

## FACULTY SENATE MINUTES

November 1, 2011  
2:30 – 4:30 P.M.

Assembly Room  
McFall Center

### **CALL TO ORDER**

Chair John Folkins called the meeting to order and indicated that Secretary Herman was away due to a family emergency.

### **ROLL CALL**

Chair Folkins called the roll.

### **Absent:**

Buerger, Fan, Wells-Jensen

Chair Folkins announced that there was a quorum. We now have a memorial resolution for Frank W. Glann by Michelle Brodke.

### **Memorial Resolutions:**

A memorial resolution was presented for Frank W. Glann, Associate Professor of Speech at Bowling Green State University Firelands, who passed away on July 18, 2011.

The resolution was read by:

Dr. Michelle Brodke, Assistant Professor, Applied Sciences, Firelands.

The Secretary of Faculty Senate will send a copy of this resolution to his beloved family.

Chair Folkins accepted the resolutions as part of the formal minutes of Faculty Senate.

### **Guests:**

Steve Krakoff, Associate Vice President for Capital Planning

Dr. William Albertini, Associate Professor, English Department on behalf of the Inclusion Network Core Group and Faculty Representative of LGBT Advisory Committee

Michael George, Director of the United Way, Wood County

### **COMMUNICATIONS**

#### **Chair of the Faculty Senate**

Faculty Senate Chair Folkins shared the following remarks:

I expect that President Mazey will mention this, but in their meeting on October 14, the Board of Trustees approved the changes in the Charter. Our Amendments and Bylaws Committee is now busy reviewing the changes to make sure they are in appropriate Charter language. Another action of note is that the Trustees approved almost \$10M to begin the planning for the first phase of a new round of capital improvements. This phase is now estimated to be in the range of \$187M. It will include rehabilitation of University, Hanna, Moseley, and South Halls. I thank David Border for helping out and attending the meeting with me.

October 15 was also Homecoming week. Reports are that this went smoothly and a large number of alumni came back to campus. Faculty members volunteered and contributed in a number of ways. I trust that many faculty senators were able to visit with their former students.

This week we begin campus interviews for three candidates as a part of the Provost search. Todd Diacon from U Mass Amherst has been here yesterday and today. David Francko from the University of Alabama will be on campus tomorrow and Thursday. And Rodney Rogers will interview next Monday and Tuesday. All candidates have a public forum on the first day of their interview, which is at 3:30 in the Theater of the Union. Everyone is encouraged to attend. It is important to have a large faculty turnout for these sessions.

There are a number of faculty members on the search committee; however, I especially wish to thank Faculty Senators Michelle Brodke, Kerry Fan, and Allie Terry-Fritsch for their service. In addition, we should thank USG President Emily Ancinec, and Graduate Student Senate President David Sleasman for serving on the committee. Senate Executive Committee members have also been meeting with all of the candidates and we thank them for their time.

I would also like to announce that, at this time, we do not plan on using the time slot on November 15 for a possible on-call Faculty Senate meeting.

This concludes my remarks.

### **President**

President Mazey shared the following remarks:

Thank you. That was a nice tribute to our faculty member, Frank Glann that we've lost. Recently I've been at a President's meeting across the country of the University Presidents. President Mazey indicated that one of their speakers, an expert in financial matters, indicated that the financial situation in this country is not optimistic for higher education. He told us to be prepared for six to eight years of less than optimal funding for higher education. I certainly hope he is wrong in his prediction. The United States Department of Education was also at this meeting and their main concern is completion rate of college graduates. We are falling behind in this area.

At the state level, the Enterprise University is still being discussed. They have been working in sub-committees reviewing the mandates. Currently there is not a University in the state that would sign up for this proposal based on the original proposal.

I want to thank Linda Petrosino for Chairing the Provost Search Committee. I'm pleased we have the three candidates here on campus. We are also going forward with the search for the Director of Equity and Diversity. We have three finalists for that search.

The final statistic I'd like to give you is very good news for Bowling Green State University. I was in Columbus a couple of weeks ago to visit Senator Brown. ... They had just put a report together on the Value Added variable in the US News and World report; the actual versus the expected 6-year graduation rate. What they had in this report was that Bowling Green State University was number one in the state of Ohio. Congratulations to all of you. We had a plus 14, The Ohio State University was a plus 7. We are number one in the state of Ohio on this particular variable put us at number three in the nation, behind Michigan State University and Penn State, I believe. I thank you all for what you do for BGSU. Do you have questions for me?

Zirbel: I think we do need to talk a bit more about the Charter. As I understand it, the Board of Trustees has twice amended the Charter without a vote of approval by the Faculty Senate.

President Mazey: We've talked about this several times. I felt it was very important to take the

changes forward as we were out of compliance with our accrediting body. At any point that you would like to bring proposed Charter changes back to the Senate and then the Board of Trustees, you can do that. When I interviewed here a number of faculty members complained to me about what happened to the Charter. Dixon: I'm a little confused; I was under the impression that we voted not to accept those changes. President Mazey: You needed a two-thirds vote to take the changes forward. By the time the vote was taken a number of Senators had already left but the vote was still substantially positive. I decided to take the changes forward to the Board because of the pressing issue of being out of compliance with the HLC. Craigo: Are there other questions about the Charter? I was wondering about the ethics tip line, anonymous complaints and due process. Is the person notified? Is there a file kept? And, I'm curious about the cost and the process. President Mazey: The cost is \$5,000.00 per year compared to a person taking those complaints. I believe 200 other Universities are using this Ethics Point process. There will always be due process. I can assure you there will be due process. Senator: I wanted to follow up on the ethics and due process issue. Will this become part of a faculty member's file? Who sees this information? How will the due process work? President Mazey: As I understand it this deals with financial matters and goes to the internal auditor. The internal auditor filters that information. It would not be a grievance unless it goes through the proper channels.

### **Provost/VPAA**

Vice Provost Sue Houston shared the following remarks on behalf of Provost Rogers:

Good Afternoon. The Higher Learning Commission (HLC), the accrediting body for the University, last week several of us went to Chicago to find more about our upcoming HLC visit, which is coming up in 2013. BGSU is one out of 12 Universities out of 2000 Universities that has been selected to be a pioneer of the Pathways process. This new method has two components. The first is the assurance; this is the federal compliance and providing metrics about the University. The second component is the quality improvement initiative. Universities will be able to choose a special project and show their progress in that area. We are one of the first Universities that are starting down this new pathway. The selection speaks to the confidence the HLC has in us and our ability to be successful. The site visit will be April 2013 and a team of 8 people will come to campus. The artifacts will all be gathered and presented electronically. A steering committee has been convened as we go forward. Joe Frizado is leading that effort.

General education revisions... the discussions continue throughout all Colleges. An open forum was held in October. Another open forum will be held on 11/9. We invite everyone to come and participate in that. We are offering 24 inquiry courses. These instructors are meeting regularly as a cohort and providing us with good feedback. What things are working well and what challenges do we have in this format?

In graduate education, Mike Zickar is chairing the Strategic Planning Committee for Graduate Education and that group is moving forward.

Retention Steering Task Force has been quite active. We are working with Teresa Farnam. We've had a series of workshops and training. We've had broad representation on these committees. We're developing action plans that will impact retention.

Questions? Thank you.

Folkins: I would like to mention on the initiatives, I have talked with Vice Provost Frizado and asked him to talk to us more about the changes in the HLC process. Also, Vice Provost Houston

has agreed to come in January or February and update Faculty Senate on the CUE/undergraduate general education curriculum initiatives and the graduate strategic planning process.

Graduate Student Representative David Sleasman.

### **Graduate Student Senate (GSS) Representative**

David Sleasman shared the following remarks:

Good Afternoon. The GSS has been actively involved in the Graduate Strategic planning process. We would welcome you to attend our College meetings. The first one is for Arts & Sciences, this Friday from 1:30 – 2:30 in Olscamp 101. We are continuing with our brown bag lunch series as well. We have Thomas Hiles with us tomorrow. Finally, our initiative regarding the Stroh fee has resulted in us convening a sub-committee on this issue. Thank you.

Folkins: Thank you David. Next we have the report from Undergraduate Student Government President, Emily Ancinec...

### **Undergraduate Student Government (USG) Representative**

Emily Ancinec shared the following remarks:

Hello Everyone. To foreshadow what we'll talk about later in the meeting, the USG adopted a resolution in support of the Gender Identity/Gender Expression resolution. We hope you will support this resolution too. No student should ever feel discriminated against in a classroom setting. If you hear your students voice a concern, please let me, or anyone in Student Government, know. Thank you.

Folkins: Thank you Emily. Retiree Representative, Hal Lunde.

### **Retiree Representative**

Professor Lunde shared the following remarks:

I'll be very brief. Our STRS continues to be an area for concern. Pray for a better economy and that includes leadership, both public and private. Recruitment and retention is another area of concern.

Nancy Orel will speak to our group on November 16<sup>th</sup> about research based activities behaviors and activities that will increase longevity and wellness across the lifespan. Thank you.

Folkins: Thank you Hal. We now move on to our reports from Senate Committees. David Border...

## **REPORTS FROM SENATE COMMITTEES**

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

On October 5th, 2011 the Committee on Academic Affairs (CAA) received BGSU Chief Information Officer (CIO) John Ellinger as a guest. John updated us on the current status of learning management system adoption on campus.

CAA also received Bonnie Fink, director of the Center for Teaching and Learning. She talked about the center's support of the faculty that are teaching this semester's 1940 CUE inquiry level courses.

On October 19th, 2011 CAA received guest Sara Bushong, University Libraries Dean and Cathi Cardwell, Libraries, to talk about the new library online tool, Summon Power Search.

Guest Vice Provost for Undergraduate Education, Sue Houston, brought correspondence to CAA concerning a proposed WF policy that was first heard by CAA in Spring 2011.

Also, the status of a proposal from Spring 2011 concerning the desired expansion of student excused absences was discussed at the meeting.

CAA's next meeting is tomorrow, November 2nd.

Folkins: Thank you David. Erin Labbie for the Amendments and Bylaws Committee...

**Amendments and Bylaws Committee – Labbie**

Amendments and Bylaws met on Tuesday, 10/25. At this meeting we organized the formatting of the current Charter that was approved by the Board of Trustees. First we are formatting the document in the Charter format. Then we are highlighting editorial changes, typos and other formatting issues that aren't often included. We are making a list of suggested content changes that have been received by members of Faculty Senate. We will send these revisions and the updated Charter to the Senate Executive Committee (SEC). Our next in person meeting will be held on 11/15; in the meantime we will conduct our business via email.

Folkins: Thank you. Ann Darke, Committee on Committees...

**Committee on Committees – Darke**

Two quick things. As of yesterday we have filled all 53 vacancies. We are pleased to announce, all of our committees are running at full capacity. Second, John Ellinger, our CIO, has submitted a proposal to change the information technology committee (ITC) to the CIO Advisory Board. ComCom has met once to discuss this proposal. We are in the process of gathering information in order to make a decision. If you have any insights, concerns, or ideas, please talk to me or any member of ComCom. Thank you.

Folkins: Thank you Ann. Geoff Howes, Committee on Professional Affairs...

**Committee on Professional Affairs - Howes**

I am pleased to report that one of the committees that now has full membership is the Committee on Professional Affairs. We will have our first meeting in mid-November. At the next Senate meeting we should have a report with real content. Thank you.

Folkins: Thank you. That concludes our reports. We will create the minutes of this meeting from the recording Joe Decker is creating. If you do have written versions of your remarks, please send them to either Terry Herman or Pam Pinson. Moving on to old business, we had a Capital Planning Update from Steve Krakoff planned for today. However, Steve will not be able to make this meeting but plans to join us for the December meeting to provide an update. I think it is vitally important to keep Faculty Senate up to date and involved in issues of the Capital Planning process.

The next order of old business is the resolution on Gender Identity/Gender Expression. Bill Albertini is here.

### **OLD BUSINESS**

Gender Identity/Gender Expression – Dr. William Albertini, Associate Professor, English Department; Inclusion Network Core Group Member; and Faculty Representative, LGBT Advisory Committee, Student Affairs

Albertini: I'm here on behalf of a committee, the University Inclusion Network, made up of faculty, staff, and students, which was formed last winter to work toward ensuring a more welcoming campus for all. I'm here to reacquaint everyone with a resolution that actually passed Faculty Senate in 2007. This resolution will go forward to the Board of Trustees. For various reasons, that resolution has set dormant for the past four and a half years. The resolution is to add gender identity and gender expression to the Anti-Harassment and Equal Opportunities policies.

I want to explain why this is a necessary change and answer any questions. First we have the University core values. The first core value is respect for one another. Under that core value and others we can make the argument that adding this phrase is central to our core values. In 2007, this resolution passed the USG, GSS, and Faculty Senate. Each of the resolutions passed had slightly different wording. You have in your packet both the original and the new resolution wording. The resolution was never taken to the Board of Trustees (BoT) as it was felt the resolution wasn't likely to pass. President Mazey is willing to take this resolution forward to the Board of Trustees at this time. I am here today because President Mazey wanted to be sure that the wide support we had for this resolution still existed and that any questions that remained were answered. Many people who are currently on Faculty Senate today were not on Faculty Senate four and a half years ago. We wanted to be sure you had an opportunity to hear the resolution, the rationale for the resolution and ask questions before the resolution is taken to the BoT. Our current Anti-Harassment policy states the policy covers harassment based on sex, sexual orientation, race, color, religion, ancestry, national origin, marital status, disability, military status, age, and status as a Special Disabled or Vietnam-era veteran. The Equal Opportunities policy language is similar. So why gender identity and gender expression? These are common types for harassment. Here are the definitions. Gender identity is how you identify yourself (male or female) and gender expression is how you express your sexual identity (e.g. how you dress). What this resolution comes down to is very simple, based on the way one chooses to live one's life our faculty, staff, and students should not be discriminated against. It is a basic and central right that I hope we all still support. This change in language does not expand the University's legal obligations. Case law in regard to gender identity and gender expression has already been deemed protected and the University is already obligated to protect these groups. We're saying our policy not only state our legal obligation and our values. They should be straightforward and clear. Instances do arise in our residence halls and classrooms and we need to be aware and educated.

This language is not new. In 2007 the resolution was at the forefront of institutional thinking but now, we have fallen behind. OSU has had this language since 2004. Others public institutions in the state of Ohio have fallen suit. Instead of being at the forefront of the inclusion of this language, we have fallen behind. Our policies should state very clearly what we do and what we value. Questions? Objections? Also, four hundred and fourteen colleges and universities across the country have this language. Senator: Did you say feminine, masculine, or neither? Albertini: Yes; well actually what I said was female, male or neither. Senator: Can you please expand on that? Albertini: Someone might say that I am neither male nor female. I feel like my identity is

something different. Someone should be able to say that. As far as gender expression goes a person may mix the codes. It should have no bearing on the way a person is treated. If someone dresses outside of typical gender codes it should have no bearing on the way he or she is treated. Senator: The word neither bothers me. Albertini: We're saying if someone has a gender identity that is outside of male or female, it is no one's business. They should be free from harassment. It's how people identify. Senator: People can identify in all sorts of ways. Albertini: If the person identifies in a different type of gender identity do we have the right to discriminate against them? I would say the answer is no. Senator: As a follow up question, when you get a social security card you have to declare your gender. Albertini: Yes, that is a legal matter. Gender identity or expression is a personal declaration or feeling. It isn't the same as how one is legally designated. Senator: Does that have ramifications for the University? Albertini: No. Do we think that it should? I would hope that it is better to not discriminate. Zongo: You are referring to a lot of harassment in dorms. I have never heard of it. Albertini: I don't know that it happens a lot but it does happen. Zongo: If it is a problem, why haven't we heard about this? I have never heard of this problem. We should not tolerate anyone being made to feel uncomfortable. Can you give us an example? Albertini: Students don't want to be identified. I know of a case of a student who is gender transitioning. The birth sex of the student is female but the student is transitioning to male. The student presents as male but rumor gets around the dorm that the student is actually female and that person doesn't exactly fit. The student lives on the female floor. The student is subject to notes on the door and so on. Zongo: What will this resolution do to prevent that? Albertini: It states clearly in policy that discrimination based on gender expression or gender identity will not be tolerated. Zongo: So now they don't do anything now? Albertini: I have heard the resident advisors (RAs) aren't equipped to handle the situation. Student Affairs is aware of this and do work on this but this new language will make it very clear. This invites people to ask what those terms mean? It allows us to educate. Zongo: Will this remedy that? Albertini: Not necessarily, but it makes the matter much more clear. It sends a message about what our University values. It is a step toward rectifying the matter. This is one step towards a better University. Senator: I am sympathetic to students who are transitioning. I'm wondering about the level this raises things to. For instance, you have a student who by sex is male but presents as female. Where do we draw the line in terms of their ability to access female restrooms or room with a female student? Albertini: That is something that Student Affairs is working on. More and more institutions have gender-neutral housing that students can opt into. What is important, legally we are already to make these protections. What this proposal asks us to be more honest and open about what we are already legally obligated to protect and also ethically obligated to protect and defend. They are already legally in place according to case law. Senator: I take your point about the educational value of having this language included. What you are doing now is part of that process. Albertini: Yes. Senator: I'm more concerned about the value of the vote. Four years ago this was deemed to be too narrow. Over the last 12 – 18 months the BoT picks and chooses what it will pay attention to. The recent Charter vote is a good example. What is the basis for thinking that the vote today will have any more impact on the BoT than past votes? What is the purpose of this vote given the seemingly capricious way the BoT approaches these matters? Albertini: I understand your view and perhaps President Mazey would be better to respond to this. As I understand it, President Mazey is willing to take this resolution to the BoT and wants to strengthen it with a vote from Faculty Senate. We can say with this vote, all the groups that were on board four years ago are still on board. Senator: Yes, there is a virtue in the vote regardless of what the BoT does. Albertini: Other questions? Senator: With respect to gender identity do you expect that the University will record the student's identity based on his or her report? Albertini: These are other policies that might be addressed at some point. For example the registrar would expect the gender on the driver's license to be the one reported. That might be different than the way one presents and identifies. Senator: That is outside the scope of what the University can do? Albertini: No, other universities have set up a software fix where students can have a birth sex

and an identified gender. Those are changes that the University would decide to do or not to do but are separate from this resolution. Senator: This obligates the University to do something. What are the legal ramifications? Can a student expect that the University will provide male, female, and unisex restrooms? Albertini: We already have some. Senator: Yes, but will we have to have them everywhere? Albertini: It wouldn't be a bad idea. Senator: What about locker rooms in the recreation center. If someone feels male today can they use that locker room? What about eligibility for sports? Albertini: The NCAA has been working through this. This isn't new. Let's talk about OSU and other institutions. They work this out. It isn't a huge change. Senator: Yes, it is a big change. If the University is required to provide the things we're talking about, it is a big change. Albertini: If we are obligated, we are obligated. Whatever that means, we are already obligated. Senator: Yes, we are already legally obligated and the only reason this has happened yet is that no one has filed a lawsuit. Someone has to file a lawsuit that could be more expensive than putting gender-neutral restrooms in every building. How this works is someone would have to sue us and make a claim on sex even though it is gender identity they are talking about and the ruling would be in their favor. It saves the University money and impacts public relations. Schools are rated on their friendliness to LGBT students. A couple of things, OSU has gender-neutral restrooms in every new building they build. It is in their policy. It is also a benefit to disabled students who may need to enter the restroom with a caregiver who is of a different gender. There is a cost savings for families who want a family restroom. Locker rooms, if there is a case, and the case can't be that someone decided today I'm male and tomorrow I'm female. They have to demonstrate a history of presenting one way or another. It can be handled on a case-by-case basis. Senator: If you are saying we are already legally obligated to do this why do we need this resolution and why does it need to go to the BoT? Albertini: The law is the law. This is about changing our stated policies so they are clear about what this University values and what is protected here. This is about making sure the University community knows about this change and supports it. What we are asking is that our policies more clearly state what we are already legally obligated to do. Senator: I believe inclusion benefits everybody. We dealt with this in the library many years ago. If gender-neutral restrooms can be set up, everyone benefits. This is a win-win. Senator: We are a public institution and our public includes everyone. We have an obligation to be inclusive. If that means we need to validate and verify who our public is, we need to do that. Senator: Does this require a vote as I see we are losing some people? Albertini: John? Does this require a vote or does it not? Folkins: This is an existing resolution so there is no need for a vote. We just wanted to be sure that the information was shared and discussed. We wanted to be sure there were no objections at this point and we still support this issue. I didn't hear anything that indicated we had objections. Thank you. Albertini: Thank you.

**Folkins:** We are in the middle of the United Way campaign. Today we have with us Michael George, Director of the United Way, Wood County and Dean Simon Morgan-Russell.

## **NEW BUSINESS**

George: Good afternoon. I'll keep it brief. Please feel free to stop by and see us anytime. First, I want to thank you. You have all been very supportive and attentive here at BGSU. I'll let Simon tell you a few things about your campaign and then I'll finish up with a brief story. Morgan-Russell: Thank you Mike. I'm sure that many of you have a great deal of interaction with the United Way than I have. Over the years, I might have been reluctant to participate. I felt I might make more of a difference if I gave directly. I was reluctant to let someone else determine where my money was distributed. Over the last couple of years I have found I can answer those questions now. For me, one of the best things was to use the United Way to give to those places I wanted to give to. I have changed my position on actually giving to the United Way without designating where the funds go. The United Way supports many of the organizations I want to support anyway and organizations I believe in. The United Way supports 25% of the budget of



Cocoon. I hope you will support the United Way. George: I was going to tell a story but Simon did such a wonderful job. You've all received email links and paper copies for pledges. Please think about pledging. If you'd like to volunteer, please contact us. Thank you President Mazey for your support. Questions? Thank you.

Folkins: Thank you. That brings us to Issues and Concerns. Does anyone have any issues or concerns to bring up? Hearing none, a move to adjourn? Senator: Yes. Folkins: A second? Senator: So moved. Folkins: We are adjourned.

## **ISSUES AND CONCERNS**

### **ADJOURNMENT**

The meeting adjourned at 4:09 p.m.

Respectfully submitted,

Terry Lee Herman,  
Secretary, Faculty Senate