

FACULTY SENATE MINUTES

December 3, 2013
2:30 – 4:30 P.M.

Assembly Room
McFall Center

CALL TO ORDER: 2:30 P.M.

ROLL CALL:

Faculty Senate Secretary, Elizabeth Wood, called the roll and announced a quorum.

Absent: Decker, Fritsch, Edminster, Hendricks, Landry-Meyer, Sennerud, Soboleski

Please note: Senators arriving after roll call should call their presence to the secretary's attention at the conclusion of the meeting.

COMMUNICATIONS

Chair of the Faculty Senate, Sheri Wells-Jensen Noting the very full agenda, Chair Wells- Jensen offered the following brief announcements:

- Senate leadership has begun talking to the University Administration regarding a number of matters of concern to faculty. Hopefully these timely and appropriate consultations will continue throughout the remainder of this academic year.
- The new Committee on Academic Honesty has begun meeting and has made some initial progress.
- The Faculty Senate Workload Committee will soon be surveying chairs and others to gather information about current workload practices.
- A move of Senate Office space appears to be planned for Olscamp some time in Spring of 2014.
- The hard work of faculty is deeply appreciated, as is the collaboration between faculty and administration.

President, Mary Ellen Mazey

Focus on University Vision and Mission President Mazey reminded attendees that updates to the University vision, mission, core values, and goals were presented to Senate in April 2013 with an invitation for comments. Emphasizing that critical strategies center on enrollment, recruitment, retention, career placement and student success, she mentioned the following specific enrollment targets:

- Preview Day outreach to traditional college students and their families
- Non-traditional (adult) students
- International students
- Transfer students
- Out-of-state students

Preview Day A record numbers of people have registered for attendance at the upcoming preview day. This first connection with a potential new student can greatly influence recruitment. Participation is encouraged and appreciated.

Accenture Report On December 11 2013, at 11:30 there will be an presentation in the Bowen-Thomson Student Union Lenhart Grand Ballroom to present the consultants' report about how BGSU might approach increasing its efficiency and effectiveness in the following functional areas:

- Organization, Employees and Benefits
- Students and Student Services
- Core administration
- Research and Advancement
- Auxiliary operations and Facilities
- Educational platforms (implementation of applications that will advance graduation rates and career placement rates)

She anticipates that the items of greatest interest will be 1) how to increase revenue, 2) identification of new student populations, and 3) suggested opportunities for greater efficiencies and cost savings.

State Level Updates

- The next event of major importance to BGSU is determination of the outcome of its capital funding request. The Inter-University Council meets 12/10/2013 to rank capital funding proposals from state institutions, along with proposals for funding community arts and culture.
- Budget reports are positive. No cuts to higher education have been announced. BGSU is waiting for the final figure of its allotment of State Share of Instruction funds (SSI) for 2013-2014.

Best Wishes for the Holidays President Mazey wished everyone “a wonderful holiday break!”

Provost/VPAA, Rodney Rogers Provost Rogers indicated his willingness to stay late and field more questions along with President Mazey. He proceeded to offer updates about enrollment, retention, General Education review, collective bargaining, and data on fulltime faculty positions.

Enrollment Metrics

- In the context of our having raised admissions criteria slightly, the drop in this year’s enrollment numbers of approximately 2.5% from the same time last year is not surprising. That is close to our estimates.
- More encouraging is the news that (judging from registrations for Spring 2014) we have made gains of about 2.5% in persistency-toward-degree completion from Fall to Spring compared to last academic year. That is a positive sign. Since our budget planning is for fiscal year 2015 (AY 2014-2015), retaining these students through Spring and Fall semester of their sophomore year will be critical.

Enrollment Strategies As Senate is aware, the Enrollment Management Council, with representation from Faculty Senate (Wells-Jensen), Undergraduate Student Government (Solis), and other constituent groups has met on a regular basis for the past year. Provost Rogers reviewed some strategies that this group has recommended and mentioned a bit about how they are being implemented.

- Goal: Increasing matriculation rates for next year’s freshman class. Each college has been given a goal based on prior history and a deep analysis of rates of application by academic program compared to rates of matriculation. This analysis suggests how we can increase enrollment by targeting academic areas where we have teaching capacity to handle the increases.
- Goal: Growing programs of high-interest to prospective students. Examples are the Aviation program and the Forensic Science program connected to the Bureau of Criminal Investigations Lab.
- Goal: Going beyond the traditional 18-24 year old student pool. One example is forging agreements with two-year schools and making sure we have a clear path for students to transfer from those institutions to degree completion at BGSU.

- Goal: Supporting the faculty (for example with the innovative teaching grants) and engaging faculty in activities and endeavors that contribute to retention. Making a personal connection with students and challenging the well-prepared students are thought to be key to retention.

General Education The General Education review process that Senate approved last Spring continues. It involves 1) analyzing Gen Ed courses to ensure that they align with University-level learning outcomes and 2) verifying that there is an assessment plan in place to measure the degree of success in attaining learning objectives. It is clear that the value of building a strong foundation in their general education classes is in increasing the likelihood that they will be successful in their majors.

Collective Bargaining Thanks go to Senate Vice-Chair O’Dorisio and two other Faculty Association representatives who served with individuals from the Administration on the Allocated Market Pool Committee. After meeting weekly most of the semester, the committee has delivered a report that will be used by the Provost and Deans to make final determinations of market increase for selected faculty. Approximately \$750,000 in market adjustment allocations representing 1.5% of the faculty salary base will appear in faculty paychecks in January 2015. The Collective Bargaining Agreement (CBA) mandates additional dispersals of market allocations in subsequent years of 1% and then .75%

Faculty Survey About a year ago Institutional Research coordinated BGSU’s participation in a survey of academic faculty satisfaction. The top faculty priority by a large margin was compensation, which is addressed by implementing the CBA mandates. Other faculty concerns about the Math Emporium, intensive ESOL instruction, and Study Abroad issues and concerns are beginning to be addressed by conversations in SEC and CAA and the groups directly involved. Chair Wells-Jensen has been instrumental in helping the Provost to get such conversations started.

Data on Faculty Numbers Comparisons by the Provost’s Office and by the Faculty Association about the number of classes taught by faculty have not facilitated clear analysis because they have been based on disparate data points. In support of greater transparency and objectivity, data on full-time faculty who have been teaching classes for the past 4 years will be supplied to the Faculty Senate Committee on Academic Affairs (CAA) by the Registrar’s Office. The CAA, which is charged with giving advice and oversight of curricular matters, will then share their analysis with SEC, Faculty Senate, and the wider BGSU community.

Graduate Student Senate Representative – Lingxiao Ge No report.

Undergraduate Student Government Representative –Alexis Solis No report.

BGSU Faculty Association Liaison –Lawrence Coates Dr. Coates first commented on the proposed “decrease by some thirty” in the number of faculty positions next year and on BGSU-FA’s concern about the impacts of such action on the lives and careers of faculty colleagues as well as the potential negative effect on the quality of education. He enumerated the following possible consequences of such actions:

- Larger classes
- Fewer classes from which to choose
- Hence, difficulty in scheduling and a longer time to graduate.
- A possible workload increase for faculty. This was certainly a possible consequence of the proposed workload policy.

- An increasing reliance on adjunct faculty labor.

He then took issue with the contention that such reductions are justified by the current budget situation, 1) asserting that analyses solicited by the Faculty Association has shown that the university's overall finances are sound and 2) rejecting the implication that such decisions stem from the increase in compensation included in the contract after years of salary freezes or one percent raises.

He stated further that while the CBA does allow for terminations with proper notifications, the Faculty Association intends to ensure that all terminations are done in accordance with the contract and to challenge them if appropriate.

Coates mentioned BGSU-FA's intent to express its concerns about the decision to terminate faculty in public forums, such as the upcoming Board of Trustees meeting.

In conclusion he affirmed that in spite of the Faculty Associations disagreement with these terminations, an excellent and affordable education for our students remains a priority for BGSU-FA as for the rest of the University.

Retiree Representative –Ellen Williams No report.

REPORTS FROM SENATE COMMITTEES

Committee on Academic Affairs (CAA –David Border The committee met on November 20, 2013 without any guests. Based on a report from the Provost and ensuing discussions at the 11/20 meeting, CAA identified the following agenda items for future meetings:

- 1) Outsourcing issues:
 - Aviation program operations
 - ESOL
 - International Programs
- 2) Math Emporium.

Amendments and Bylaws Committee (A & B) – Allan Rogel Rogel announced that Erin Labbie is stepping down as co-chair after more than five years of service and that he will chair A & B for the remainder of this academic year.

At its 11/19 meeting, the committee discussed directions for work in the next semester. A & B anticipates that most of their effort will focus on 1) the Honors College *Charter* language and 2) ongoing *Charter* modifications based on the CBA. A meeting with the Dean of the Honors College to answer question is pending.

Committee on Committees–Ann Darke – All committee positions for faculty have been filled.

Committee on Professional Affairs – No report.

Fiscal Affairs Advisory Committee–Mike Schulz - No report.

OLD BUSINESS: None

NEW BUSINESS

Arts and Sciences Group Requirements for the BA Degree Dr. Lou Katzner, 2013/2014 Chair of the Arts & Sciences Council, commended the joint efforts of the college dean, the associate dean, the college staff, and eleven elected faculty in conducting the first systematic review of group requirements for Bachelor of Arts degrees within the College of Arts and Sciences in recent years.

Based on assumptions that without compromising the integrity of the degree, three kinds of changes should be made to the group requirements. Katzner discussed the highlights of the Curriculum Modification Request (CMR) brought to Senate with endorsement from Undergraduate Council, the Committee on Academic Affairs, and SEC. The assumptions were 1) that the A & S group requirements should be reduced and simplified as much as possible; 2) that the A & S group requirements should be aligned with the BGP general education requirements; and 3) that by themselves the BGP requirements are not sufficient for the B.A. degree in the college of Arts and sciences.

Katzner noted that even if approved in the December Faculty Senate meeting, changes for the BS degree might require minor tweaks before implementation. The motion from the Senate Executive Committee to accept this CMR proposal was seconded by Zongo. It passed with a unanimous voice vote.

New Business Minor for Non-majors – Jane Wheeler Dr. Jane Wheeler summarized details of this Curriculum Modification Request (CMR) brought to Senate with endorsement from SEC. She pointed out its value to many disciplines in preparing their majors to “better navigate their [respective] roles as employees, managers, and leaders in whatever careers they choose”. Potentially offered as early as Spring 2014, this program projects an initial enrollment of approximately 50 students.

The motion from the Senate Executive Committee to accept this CMR proposal was seconded by Zongo. It passed with a unanimous voice vote.

Math Emporium – David Meel Dr. Meel, Assistant Chair of the Mathematics and Statistics Department, outlined the history of the Math Emporium from a small pilot project with a portable cart of computer work stations to its current incarnation in Olscamp. He compared and contrasted it with similar programs at other institutions that have been made a significant difference in terms of student success.

Addressing the misconception that the Math Emporium could be considered an effort to replace people with technology, Meel pointed out that classes in the Emporium are on the time grid and that it is meant to supplement rather than replace in-person instruction.

He intends to blue sheet the Math Emporium’s modularized and software-assisted mastery-based teaching methods together with other changes to the content of math instruction. Talks with University planners to relocate the Emporium to a more-suitable location are underway.

ISSUES AND CONCERNS/SUGGESTIONS FOR FUTURE AGENDA ITEMS:

President Mazey and Provost/VPAA Rogers fielded a wide range of questions about the University budget, any plans to implement positive public relations strategies, faculty position reductions, any plans to address the need to maintain the quality of a BGSU education, the ratio of faculty to

administrators, the criteria for selecting institutions for benchmarking with BGSU, and other topics. A spirited and informative exchange of information and perspectives ensued.

ADJOURNMENT: 5:15 P.M.

Please note: Verbatim reports received from Senate committees and guests are archived on the Senate website at the Reports link <http://www.bgsu.edu/offices/facsenate/page66392.html>.

Respectfully Submitted: Elizabeth J. Wood