Ohio University Faculty Senate  
Monday, April 14, 2014  
Room 235, Margaret M. Walter Hall, 7:10 p.m.  
Minutes

Faculty Senate Chair Elizabeth Sayrs called the meeting to order at 7:11 p.m.

In attendance:


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

College of Fine Arts: C. Buchanan, K. Geist*, 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, S. Williams*, J. Wolf†

Patton College of Education: G. Brooks, D. Carr, K. Machtmes*, B. Vanderveer†

Regional Campus—Chillicothe: N. Kiersey for B. Trube

Regional Campus—Eastern: J. Casebolt

Regional Campus—Lancaster: L. Trautman

Regional Campus—Southern: D. Marinski

Regional Campus—Zanesville: A. White

Russ College of Engineering: C. Bartone, J. Cotton*, B. Stuart, G. Suer

Scripps College of Communication: A. Babrow*, B. Bates, B. Reader

Voinovich School of Leadership and Public Affairs: A. Ruhil

Excused: E. Ammarell, S. Doty, K. Hicks, J. Slade†, B. Trube, K. Uhalde

Absent: T. Basta, L. Black, A. Hibbitt*, S. Patterson, L. Rice, J. Taylor, B. Vanderveer, S. Walkowski, S. Wyatt

*New Senator (voting on officer elections only); †Outgoing Senator (voting on resolutions only)

Overview of the Meeting:

I. Associate Provost for Faculty and Academic Planning Dewald

II. Faculty Athletics Representatives: Robert Colvin and Ann Gabriel

III. Roll Call and Approval of the March 17, 2014 Minutes

IV. Chair’s Report
   - Elections Report and Introduction of New Senators
   - Election of Faculty Senate Officers for 2014-15
   - Faculty/Staff Survey update
   - Announcements
   - Upcoming Senate Meeting: Monday May 5th, Walter Hall 235

V. Educational Policy & Student Affairs Committee—Ruth Palmer
   - Update on Sexual Assault Awareness Education
• Resolution to Endorse the General Education Common Goals—First Reading

VI. Finance & Facilities Committee—Ben Stuart
• Update on Health Benefits
• Resolution on Guidelines for the Implementation Plan on Faculty Compensation—First Reading

VII. Professional Relations Committee—Ben Bates

VIII. Promotion & Tenure Committee—Ani Ruhil

IX. New Business

X. Adjournment

I. Associate Provost for Faculty and Academic Planning Dewald
Dewald spoke for the President and Provost, who were attending the Higher Learning Commission convention.
• H.B. 484 has passed the House in amended form, with slightly different workload policy language. Currently it requires all Ohio institutions of higher learning to report their workload policies and procedures to the Chancellor’s Office no later than December 1, 2014. The Senate is expected to pass the bill before its June recess.
• The OHIO Guarantee was accepted by the Chancellor on April 2, and it will be implemented in AY 2015-16. The Guarantee is a comprehensive plan to hold tuition, general fee, and housing and dining rates level for four years for each incoming student, as well as to roll most à la carte fees into the tuition. The Guarantee tuition and fee rates will not be charged at the regional campuses, but students initially enrolling in a degree program through RHE will enter the same cohort as students who begin at Athens that year. For more information, see the Guarantee FAQ page.
• Raises are coming in two varieties: the standard raise pool of 2% and the Faculty Compensation Plan (FCP) pool. From the standard raise pool there is a .5% holdback for deans; the range of raises from this pool that do not require the Provost’s approval is .5% to 5%. The FCP includes an additional $1.3 million for Athens Group I this year, divided into separate ponds for each rank. Amounts have been allocated to each college based on a combination of headcount and Oklahoma study data on salaries by discipline; there has been no attempt to level salary differences between units in this round. Other pools amount to 2.19% each for Group II and RHE Group I.
• Promotion salary bumps are going up, effective this year. Athens increments for Group I will be $5000 for promotion to Associate and $9000 for promotion to Professor. Newly-established Group II increments will be $4000 and $6000; faculty moving up from lecturer to senior lecturer in one year are eligible for both. The increases are not retroactive, and faculty are discouraged from attempting time travel to reschedule their past promotions.
• Admissions news is positive. As of April 14, OU had received a record-breaking 20,777 applications (+174 from last year), admitted 15,113 freshmen (+533), and accepted housing deposits from 2,929 (+260). While transfer applications and admissions were slightly down, the number of confirmations, at 99, was 16 higher than last year’s. Quality
is holding steady or increasing, Dewald said. Sayrs praised the remarkable results from the OU Admissions team and Vice President for Enrollment Management Craig Cornell.

- **Group I Promotion & Tenure** is complete for this year. There were 41 candidates in total, of which 24 were for both promotion and tenure, two (already at Associate rank) were for tenure only, and 15 were for promotion to Professor. (Group II promotion documents are due to the Provost on May 15, with decisions by June 15. Next year they will be on the same schedule as Group I.)

- **Applications for the deanship of University College and Assoc. Provost for Undergraduate Education** are due April 21. This is a purely internal search.

- Dewald noted that regional campuses would be working next academic year on new Group I P&T guidelines, and offered his assistance.

### II. Faculty Athletics Representatives: Robert Colvin and Ann Gabriel

- Most of the presentation focused on the NCAA’s Academic Progress Program (APP). Under this program, only teams meeting academic benchmarks may participate in post-season play. Student-athletes are assigned Academic Progress Rate (APR) scores; teams with a mean score below 930/1000 averaged over five years become liable for penalties. OU has instituted a number of measures to improve student-athlete academic success, with excellent outcomes in most sports. Last year 10 OU teams had perfect scores, including the recently-problematic men’s basketball team. [See slides appended to the minutes for details.]

- They also reported that NCAA Division 1 is significantly restructuring its governance. The new Council will be 34 members, with continued Presidential representation from each conference but adding student and faculty members.

**Questions & Discussion:**

Initial discussion focused on the quality of student-athletes’ academic work. Referencing the University of North Carolina athletics scandal, Charlotte Elster wondered whether the grades that OU student-athletes received are meaningful. Betty Sindelar pointed out that OU athletes are spread in majors across the university and that compliance with NCAA academic rules is vigilantly enforced here. Sayrs added that the quality of OU degrees is in the control of faculty, who are not as a body likely to permit essentially fake degree programs to continue.

Steve Hays asked about the funding and opportunity costs involved in tutoring and other academic assistance to student-athletes: is it paid for by non-athletes? The FARs explained that while there is a staff employed by ICA to monitor and assist in raising student-athletes’ academic performance, they are encouraged to use tutoring and Supplemental Instruction resources available to all students. Assoc. Provost Descutner praised the ICA academic staff, including current Associate Athletic Director for NCAA Eligibility & Student-Athlete Success Randee Duffy.

Questions about athletics programs or faculty oversight should be directed to the FARs (colvin@ohio.edu and gabriele@ohio.edu).

### III. Roll Call and Approval of the March 17, 2014 Minutes

Thom Luce moved to approve the minutes, seconded by Ruth Palmer. The minutes were approved by a voice vote.
IV. Chair’s Report

- A memorial service will be held for Emeritus Associate Professor Najee Muhammad on April 19 in Galbreath Chapel.
- Elections Report and Introduction of New Senators: Participation in Faculty Senate elections rose this year to 28% (from 21% last year). New senators were recognized.
- Election of Faculty Senate Officers for 2014-15: The Nominating Committee was Joe Slade and Elizabeth Sayrs. Each officer was approved by acclamation for terms beginning on May 1.
  - Chair: Ben Stuart and Jackie Wolf spoke on behalf of Beth Quitslund, who was elected as Chairperson.
  - Vice Chair: Ben Bates and Beth Quitslund spoke on behalf of David Thomas, who was reelected as Vice Chair.
  - Secretary: Ruth Palmer and Thom Luce spoke on behalf of Katherine Hartman, who was elected as Secretary.
- Faculty/Staff Survey update: As of the evening of April 14, faculty had reached a 52% response rate. The last comparable survey had a 19% response rate.
- Budget forums: On April 11, budget forums for the University community were announced for April 16 and 17.
- The Open Enrollment period for health benefits has also begun.
- Departures:
  - Sayrs recognized the uncounted contributions to undergraduate education by Dean and Assoc. Provost David Descutner, who will retire this spring.
  - She also thanked outgoing senators Jackie Wolf, Ghirmai Negash, Albert Rouzie, Joe Slade, Vladimir Marchenkov, and Beth Vanderveer.
- Upcoming Senate Meeting: Monday May 5th, Walter Hall 235a

V. Educational Policy & Student Affairs Committee—Ruth Palmer

- Sexual Assault Education: Beginning at this year’s Bobcat Student Orientation, incoming students will be asked to complete an online training program designed to raise awareness of and so reduce sexual assaults. This is meant to help students prepare for their own safety and understand community norms before the move-in period.
- Resolution to Endorse the General Education Common Goals—First Reading
  This resolution endorses the goals produced by the General Education Task Force that will guide any recommendations for changes to OU’s Gen Ed program. If they are approved by the Senate, the baton passes back to the Task Force to develop curricular recommendations. The resolution thus also asks that assessment measures be developed along with the curriculum and that any later revision to these Common Goals be approved by EPSA and UCC.
  There was no substantive discussion offered.

VI. Finance & Facilities Committee—Ben Stuart

- Update on Health Benefits: Budget Planning Council (BPC) has seen data on increasing health care costs to OU. Because of health care inflation, the employee share of premium costs has dropped over the past couple of years from 15% to 13.8%, with the missing funds made up out of the Health Care Reserves. Those reserves are depleting rapidly as a result, and employee premium contributions will be adjusted upward this year to bring
them back to 15%, though reserves will still contribute about $1.1 million to prevent increased coinsurance and deductibles. Next year the reconvened Benefits Advisory Council will consider how to handle future cost increases and tax changes from the ACA, with input from the Senate.

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

  The resolution presented for first reading last month has been overtaken by events. At this point, distribution of the whole FCP pool (about 3.5%) is at the deans’ discretion (with a cap on total raises this year of 10% without the Provost’s approval). Some deans have already announced ways of distributing these raises that appear to be reasonably equitable given the amount of time for planning. Thus this resolution appeals not to the Provost but to the deans, who are now in control of the raise pool, encouraging fair and transparent allocation to faculty. For the FCP installments in future years, the resolution highlights the needs of average individual faculty members, who have lost purchasing power since the recession (rather than focusing only on the mean salary of all faculty members in a rank).

  A senator expressed frustration that the current resolution did not comment on the Provost’s decision to make the whole pool discretionary for the deans. Stuart said that the Committee shared that concern, and would continue to discuss the larger principles for the future, but that the urgent issue right now is what the deans will do with their discretion. Sayrs noted that the precedent was troubling, but seemed to result from multiple deans having very particular and varying salary problems that they wished to address immediately. Stuart added that the Committee has repeatedly considered resolution language asking the deans to publicly report out on the FCP pool distribution; although it is not included in this resolution, the Committee certainly intends to let the Provost know if there were to be a sense that any individual units had handled the raises inappropriately.

  A friendly amendment striking the last phrase of the sentence “Plans for this year’s implementation have been rushed, perhaps of necessity” was accepted.

  There was a request for clarification about what “historic inequities” meant in the context of this resolution, and the senator recalled resolutions last year encouraging the University to address the equity issues involved in wide salary disparities between colleges. Members of the Committee noted that because the resolution addresses the immediate situation in which money has already been distributed to units, there is no point in asking for cross-college adjustments for this year.

  In response to a question about what kind of consultation with the Senate the Handbook requires about compensation, Sayrs said that although the Senate is tasked with representing the faculty to provide input on University financial issues, no particular consultation about salaries is mandated. The Senate can make suggestions, but has no standing to negotiate.

  A motion by Stuart to suspend the rules in order to allow a vote on the resolution, seconded by Gordon Brooks, passed by a voice vote. The resolution also passed by a voice vote.

- **VII. Professional Relations Committee—Ben Bates**

  - The PRC heard an appeal about a case this month.
• The **resolution** modifying Handbook language about the status of retired Group I and II faculty who are teaching .5 FTE or more as Group III and do not want to “unretire” to Group II is being reviewed by Legal Affairs. It will come forward for second reading in May provided it does not break state law. Comments should go to batesb@ohio.edu.

**VIII. Promotion & Tenure Committee—Ani Ruhil for Joe Slade**

The Committee is expecting an appeal to come to it over the summer.

**IX. New Business**

**Dominique Duvert**, on behalf of Group II faculty members, thanked **Sayrs** for her support of the resolution on Group II promotion over its long process of consideration and revision. She said that the new promotion system was an extremely important step in the University’s recognition of Group II faculty both professionally and financially.

**X. Adjournment**

**Jim Casebolt** moved to adjourn, seconded by **Sharon Inman**. The meeting adjourned at 8:44 p.m.