Ohio University Faculty Senate
Monday, March 17, 2014
Room 235, Margaret M. Walter Hall, 7:10 p.m.
Minutes

Faculty Senate Chair Elizabeth Sayrs called the meeting to order at 7:12 p.m.

In attendance:

**College of Arts and Sciences:** E. Ammarell, N. Bernstein, C. Elster, S. Hays, K. Hicks, G. Holcomb, R. Palmer, B. Quitslund, L. Rice, A. Rouzie, K. Uhalde

**College of Business:** K. Hartman, T. Luce, Z. Sarikas

**College of Fine Arts:** C. Buchanan, V. Marchenkov, E. Sayrs, D. Thomas

**College of Health Sciences and Professions:** A. Sergeev, B. Sindelar

**Group II:** RA Althaus, D. Duvert

**Heritage College of Osteopathic Medicine:** S. Inman, J. Wolf

**Patton College of Education:** G. Brooks, D. Carr

**Regional Campus—Chillicothe:** B. Trube

**Regional Campus—Eastern:** J. Casebolt

**Regional Campus—Lancaster:** S. Doty, L. Trautman

**Regional Campus—Southern:** M. Crawford for D. Marinski

**Regional Campus—Zanesville:** J. Taylor

**Russ College of Engineering:** B. Stuart, G. Suer

**Scripps College of Communication:** B. Bates, J. Slade

**Voinovich School of Leadership and Public Affairs:** A. Ruhil

**Excused:** L. Black, D. Marinski, B. Reader

**Absent:** T. Basta, S. Patterson, B. Vanderveer, S. Walkowski, A. White, S. Wyatt

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**Overview of the Meeting:**

I. President McDavis and Associate Provost for Faculty and Academic Planning Dewald

II. Roll Call and Approval of the February 10, 2014 Minutes

III. Chair’s Report

- Board of Trustees update
- Nominating Committee: Slate of candidates for officer elections at April meeting
- Faculty/Staff survey update
- Senate election announcement
- Other updates and announcements
- Upcoming Senate Meeting: April 14, 2014

IV. Finance & Facilities Committee—Ben Stuart

- Resolution on Guidelines for the Implementation Plan on Faculty Compensation—First Reading
V. Professional Relations Committee—Ben Bates
   • Resolution to Clarify the Status of Retired Group I and Group II Faculty Reappointed to Part-Time Positions after Retirement—First Reading

VI. Educational Policy & Student Affairs Committee—Ruth Palmer
   • Discussion of General Education goals

VII. Promotion & Tenure Committee—Joe Slade

VIII. New Business

IX. Adjournment

I. President McDavis and Associate Provost for Faculty and Academic Planning Dewald
   • President McDavis touched on four main topics
     o House Bill 472, the Governor’s Mid-Biennium Review bill, again contains faculty workload language. Unlike the 2013 version (H.B. 59) which sought to add a class to every faculty member’s load, this would require all public colleges and universities to report current faculty workloads to the Chancellor by December 31; in subsequent years, all faculty’s aggregate workload in teaching, advising, and research would then be raised 10% above that level. It is not clear who authored this part of the bill (which is a highly miscellaneous collection of initiatives). The President indicated that he had not yet discussed the bill with IUC peers, but that the IUC has previously stated its strong belief that workload issues should be decided by individual institutions. He expects the IUC collectively and state institutions individually to provide feedback on the bill to the legislature, and will report further when he knows more.
     o The Ohio Quality & Value in Higher Education Commission, chaired by Dr. Gordon Gee, continues its listening tour with business and academic leaders. Commission members will visit OU on Monday, March 31. The President, EVPP, other members of the Provost’s Office, and Faculty Senate Chair Sayrs will attend this meeting.
     o At the meeting on March 14, the Board of Trustees voted to support the Faculty Total Compensation Task Force recommendations. The vote commits OU to moving salary rank for each faculty rank in Athens to 3rd place in the state, providing raises of the same average percentage as the Athens faculty for RHE Group I faculty, and eventually addressing the balance of benefits and salary in light of ACA sanctions on generous health benefits. The salary increases to the intended ranking will take place over three years.
     o Parking at the Convo: The President offered additional clarification to the question raised at the February meeting about faculty cars towed from under the Convocation Center on game days. He reiterated that Homeland Security issued new guidelines after the Boston Marathon bombing that indicated that no one should park near large-capacity events. Unfortunately, by the time guidelines were finalized, sponsor packages for basketball season had gone out and paid parking passes issued to ticket holders. The parking office has moved the deadline for moving faculty cars from 5 p.m. to 5:15 to accommodate those working until 5:00.
• **Associate Provost Dewald** reported from the Provost’s Office.
  o Faculty Fellowship Leave announcements were sent out in the late afternoon. There were 42 requests and all were approved.
  o Electronic course evaluations (Class Climate): the group to consider improvements is in formation. Assoc. Dean Laurie Hatch (CAS) is leading that effort.
  o **Reading Day**: A fall semester reading day has been announced for Friday, October 3. It will occur at the same time of the term in subsequent years, with some adjustment of day when Veterans Day falls on a Friday. The notice sent to the campus said that Faculty Senate had been consulted; in fact, the Executive Committee and other groups with Senate representation had weighed in, rather than the Senate as a body. The idea for this day came out of the semester feedback survey of faculty last spring, and several variations were considered (more days, break vs. reading day).
  o **Enrollment numbers** are good news. Applications have reached a new record with 20,542 (72 more than 2013). Freshman admits are also up, with a total of 14,437 to date (+403 over 2013), and 1,837 first-year students have confirmed (+24 over 2013). Transfer applications are down slightly, but admitted and confirmed transfer students are both up.
  o **Budget processes** are grinding forward. Academic units will make presentations to the Provost’s and VP for Finance’s offices in April.

**Questions and Discussion**

On the question of parking, **Joe Slade** admitted to difficulty understanding why Homeland Security would find game attendees less of a security risk than faculty/staff permit holders. The President said that the intent was to have no one park under the Convo during games, but the implementation process was complicated this year by the fact that parking passes had already been sold. When Slade asked if security costs would increase, given the unvetted car owners parking under basketball games, McDavis said that the season was essentially over. Clarifying when parking would be affected, VP for Finance Steve Golding said that Homeland Security recommended that parked cars be distanced from any event involving 600 or more people. This has already happened at Peden, with parking moved away from the stands. **Jackie Wolf** suggested that some disgruntlement could be avoided by putting the day of the week as well as the date on signs about clearing lots, because employees arriving early in the morning sometimes are not thinking of the date.

**Jim Casebolt** said that he had been asked by his campus’s enrollment committee to express their dismay that the President gave a press conference in nearby Wheeling to promote the University’s economic impact, rather than coming to Eastern. McDavis explained that he was in Wheeling to give an interview to the newspaper there, not specifically to announce economic impact; he had toured the region that day with three different stops designed to draw newspaper coverage across Ohio and in nearby parts of West Virginia. He also expressed the hope that coverage in the Wheeling press would draw enrollment to the Eastern campus.

In response to **Ken Hicks**’s query about what discussion had taken place at the Board of Trustees meeting about the balance between faculty salary and benefits, VP Golding said that the focus had been on the compensation side, not adjusting benefits. The Provost and he are recommending that a Benefits Committee be formed to address the question of balance, and have already talked to the various senate chairs and deans about membership. That
committee should be up and running this spring and then ready to report in the fall.

Thom Luce expressed concern about the loss of another Friday to the Reading Day. Dewald said that the Registrar had constructed the calendar very carefully, and each day of the week would indeed have an equal number of days of instruction.

The final item of discussion was the budget process. Steve Hays asked Dewald to encourage colleges to present budgets not only upward to the Provost but downward to constituent faculty, in order to create greater confidence in the process, and Dewald agreed that would be a good idea. VP Golding noted that there will be public forums in April on the large University budget decisions. The President said that recommendations for tuition rates had not gone forward to the Trustees in March because the meeting immediately after spring break would not allow enough time for feedback from the campus community. Charlotte Elster wondered how the OHIO Guarantee of flat tuition would be affected; Golding noted that classes entering through fall 2014 will continue to have incremental tuition increases (the first cohort under the Guarantee is fall 2015). The recommendations to the Trustees will be announced before Commencement, although the Board meeting is in June.

II. Roll Call and Approval of the February 10, 2014 Minutes

Casebolt moved to approve the minutes, seconded by Sandy Doty. The minutes were approved by a voice vote.

III. Chair’s Report

- Board of Trustees Update
  - David Thomas reported on the Academics Committee, which heard a large number of short presentations. These included dashboard presentations from Deans Jeremy Webster (HTC) and Joe Shields (GC); a review of key initiatives in OIT; an overview of Institutional Equity’s work; an update on the AQIP process; information on Living/Learning initiatives, including improvements in Jefferson Hall; the Faculty Compensation recommendations; and a report on student debt from Dean Dennis Irwin (COE). [For these items, see the Board Agenda, Tabs 17–25.]

  - Ben Stuart reported on the Resources Committee. In a joint meeting with the Academics Committee, all the Trustees heard two presentations. The first was with the consultants hired to assist in strategic planning (an initiative currently entitled “Transforming OHIO”). The second detailed upcoming budget decisions. Without a tuition increase, the budget shows a small (~$1 million) surplus. The list of desired strategic investments, however, comes in at around $16 million, so that some budget trade-offs will be required even if tuition is raised for AY 2014-15. [See Tabs 3 & 4.]

    The Resource Committee on its own discussed the sorry state of the tunnels under Park Place, which require at least $2 million in repairs under any circumstances. The Trustees approved the study of options for replacing some or all of the vehicle traffic on Park Place with green space and pedestrian amenities. In addition, there was discussion of leasing arrangements for the Dublin Campus. Sayrs noted that there was good news on the debt load ratio, which is declining more quickly than expected. [See Tabs 12–14, 9.]

  - Sayrs commented that the Faculty Compensation Plan was originally on the consent agenda (no discussion) but removed from it by the Trustees so that they could say in the public meeting that it was important and long overdue. She also recognized
senators who had served on the Task Force: Loren Lybarger (CAS), Kevin Uhalde (CAS), and Nicholas Kiersey (alternate–Chillicothe).

- Nominating Committee (Sayrs, Joe Slade): Candidates for the officer elections at the April meeting were announced. There are two candidates for Chair: Beth Quitslund (English, CAS) and Ken Hicks (Physics, CAS). David Thomas (Film, COFA) was nominated for Vice Chair, and Katie Hartman (Marketing, COB) was nominated for Secretary.

- Faculty/Staff Survey Update: This survey, mandated in a resolution passed by the Senate in spring 2013, will go out next week. Data will be collected by a third party, which will also do the qualitative analysis of open comment fields; no demographics smaller than 5 respondents will be reported back. There is administrative commitment to repeat the survey at regular (not annual!) intervals, as well as to conduct targeted surveys on areas of concern. The impact of the survey will depend on participation levels, so all faculty were strongly urged to respond.

- The Student Senate is working with international students to collect data on (and work at breaking down) stereotypes about the international community at OU. Anonymous thoughts, comments, or concerns about cultural and other differences are being solicited at boxes in Ping, Alden, and Baker. For more information, contact Hashim Pashtun (mp068312@ohio.edu).

- Senate elections were announced as imminent. Regional campus deans volunteered to carry the ballots back to their campuses so faculty have a full week to vote this year, and ballots for Athens were in process. Results will be announced about a week before the April meeting so that newly-elected senators will be able to plan to attend.

- Service learning workshops: Assoc. Provost David Descutner announced that Dr. Vincent Ilustre of the Center for Public Service at Tulane University would host workshops on service learning on April 2 and 3.

- Faculty Fellowship Leave changes: Assoc. Provost Dewald applied the caps on permissible numbers of faculty on leave by semester rather than over the AY as a whole, which made it possible for more faculty to receive their research time.

- Upcoming Senate Meeting: April 14, 2014

### IV. Finance & Facilities Committee—Ben Stuart

- Resolution on Guidelines for the Implementation Plan on Faculty Compensation—First Reading

  At the February meeting, the Senate passed a resolution supporting the Compensation Task Force recommendations. Now they have been approved by the Trustees and the total funds to each College are nearly decided, which means that discussion has effectively moved to the next step. Stuart reminded the Senate that although the pools for each faculty rank and for RHE faculty will be separate, the average salary in any rank would change by the same amount whether the raises go to all faculty in the rank or to only one person. The Committee thus desired that the Senate articulate the principles it felt were important in the distribution of these raises. Stuart was invited to the Deans’ Council meeting for Tuesday, March 18 to discuss the Senate’s position.

  The Committee considered presenting a resolution with much more specific requests, but opted to begin with a more flexible outline that would show the Senate’s willingness to work with the deans and the Provost. Thus the resolution asks 1) that some of the funds...
be distributed across-the-board; 2) that there be a fixed-dollar across-the-board raise (to acknowledge that some costs of living increase similarly for faculty at both the lower and upper ends of the pay scale); and 3) that merit take into account more than one year, given that relatively low raises have been available even for significant accomplishments in recent years.

Senators spent some time discussing the case for across-the-board raises. Given the percent-per-year incremental increases in STRS/ARP contributions from faculty, 2% raises simply offset net decreases in salary over the last two years. Although that rationale would imply that there should be a uniform percentage raise rather than a fixed-dollar raise for all faculty, there was also argument for balancing an offset to that percentage-based loss with something that would address other, more equally-distributed kinds of erosion in buying power. It was also suggested that some equal raises would help ameliorate bad feelings left over from the raise pool a few years ago that was restricted to no more than half the faculty. (A precedent for fixed-dollar raises is the $150 to each faculty member the first year that the parking fee was assessed.) As this initiative has been highly publicized and the total raise pool this year will be ~5% (higher or lower depending on rank), faculty discovering that they are individually receiving very low raises are likely to be seriously annoyed. Stuart noted that the first year of a three-year process would be a good time to let everyone feel recognized. Finally, senators pointed out that the Trustees approved the raise to address slippage in faculty salaries in general, which suggests that it should not be restricted to a handful of “stars.”

There was also discussion of whether the “reasonable portion” to be distributed across the board should be specified. Voiced opinions all supported 50% or more of the pool going to non-merit-based raises, though there was not clear agreement on including that target in the resolution. Other suggestions included a percentage floor and ceiling on raises for individuals without permission from the Provost, or, alternately, just a relatively high floor. John Day pointed out that the resolution did not specify whether it was addressing the special raise pool for changing OU’s salary ranking or the composite raise pool (special pool + normal allocation). The Committee had intended to refer to the composite raise pool.

As it is possible that the Provost and deans will reach decisions on principles for the raises before the April Senate meeting, Sayrs agreed to hold open the possibility of an extraordinary meeting. She also suggested, however, that conversations might be more helpful than formal resolutions, and noted that the reason for the quick process is to assure that the raises are included in next year’s paychecks. Stuart also said that a three-year process means that some more complex equity questions would probably not be addressed in the first year, and that the Senate would continue to weigh in over the next two years.

V. Professional Relations Committee—Ben Bates

- **Resolution to Clarify the Status of Retired Group I and Group II Faculty Reappointed to Part-Time Positions after Retirement—First Reading**

  Current Handbook language requires all Group III faculty who teach at .5 FTE or greater for two years to be converted to Group II contracts if reappointed. There are, however, retired Group I and II who want to teach but don’t want to unretire because it would adversely affect their STRS and ARP base salaries, and their units don’t want to
pay Group II benefits. This resolution adds an exception to the Group III-to-Group II conversion rule. It would allow retired faculty to reach up to .66 FTE (defined by HR as up to a 3-3 load); over that limit, state law would force those faculty members to be treated as no longer retired. There was no discussion offered.

VI. Educational Policy & Student Affairs Committee—Ruth Palmer

- Discussion of General Education goals

These learning objectives for OU Baccalaureate students were developed by the General Education Task Force based on the work of the earlier 1804 Task Force and feedback from most colleges. The Task Force will make one final round of revisions after discussion at UCC and initial responses from EPSA, and then by March 22 hand it over to EPSA to craft a resolution asking for Senate endorsement. Palmer noted that EPSA has, in addition to the draft objectives, the survey or forum data from the colleges that collected it and will be considering those in drafting its resolution; she also suggested that expansions or clarifications might be added. She noted that any modification of the Gen Ed program would not be adding credit hours to the current non-major requirements.

In response to a question about what was different in these goals from the current Gen Ed program, Beth Quitslund (who, along with David Thomas, sits on the Task Force) explained that it would be difficult to make direct comparisons because the current Gen Ed program was not formed around explicit learning objectives but rather around kinds of classes. If these goals are adopted, one of the first steps is to figure out how well the current Gen Ed program does at meeting them. They are not intended to dictate the form of the curriculum, and in fact several different models could theoretically be implemented. Palmer added that the objectives appear to be organic expansions of the current program’s implied goals.

EPSA intends to bring a resolution forward in April.

VII. Promotion & Tenure Committee—Joe Slade

- The Committee has received no new appeals, although Slade is working with Sayrs to monitor current appeals that have gone to special hearing committees.
- Both department and college P&T documents should be at least in the process of being revised in order to reflect the possibility of Group II promotion. Slade urged that faculty contact him if their department or college was not making the revisions, or if those documents at either level are not submitted for faculty approval, and he would share that information with Assoc. Provost Dewald.

VIII. New Business

There was none.

IX. Adjournment

Jim Casebolt moved to adjourn, seconded by Sandy Doty. The meeting was adjourned at 9:05 p.m.