

SEC/VPAA JOINT CONFERENCE
Meeting Minutes

March 15, 2011
2:30 to 4:30 p.m.

Senate Conference Room
140 McFall

Attendance:

Blair; Border; Borland; Brodke; Carothers; Dinda; Folkins; Gremler; Herman; Leclair; Midden

Absence:

Basch; DeBard

OLD BUSINESS

Carothers: Welcome. Under old business we'll discuss the School of Cultural and Critical Studies Review. David (Border)

School of Cultural and Critical Studies Review

Border: Angela, Radhika, Marilyn and others talked to the Committee on Academic Affairs (CAA) about the School proposal. We did get a chance to interact and ask questions. If I were to summarize it, the only issue we had is the use of the word Director within the new School. A CAA member made a suggestion that they use that word with caution. It is typically used for the Director of the School itself and not sub-units. The other concern was how the faculty from the units would mesh when it comes to the tenuring process. It was explained to us but I'm not sure if it was explained to everyone's satisfaction. There is an understanding whereby at certain points the Director of the School would be more bound by the decisions of the sub-units for tenure and promotion outcomes. In other cases the Director of the School would play a more direct role in determining tenuring outcomes. We are meeting tomorrow and will hopefully come to some sort of conclusion as far as discussion goes and then we'll forward something to SEC. Blair: Ideally, we'll have this on the Senate Executive Committee (SEC) agenda. Having the document come directly to the Senate leadership we tried to honor both the old and the new processes as outlined in the Charter by having it go first to CAA for review. CAA is reviewing the proposal and it is coming to SEC next. In the old process we would endorse this proposal and place this on the full Senate agenda for a vote at our next full meeting. On the 29th I'd like us to make a decision in regard to this. Under the new Charter version it isn't something we are expected to do or required to do – but we can. What are your thoughts? I suspect we'll have a full SEC agenda in two weeks and we may want to discuss this now. Folkins: I want to support what you've said. All these mechanisms of shared governance, whether they are in the Charter or not, I'd like to honor them. We should continue to do the kinds of things we were doing before. Blair: How do we look in doing that? I want to look like we're honoring our process. The proposal is being reviewed, as it would have been prior to the Charter changes. A lot of it will depend on the review we receive from CAA. We could review and endorse the proposal at the SEC level and that is the end of it. I'd like to honor what the SEC body would like to do. Borland: I wasn't at the last CAA meeting so I can't comment on the

comments or thinking behind discussion during that meeting. I did see an email that came out after the meeting with a highlight of the talking points. I think this is a reasonable proposal. I think there are a lot of department and school level determinations that will have to be worked through. Just coming off of reviews of tenure and promotion. Other units on campus have schools. In several schools I think I was reviewer number 7 in their process. I'm not sure how one fares that way as opposed to someone who goes up for tenure and promotion under a different structure. You may see one group voting one way and another group voting another way in the tenure process. How many are substantive and how far can you be removed from the content area and still provide a valid review? When we see people moving from one place on the organizational chart to another, we need to be sensitive to this tenure and promotion process. I hope this gets worked out to the satisfaction of all the parties involved. Folkins: As I understand it this follows the Arts & Sciences model and not the College of Education and Human Development model. Borland: Yes, that's right. I just want to be sure the individual faculty members know where their academic home is for tenure and promotion. Folkins: Are there people in these units that are Assistant Professors who are expecting to be reviewed under one model, department level, and now they'll be reviewed under another, the school level instead? Borland: That is the question. Folkins: Could they be grandfathered in? Changing things in midcourse could put us in a compromising position. Border: In understanding the personnel issues. Titled Charter of the School of Culture and Critical Studies. As far as who gets what name, and I believe it goes into tenuring and it does get into release time and teaching load. A number of members of CAA had questions about release time and teaching load. As Chair, I did not interrupt that conversation. I thought it deserved an answer. When it comes to a decision as we forward this to SEC I'm not sure whether that should be part of our discussion. They do outline their standing committees in regard to promotion committees. This seems to be the document that they have forged with a degree of consensus. Blair: Given that course releases and stipends are differential anyway based on the size and scope of the unit, my sense is it's understandable if it's a little fuzzy. Border: I recall some of the members of SEC wondered if the Director would be given sufficient leeway for interpretation the release time and other constraints. It seems like it is an ongoing process rather than absolute. I'm not sure the document reflects that degree of flexibility. Blair: We're not trying to be obstructionist. We're trying to be transparent in our own processes. We're going to take action on this item as the SEC. On one level, why not forward it? I think it also gets to the issue that we experienced in regard to the Misconduct Policy at the last meeting. The argument put forth was that we do not have the right to do this. We do in fact have the right to discuss these issues and endorse policies. What is done with those policies is not up to us. There may be concerns about various labor issues. Just because it doesn't say in the Charter that this must get forwarded to the floor – it doesn't mean we can't. We can. On the 29th we'll decide if we want to take this forward and why. Then we'll take a vote. If we do want to take this forward we'll want to be sure we can answer any questions. Folkins: I did notice that on page 7 of that Charter, for faculty in tenuring unit promotion and tenuring recommendations would be made within the Department. The Department decision will be forwarded to the School Director and then to the College. That is the College of Education and Human Development model. You have all four levels involved. Borland: Thank you for pointing that out. The College Committee functions a little differently than

the Education and Human Development College. In Arts & Sciences there is no document that travels with the portfolio. There is a numerical vote that travels with the portfolio in the College of Education and Human development. I think the College of Arts & Sciences would have a preference that there be some uniformity. Blair: The question I would ask, given we're raising a question about their Charter. Is this something that CAA or Provost Borland would like to send back to them for tweaking? Border: We can do it in a friendly manner but not an absolute manner. Borland: As I've not been here for the creation of a school before I'm not sure on the role of a Charter in the process. Was there a Charter that accompanied the School all the way through? Are Charters dealt with separately from the creation of a School? Border: I can check. I'll have to review my materials on the creation of the Environmental School. Blair: We can check Senate files as well. I would hate to have this stalled on a technicality. If they don't need the Charter piece, perhaps it should be pulled before going further. Border: The financial and budget analyses were critical to the discussions. Carothers: Anything else? Borland: I wonder if this should go forward until we can determine if we need the Charter included? Border: I'll be glad to have Pam pull that information so CAA can review that tomorrow. Folkins: You can also check to see if other Schools have Charters. The School of Communication Studies was formed just a few years ago. Carothers: Thank you.

Compensation for Senate Leadership

Carothers: We decided to separate the compensation for Senate Leadership from our other resolutions. Blair: I drafted a rough document of what this policy might look like. It was my sense based on the duties of the Senate leadership that this is what the policy would look like. Midden: Does this correspond to what was in place before? Blair: Yes, I believe this represents the way it currently stands. Folkins: If a person had a course release in each semester, could they double it up? Could they take two releases in one semester and no release in the other? Blair: We could put in language to add flexibility. Depending on who is occupying the position there could be different models. I came up with the most basic of models but there could be different models. Folkins: You could just change the language to include two course releases in an academic year; say you could take the releases in one semester. Can they take a release from their summer semester? Blair: It becomes a form of payment then. Borland: If I think about this from a financial perspective, a time perspective, there are a number of ways to look at this. I believe you indicated this is what is being done now. Blair: What the Charter basically allowed. Yes. Borland: The old version of the Charter is quite different than the new Charter version. I'm wondering if the work or the time needed to be invested in Senate has shifted? The Senate was dealing with many more things than just the things the Senate are doing now. Blair: I would say yes. For example, The Faculty Personnel and Conciliation Committee (FPCC) is technically not within the purview of the Faculty Senate but even when it was Senate leadership was removed from that process for reasons of confidentiality, it fell to the Faculty Senate Secretary to oversee that work. It doesn't impact the workload of the Senate leadership in the same way. Certainly the absence of FPCC and the Faculty Senate Budget Committee (FSBC) may require less participation throughout the year... but it's a very small decrease. Folkins: I would make the argument that now it is more complicated as one has to learn how to navigate between shared governance by the Faculty Senate and shared governance by the collective

bargaining unit. Blair: In the Chair role there are lots of things that you are involved in that add to the time commitment. The eight to ten hours are accurate. Borland: This seems reasonable in the amount of time. Carothers: You (Blair) have been called on to meet with special interests from time to time. You've had requests to meet with this special group and that special group. Those are things on top of what you typically do as Senate Chair. I'm guessing the Faculty Association (FA) will only complicate this further. These peripheral meetings definitely add to the time constraints. Borland: The other way to think about this financially is to think about it in terms of, John had an idea that Terry is taking the overload compensation during the year. John is asking what if the faculty wants to take the compensation in the summer. It needs to be voiced in such a way that it captures a maximum amount. We have to budget for this. We need to set a limit. If it is the equivalent of a course release each semester... for some people a release might be a 3-credit hour course, a 4-credit hour, or even 6 credits in the summer. In terms of budgeting it needs to be worded in more concrete terms. This is the level at which this can be funded. Blair: I think in the old days, a course release was worth about 3,000.00 dollars. These days that dollar figure might be higher. Borland: It depends on the discipline... many factors actually. I don't want to run out of money to do this because everyone decided to take summer salary. Blair: What if we change the time constraint statement to reflect limits... eight to ten hours a week during the academic year not to exceed x amount of dollars clause? Is that the kind of dollar figures you'd like to put on it? Borland: I don't have dollar figures in my mind. Folkins: The problem with dollar figures is they become out of date so quickly. Carothers: What about just constraining it to a 3-credit hour course each semester during the academic year. Folkins: That's a problem for someone teaching a 4-credit hour course. Carothers: Or we could consider a percentage. Folkins: Another way to do this is to give the Dean and Provost approval oversight in this situation. Borland: If someone would like to be involved in Faculty Senate leadership and then they find out it's too expensive for their unit based on this process. I don't think that's the best way. Brodke: This function is being budgeted for next year? Borland: The Office of the Provost is paying for this. It's one of my cost centers so to speak. Blair: I can ask Pam to do some number crunching for us. Midden: Any quick news on the Governor's budget? Borland: I have been in meetings all afternoon but I did hear in passing that someone thought the information they saw wasn't as bad as we may have thought for higher education. I think it will take a day or two for our team to analyze what it means. Midden: The summary has not been posted. Blair: Going back to Faculty Senate leadership compensation, I don't know what dollar figure would be attached to this, but I do think a course release each semester of the academic year is reasonable. I think two course releases in one semester would present a burden on the unit. Carothers: If you want to trim, you can trim the course release on the Vice Chair. Borland: I'd rather fund the Faculty Senate and then let you spend those dollars in the way you see fit. The problem then is that if there is a budget cut, and everyone has to put something back, if it overextends the Senate, then we'll have to figure that out. Blair: I think the dollar compensation is 3,000.00 dollars. Borland: I don't think that money is currently coming out of the Senate budget. Midden: The Colleges make up the difference. But, a substitute doesn't cost the same as a faculty member. Borland: In regard to this proposal, I think the amount of release time is reasonable. If we're talking about dollar amounts, then we'll need to review that. You want to have something more concrete than

a conversation on this matter. Blair: People need to know there is compensation if they decide to run for Senate Leadership. I think we need to have a concrete policy. On a number of issues we don't have many things in writing that honor commitments to the Faculty Senate. Borland: If there is anything else you'd like me to know, please let me know. I'll take this back and make sure this is doable. I feel very certain that we should compensate Faculty Senate leadership. Blair: Maybe I can add some language at the end of the policy that indicates some flexibility. I'll send it to everyone else for further conversation. Hopefully this is enough to move forward for a line item in your budget. Borland: This and the additional piece of information should be enough information. My next steps are to be sure we're not doing something relative to collective bargaining though I don't believe it is. I want to be sure that anyone who has questions will hear my thoughts on this first. This is a very reasonable proposal. Carothers: Moving on... Borland: If by moving on, you mean a possible resolution against Senate Bill 5 (SB5) I would rather not be in the room for this conversation. This will be a problematic topic for me to engage. Blair: Should we move on to the Other Issues and Concerns then?

ISSUES AND CONCERNS

Folkins: I have an issue I'd like to discuss. I was at the Center for Teaching and Learning (CTL) and there were four or five of us sitting around. It was unbelievably hot in the room. We were comparing our experiences with climate control. The classrooms are too hot in the middle of winter. It's not a good learning environment. And certainly it's not a good use of funds or fossil fuels. I've never been at a University where climate control was consistent. For Provost Borland, if in fact you could say that you heard Faculty Senate indicates our buildings are warmer than they should be you could explore this issue further. Borland: If that's the case, with this number of buildings, we should know that. I'd like to find a way to know if the buildings actually are warmer than they need to be. Midden: It would be a good student research project. Borland: There are firms that will go through your campus to determine where your energy savings could be. LeClair: Most institutions don't have water as hot as we do. Folkins: The temperature could be adjusted. Carothers: Some of the answers have to do with the architecture of the buildings. The Math-Science building is slow to respond to the changes in climate. It's never quite in cycle with the outside environment. Folkins: As faculty we should be involved with these types of issues. LeClair: It's a good point. Carothers: Other issues and concerns? Border: I do have a comment about the School implementation and whether Charters were included. Charters were included in the 2006 – 2007 academic year when a School was developed. Borland: So that's the level the Senate was dealing with it? When the administration deals with it isn't it a separate issue? Blair: Again this goes back to your role; do you want to see revisions to that Charter? Would those revisions be made prior to this coming back to SEC? Will we make this in time for the April meeting? Or, will it wait until May? I don't want this proposal to be delayed on our end through our review. Borland: Is it possible approve this and not have it implemented until they modify the Charter? Blair: It depends on the nature of the amendment, especially if it's minor. Folkins: Many of these Charters include tenure and promotion issues and policies. Blair: If we don't need a Charter for the School to be formed then it is a moot point. Folkins: They need to have a tenure and promotion document and they've chosen to put this in their Charter. Blair: We can choose not to endorse this and it can still

go forward. Borland: I'll have Dr. Pauken review this. Blair: We'd like not to block this proposal. We want to determine if we will take it forward to the floor or have SEC do this. Border: I think we should consider keeping the practice of keeping a Charter as an essential supporting document. The confusion of what the Charter contains is not a concern of faculty. Prior to the changes in the Academic Charter the Faculty Senate Budget Committee (FSBC) would have reviewed this proposal. Since FSBC has been removed, I think these documents should be ready earlier in the year. In the future it should come through with the Charter in it and be given to CAA in a timely fashion. We need to have time to ask these important questions so we could provide helpful input into the process. Carothers: Thank you Provost Borland, we'll move on to New Business now.

NEW BUSINESS

Possible Resolution Against SB5

Carothers: As you'll see Kris has supplied us with various sample resolutions. Blair: Basically I brought these forward to call the question. Many Senates across the state are developing resolutions against SB5. I think they are doing some useful work in compiling this information. Should we be proposing and or endorsing a similar resolution? I've provided the examples from Akron, University of Cincinnati and Ohio University. I'd like to open this up for discussion. One of the reasons I brought this forward today, we need some time to review the resolution on the 29th. Brodke: I think Bowling Green is in a strange position in regard to Senate Bill 5. While we've voted in collective bargaining, we haven't done anything yet. I think the Ohio University (OU) resolution is closer to what we'd need. Has there been any communication from FA about what Senate Bill 5 would mean for BGSU? Folkins: They're having a teach-in today. Brodke: What does that mean? Blair: The new version would prohibit higher education faculty from unionizing due to their status of management. All faculty are considered management under this Bill. Folkins: So in fact Senate Bill 5 in Ohio is different than the Bill in Wisconsin? Blair: State employees are still able to collectively bargain wages but not working conditions and benefits. Midden: With the current version of our Charter none of us are eligible for Faculty Senate. Blair: Is it something we don't want to pursue? Clearly the identification of faculty as management has implications not only for collective bargaining but also for Faculty Senate. LeClair: I think we should make our voices heard with a new President coming in. The way the Charter reads now, it makes almost everyone management. Blair: I'm very concerned because we may not have collective bargaining and now we have no Charter. We can't put our hope in the spirit of the policies; we need to have something in writing. Carothers: Couldn't that be the theme of the resolution. Whereas these events have already happened and whereas these changes restrict autonomy and our own form of governance... The changes that have already occurred are already taking us down that path. In the wake of the changes that have already been made this is an important matter. Given that this set of events have happened and that these other changes are on the horizon... we oppose the further changes on the horizon. Folkins: In the context of which shared governance is essential to the academic enterprise, we need to be ensured there are mechanisms in place. I think if we put it in the culture of academia, we'll find an audience. If we put it in the context of we need autonomy... that's not going to be as well received. Carothers: It's not a plea for collective bargaining it's a plea for shared governance. Blair: I think it's a plea for faculty

not to be declared management. Folkins: There is shared accountability... Whereas the shared governance process of higher education puts responsibility and accountability in the domain of faculty and management... Blair: Do we want to do this? Collective: Yes. Folkins: If there is a principle there is a process. Blair: We already have a number of whereas statements proposed. We can create this electronically so we can wordsmith it and have it on the agenda for the Senate meeting on the 5th. I like a number of things about our last resolution and the OU resolution. They are short and take the high ground. Folkins: Student learning, accountability, shared governance, effective usage of our resources. You could send this to the SEC and we can use track changes as the resolution is refined. Carothers: Other discussion? Hearing none, we are adjourned.

ADJOURNMENT

3:50 p.m.

Respectfully submitted,

Terry Lee Herman
Secretary, Faculty Senate