared governance stands. We advocate for all faculty. I'm hoping that some of our roles from a symbolic and pragmatic standpoint will not change but certainly given some of the legalities of faculty wages and benefits there will be some changes. Midden: Ultimately decisions will be made about what will be in the jurisdiction of the Faculty Senate and what fall under the jurisdiction of the BGSU-FA. Is that correct? Blair: I assume there will be some discussion of the Charter in the future. It's clear that the Faculty Senate will have a role in academic reconfiguration, curriculum and other such items. Midden: Those are important issues but it's not clear to me where those issues fall, with Faculty Senate or collective bargaining. It seems to me there are uncertainties about a number of issues. Blair: We've certainly asked those questions as well. We don't have those answers yet. It's not clear how this process will evolve. Evans: Bob has raised some good points. I think it would be appropriate for an ad hoc Faculty Senate committee to be formed to ask and address these questions and to think about what essential role the Faculty Senate can play and to be an effective advocate for protecting that role. Blair: That is an excellent suggestion and something the SEC can undertake and consult with Comm Comm about. Dixon: The efficacy of an ad hoc committee seems to be helpful, I do worry about making a decision today with so much in flux. I think we should consider whether this is the right time for such decisions. Blair: You're speaking of the motion to include an FA representative on Faculty Senate? Is that a motion to postpone? Shields: I'm very happy to hear Geoff report out and I feel he speaks from his role as a Faculty Senator. They are working on a plan of representation to help with communications. I'm just asking if it isn't better to pause a few weeks. I am not speaking against the idea of an ex officio member. What I'm arguing for is a little more deliberative process, one based on the SERB timeline which all of us are happy to observe; and that also gives the other group time to deal with its documents. If that is a motion to table to reconsider at the next meeting, I can do that. I'm just putting this out there as a concern. Blair: Other perspectives on this issue? Are you willing then to make a motion? Shields: I move that we table the discussion of this issue until after the verification of SERB. Blair: So after November 18<sup>th</sup>? Shields: Yes. Blair: Is there a second of this motion? Thompson seconded. Pauken: Please reword as a motion to postpone not to table. Shields: Yes, motion to postpone. Pauken: The motion is to bring this back after the SERB certification. Shields: The motion is to bring this back to the Senate after the November 18<sup>th</sup> certification. Blair: The motion is to postpone the discussion of the potential approval of this recommendation of the SEC that would be after the November 18<sup>th</sup> certification at the December Faculty Senate Meeting. This will need a 2/3 vote, which we can do by a show of hands. All those in favor? The motion is to postpone the discussion of this issue until the December Faculty Senate Meeting. Midden: If we vote right now we might not get a 2/3 majority for what we need to accomplish. Will that make it more difficult to pass the motion in the future? Blair: More discussion on the motion? We are ready to take the vote to postpone the discussion on the endorsement of an ex officio Faculty Senate member from the BGSU-FA until the December meeting after the November 18<sup>th</sup> certification. All those in favor of this postponement by a show of hands. All those against?

Motion Passes. We'll bring this up again at the December Senate meeting.

Blair: Next we have a brief presentation on Women's Basketball events.

### **Women's Basketball Events: Erianne Weight**

I'm here on behalf of the athletic department. Because of the strong history of Women's Basketball here at BGSU we were selected to get a \$34,000.00 grant to promote the sport of Women's Basketball. Throughout the season there will be a series of ten events - seven for students and three for faculty and staff. The first event is in two weeks. The first event is the Faculty Event; November 15 at 4:30 and the game begins at 6:00 p.m. Food provided by Frickers

and Papa John's, music, and others including a possible showing of the Labor of Love video that was mentioned earlier. You do need to RSVP and the cost is \$5.00. Tickets will be picked up on the night of the event. As an extra incentive if the Faculty group meets an attendance figure (300) NCAA will give us \$1000.00 towards Faculty Senate Scholarship Fund. This is a competition between Administrative Staff Council, Faculty Senate, and Classified Staff Council to see which group can get the most people to attend. Whichever group has the greatest percentage of attendance will get an additional \$1000.00 towards their governing scholarship fund. Please come and join us and support Women's Basketball at BGSU.

**United Way Presentation: Pat Pauken**

Pauken: Thank you. I'd also like to introduce Michael George. Mr. George is the Director of the Wood County United Way. As a member of the University's United Way Committee I'd like to offer some words of encouragement for you to make your annual donation. Some of you already have, thank you. For those of you who have not, I encourage you to consider making a donation. You have an opportunity to donate either through traditional hard copy forms or online. You should have received e-mails since the campaign began. It works very smoothly. Just open the e-mail and click on that personal link just for you. A description of each of the benefitting organizations is available. You can earmark your own donations. You can allocate to individualized organizations. You may be surprised at the connections these organizations have with BGSU already. I can donate individually to people I know as well as organizations I choose. You can allocate your dollars to help other special programs and initiatives. This allows us to help those in need and remember, prizes are offered each week as you donate. A donation to a local charity represents an individual commitment and institutional commitment that BGSU makes to Northwest Ohio.

George: Thank you. The campaign is of course about raising funds but it's also about the type of community you want to live in. How you want to impact your neighbors, your peers. I had a phone call last night with a request for food. I can provide the food but we also need to figure out how to find the root cause of the symptoms. These are the types of things you can impact with your gift. After the Lake Township tornado we were asked to coordinate a volunteer force, to mobilize the community. We continue to be involved in the tornado relief effort. We have met every week since the tornado, June 5th. We have provided relief to those families and they still very much need assistance. The dollars raised help provide mental health support. What type of community do you want to live in? How you can impact that community. If you want to volunteer, call us. If you need volunteers, call us. Thank you very much. Pauken: Thank you. And, I want to give a thank you shout out to Sherri Stoll and Sue Moda our United Way Campaign co-chairs. Please remember you can give by payroll deduction, credit card, billing, or check.

Blair: Thank you. Next we have our health benefits presentation by Rebecca Ferguson.

**Health Insurance Presentation: Rebecca Ferguson**

Rebecca Ferguson, Chief Human Resources Office presented updates to insurance.

The Benefits Enrollment is now accessible through the MyBGSU portal. Click and you'll see the benefits summary and your benefits enrollment. Before you begin your enrollment, go here first and review your benefit summary. Part of the reason we're asking that you do this is so you'll know what you currently have before you get started. We get calls from folks who aren't sure what plan they currently have. You can just enroll in medical or just enroll in dental or both as most of us have done in the past. All of that information is located here. You can look at your own enrollment. If you are going to add a beneficiary, this is where you want to check first. If you know that you'll be adding a domestic partner or a dependent, before you go into the system make sure you have the social security number and date of birth. If you type this information

incorrectly, you will have problems later as you try to get your services. You can click on the Benefits Enrollment 24 hours a day and the enrollment period will be open until Thanksgiving. You can also change your choices. It is extremely user friendly. It is easy to access. Ms. Ferguson explained changes to the prescription plan and that dental is no longer tied to the medical benefit. ExpressScripts will be used if you are on a maintenance drug. We suggest you fill your prescription prior to January as you might run into a few bumps. The tiers have not changed. If you have any questions or issues please let our office know. We are standing ready to help.

Affordability or Healthcare Reform: Do we have anyone who will be adding a child between 19 and 26? You no longer have to be a fulltime student, nor live in your family's home or in Ohio. You just have to be ineligible for health insurance where you work. If so, there is a form their employer must fill out. If they are married it does not hinder them from coming back on our plan unless their spouse could cover them. Part of the cost will be pretax and some will be post tax. The public sector employee in Ohio is available if you have an older child, 26 – 28. The child must be unmarried and can't be eligible for any other health care. We can charge for this group. We have had an actuarial develop the pricing structure. Expanded coverage to same-sex partners is brand new. Like married couples, if the partner's employer can cover them, they must take that coverage. Healthcare reimbursement accounts will be changed as well. Check the website for further information. If you've used your pretax dollars to do this check the list. Open enrollment has already started and will end the Friday before Thanksgiving by midnight. Most of the information I've covered is on the website.

Questions? Senator: I don't have our insurance and sometimes I've had to verify I'm waiving the insurance again. Ferguson: It will say that you have waived. If you don't want to change, do nothing. Senator: I want a clarification for the spouse benefit. Do we have to recertify again? Ferguson: Yes. We ask you to do that every year. Senator: You don't need the marriage certificate again? Ferguson: No.

Blair: Thank you.

## **ISSUES AND CONCERNS**

Evans: I'd like to thank David Border and Committee for Academic Affairs (CAA) for the report. I want to express concern that we have not had the opportunity to discuss that report. I hope they will have an actionable item for Faculty Senate. To my mind shared governance works when it is deliberative. CUE, as it continues to go forward, is clearly bypassing the shared governance process. Howes: I'd like to add that we have legitimate concerns about the quality. I think it's hasty to assume that we're obstructing the CUE process. Most of the concerns I've heard are in regard the implementation - date and the timeline – and what needs to be done. Blair: Are there other perspectives on this issue? Laird: I'd like to echo the same sentiments. I expressed these concerns at the last Faculty Senate meeting and I will continue to express these concerns about the timeline. Given how worthwhile this effort is, we should do it right. With the timeline that is set this is undoable. It will become the Unconnected Undergraduate Experience if we continue going forward at this rate. I'm enthusiastic about the idea but deeply concerned about the timeline. Dixon: I agree with what has been said. What is concerning to me is that we are either smoothing over or blurring the rules about how to do things. I would really like to see this pushed back – not to stop it but simply pushed back so we have the time to do it right. Allen: I'd like to express a specific concern about the present timeline as well. At this time we can't give students an outline of the courses they would take to fulfill a certain major. We've been told to get the inquiry courses ready and we'll do the rest later. This is a serious concern. If I was a student and I could not get this information it would factor into my choice of institutions to attend. There is a possibility we could lose perspective students based on this issue and uncertainty. Blair: I'd like to make a comment on Jim Evans remark about the need for CAA to

interface with SEC and the FSBC. We are open to that process. CUE has been an ongoing topic of concern. In talking with Dave Border, the CAA Chair – what form such an action item might take is unclear. But, we do hear the concerns and will bring this up yet again in our next SEC meeting. Evans: Possibly one of the most useful things that those three committees could do right now is to put together a calendar of deadlines and reasonable expectations to do a financial review as the Charter mandates for this process and to go through the hearings and approval process, go through the SEC review process and bring that forward to Senate. Blair: In fairness because there was a discussion of CUE today and we do have Tim Messer-Kruse here with us, is there anything the Provost or Tim would like to say? Messer-Kruse: Thank you. I'd like to respond that I'm appreciative that Dr. Border provided such a complete listing of the interactions among the offices and groups. This goes a long way to show that we have attempted to follow the process and have been successful in the faculty governance process. We have consulted with the Committee on Academic Affairs (CAA) and Faculty Senate and the consultation has been very productive. Many good ideas have been brought forward and those ideas incorporated. I also want to point out that we are roughly on schedule given the timeline that was laid out six to nine months ago. We wanted to give those groups plenty of time. I think it is a good idea for the various bodies of Faculty Senate not to wait for each individual group but to move forward in a parallel process. We're all here for the same mission and the same purpose to forward the undergraduate education of our students. Hopefully we can all pull together and accomplish what we set out to 18 months ago. Blair: Are there any responses to Dr. Messer-Kruse? Johnson-Webb: Some of the processes that we have to go through in curriculum development and budget requirements are sequential. Committees have to have solid information on which to base their analyses and how is that being addressed? Messer-Kruse: My reference to sequentially or parallel was meant to apply to CAA. Their role is to monitor and review the other committee's work. We can't all work in parallel and some aspects must be sequential. But, I think some of the oversight mandates given to the body of Faculty Senate can work in a parallel and collaborative process. Blair: Other issues? Border: As the Chair of CAA I would welcome the opportunity to work with the other committees. I'd welcome the discussion of developing a timeline. Blair: Certainly as we have the Chair of FSBC and a large constituency from FSBC, I'm sure there might be some ways we can dialogue more clearly about the timeline. I think the timeline is an important issue here. If we can work in consultation with Dr. Messer-Kruse we can determine what the timeline looks like now that will help us in moving forward. Evans: If I could bounce a question through the Chair to FSBC, has any of this come to FSBC for a resource analysis at this time? Bertelsen: No it has not. At this point, Dr. Messer-Kruse has spoken to us about the Graduate fee structure. Nothing has come forward this fall in regard to CUE or a resource analysis. Evans: Thank you. Madam Chair, the financial review should be the first step in this process. I would just like to remind the Senators and Administrators in the room, according to the Charter none of this should proceed unless accompanied by a financial review. Blair: We can certainly check on this with administrative representatives to make sure that is forthcoming. Other issues related to this or other topics? Hearing none, motion to adjourn?

## **ADJOURNMENT**

Blair adjourned the meeting at 4:20 p.m.

Respectfully Submitted,

Terry L. Herman  
Secretary, Faculty Senate