

Ohio University Faculty Senate
Monday, February 21, 2011
Room 145, Margaret M. Walter Hall, 7:10 p.m.
Minutes Approved March 14, 2011

The meeting was called to order by Faculty Senate Chair Joe McLaughlin at 7:10 p.m.

In attendance:

College of Arts and Sciences: E. Ammarell, K. Brown, S. Patterson for C. Elster, J. Gilliom, S. Gradin, S. Hays, K. Hicks, D. Ingram, C. Kalenkoski, J. Lein, J. McLaughlin, R. Palmer, B. Quitslund, L. Rice, W. Roosenburg, S. Wyatt

College of Business: L. Hoshower, B. Roach, T. Stock

College of Fine Arts: D. McDiarmid, M. Phillips, A. Reilly, E. Sayrs, D. Thomas

College of Health Sciences and Professions: M. Adeyanju, D. Bolon

College of Osteopathic Medicine: H. Akbar, T. Heckman, J. Wolf

Group II: H. Burstein

Patton College of Education and Human Services: A. Paulins

Regional Campus—Chillicothe:

Regional Campus—Eastern:

Regional Campus—Lancaster: P. Munhall

Regional Campus—Southern: D. Marinski

Regional Campus—Zanesville:

Russ College of Engineering: J. Dill, J. Giesey, D. Gulino for R. Pasic

Scripps College of Communication: B. Debatin, J. Lee, G. Newton, J. Slade, S. Titsworth

Excused: T. Franklin, N. Kiersey, R. Knight, J. Casebolt, M. Nern

Absent: B. Branham, L. LaPierre for M. Sisson, M. Bowen, J. Farley

Overview of the Meeting:

- I. Pam Benoit, Executive Vice President & Provost
 - II. Greg Fialko, Director of Benefits
 - III. Roll Call and Approval of January 24th, 2011 Minutes
 - IV. Chair's Report – Joe McLaughlin
 - Updates & Announcements
 - **Upcoming Senate Meeting: March 14, 2011, 7:10 p.m., Walter Hall 145**
 - V. Professional Relations Committee (PRC)—Sherrie Gradin
 - Resolution on Early Retirement on Semesters (Second Reading & Vote)
 - VI. Educational Policy & Student Affairs Committee (EPSA)—Allyn Reilly
 - Resolution on Adjustment of Catalog Language to Semesters and Catalog of Entry for Summer 2012 (for second reading and vote)
 - Resolution to Amend Withdrawal Deadlines under Semesters (for first reading)
 - Resolution on Deadlines for Incomplete Grades (first reading)
 - VII. Finance and Facilities Committee (F&F)—John Gilliom
 - VIII. Promotion and Tenure Committee (P&T)—Joe Slade
 - IX. New Business
 - X. Adjournment
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I. Pam Benoit, Executive Vice President & Provost

EVPP Benoit reminded the Faculty Senate about the upcoming budget forums:

- Feb. 22 from noon-1:30 p.m. in the Baker University Center Theater
- Feb. 23 from 4-5:30 p.m. in 194 Clippinger

The forum on 2/23 will be webcast at streaming.cns.ohiou.edu/provost/20110223.html.

II. Greg Fialko, Director of Benefits

Fialko gave a presentation on the proposed Early Retirement Incentive Plans (ERIP) and Voluntary Employment Separation Plans (VESP) that had been announced earlier in the day. Faculty options are summarized below. Detailed information on all of the options for faculty and staff is available at <http://www.ohio.edu/hr/>. NOTE that these plans are provisional and have not yet been approved by the Board of Trustees.¹

PROPOSED GROUP I FACULTY OPTIONS

	ERIP #1	ERIP #2	VESP
Eligibility	STRS members who are eligible to retire or will become eligible with a purchased year.	STRS members who are eligible to retire or will become eligible with a purchased year.	STRS and ARP members who have 10+ years of service with the University (as of June 30, 2011) or have 5 years of service and are 60 years of age.
Plan	1 year STRS purchased; retain Faculty Early Retirement participation	1 year STRS purchased; waive Faculty Early Retirement participation	Decline ERIP if eligible; waive Faculty Early Retirement participation
Bonus	NONE	\$50,000	\$80,000
Sick Leave Payout*	All enrollees (1/4 days up to 30).	All enrollees (1/4 days up to 30).	All enrollees (1/4 days up to 30).
Start/Declaration Dates	Start date: April 4, 2011	Start date: April 4, 2011. Declare by: May 1, 2011 to receive bonus.	Start date: April 4, 2011. Declare by: May 1, 2011 to receive bonus.
End Date	June 30, 2012	Resign/Retire by June 30, 2011 (STRS retire date of July 1, 2011)	Resign/Retire by June 30, 2011 (STRS retire date of July 1, 2011)
Latest Resign/Retire Date	90 days after June 30, 2012	Resign/Retire by June 30, 2011 (STRS retire date of July 1, 2011)	Resign/Retire by June 30, 2011 (STRS retire date of July 1, 2011)

*This is the standard sick leave payout on retirement.

¹ Secretary's Note: These programs were subsequently approved by the Board of Trustees on 2/25/2011.

There is one ERIP and one VESP option for Group II and Group IV faculty, and other non-Group I STRS eligible employees.

PROPOSED GROUP II FACULTY OPTIONS

	ERIP	VESP
Eligibility	STRS members who are eligible to retire or will become eligible with a purchased year.	STRS and ARP members who have 10+ years of service with the University (as of June 30, 2011) or have 5 years of service and are 60 years of age.
Plan	1 year STRS purchased	Decline ERIP if eligible
Bonus	NONE	\$25,000 (prorated according to FTE)
Sick Leave Payout*	All enrollees (1/4 days up to 30).	All enrollees (1/4 days up to 30).
Start/Declaration Dates	Start date: April 4, 2011	Start date: April 4, 2011. Declare by: May 1, 2011 to receive bonus.
End Date	June 30, 2012	Resign/Retire by June 30, 2011 (STRS retire date of July 1, 2011)
Latest Resign/Retire Date	90 days after June 30, 2012	Resign/Retire by June 30, 2011 (STRS retire date of July 1, 2011)

*This is the standard sick leave payout on retirement.

Fialko stated that about 700 faculty from all groups are eligible to participate, and that they are hoping for 15-25% participation. The total savings will range from \$3.5-8.4 million, depending on who retires, and on how many faculty members are replaced. One possible model is to replace 60% of faculty who retire at 75% pay.

John Gilliom asked why the ERIP included the purchase of only one year rather than a stronger incentive. Fialko said that not many more people would be eligible with a second additional year, and that buying a second year was more expensive. **Eugene Ammarell** and **Ken Burns** clarified that if 15-25% of eligible faculty participate, that is up to about 15% of total faculty. **Ken Hicks** asked how many faculty members would be eligible for the buyout. Fialko responded that 200 faculty are already eligible to retire; 300 are eligible with a one-year purchase; 700 are eligible including the VESP. **Judith Lee** clarified that requirements for faculty participation in STRS's health care plan remain the same. Fialko said that Ohio University is not offering to extend health care to faculty, although the cash bonus can act as a partial offset to health care costs. He also noted that OU did extend health care coverage for six months for those who were laid off in recent years, but health care has not been part of buyouts in the past. Fialko

strongly recommended that faculty members eligible for the buyout talk with STRS or their ARP provider.

Gilliom asked how many faculty members will be replaced, whether they will be Group I lines, and what the process, principles, and priorities will be to determine which lines will be replaced. Benoit emphasized that it was too early to know which lines would be replaced, because we do not yet know which positions will be open, but that replacements would be based on factors such as student demand, a unit's revenue-generating capacity, and quality. Benoit is working with the Deans on staffing plans, but first she needs to know where there will be openings. **Debatin** asked how precise the voluntary personnel savings estimated in the deficit reduction plan were; Golding responded that this was calculated before the ERIP/VESP details were finalized, so those numbers will be altered over the next few weeks. Current savings projections are based on a 60% replacement of faculty at about 75% salary, and that about 22% of eligible faculty and staff will take the buyout. **Judith Lee** pointed out that this illustrates the salary compression problem on campus. Benoit responded that they were being very conservative in their estimates.

Hicks asked whether it was fair to say that the savings from the buyout are at the cost of reduced faculty numbers, increased teaching loads, fewer courses offered, and larger class sizes, especially since the number of students will stay the same or increase. Benoit said that some of it will involve the distribution of Group II faculty and offering fewer electives, but she agreed that we were probably moving toward increased teaching loads and larger class sizes. **Titsworth** asked whether they had modeled the space and infrastructure issues associated with larger classes. Benoit responded that, especially in the context of Q2S, there will be some complications, and we need more large classroom space.

Ammarell noted that faculty in the ARP have no option to retain participation in the current early retirement program. Fialko confirmed that this was correct, and added that if you waive or are not eligible for the early retirement plan, you may still teach for OU after retirement, but only at the university's discretion. **David Thomas** noted that this is the first time there has been a buyout for both faculty and staff, and raised the question of the loss of institutional memory, as well as of experienced teachers and researchers. This led Thomas back to the question of how positions would be refilled. Benoit said that she was comfortable using a process similar to the one used now during the hiring freeze for determining which positions will be refilled, in which Deans make arguments about where positions are most important in the context of their staffing plans. Sometimes decisions need to be made across colleges, and those get made in the Provost's office. **Thomas** argued that this leaves out general education, since there is no Dean for this. Benoit agreed that she has concerns about losing talent and institutional memory. She also argued that this was an opportunity to reshape departments and make them stronger in the long run.

David Ingram asked whether the cost of the buyouts would be covered centrally, rather than by individual departments; Benoit answered that the costs would be covered centrally. **Steve Hays** noted that the buyouts were non-strategic, akin to "thinning the herd with a grenade." Hays argued that since 2005 (the budget the current President inherited) non-academic and ancillary lines (e.g. the President's office, OIT, athletics) have increased around 30-40%. The total academic programs lines (plus the EVPP's line, library, VP-Research, etc.) had increased by only about 7.7%. Hays argued that the gap between the increases would be \$20-25 million, which would cover much of the anticipated deficit. Benoit responded that Hays's calculations do not reflect how OU tracks that data; OU's calculations show that the academic increase is roughly 16%, while the non-academic increase is closer to 13%. Benoit said that the numbers depend on

how expenses are categorized. She asked Hays to send her his numbers, so that her office could look at them and see if a comparison could be made between the conflicting information.

Brown asked whether the current budget deficit proposal shows that the health care cost increase of \$5 million will be split 50/50 with faculty. Faculty currently pay about 18% of their health care costs (including 10% of premiums), and this would dramatically increase employee costs. Fialko confirmed this, but said that the \$5 million figure might change once we know the results of the buyouts. Titsworth asked whether the discussion about closing buildings during the week between Christmas and New Year's included pay reductions in the savings. Benoit responded no; the savings would be mostly in utilities. A work group is currently assessing this, and is asking for information from units about who needs to be on campus during that time. To provide feedback on this issue, go to <http://www.ohio.edu/budget/feedback/> before February 28th.

Rosenburg asked whether Benoit was planning on a certain proportion of Group I and II taking the buyout, and whether Group I and II positions would be refilled proportionately, or with more Group II positions. Benoit said that it is too early to say, but the timing makes it difficult to replace bought-out positions with Group I faculty for next year because the standard hiring cycle is over for the year. Benoit said they would make long-term assessments, but was reluctant to talk about proportions right now. **Gilliom** said that the decisions about how to refill and reallocate positions after such a major faculty departure will reshape Ohio University. He noted that it sounds like decision-making will lie with deans and staff in Cutler Hall, and he encouraged Benoit to think about a broader, more inclusive process for such a dramatic reimagining of the university.

Gulino asked whether an inverse relationship was expected between the voluntary and involuntary separations. Benoit responded that there is no direct correlation, but that voluntary separations are one tool to help avoid as many layoffs and programmatic changes as possible. **James Lein** asked whether we are considering selling some of the assets we bought during good years, such as buildings on West Union. Golding responded that we make about \$1 million per year on the real estate portfolio; selling real estate is a one-time revenue infusion. The Trustees did ask Golding to look at the university's assets to see if they should sell any. **Ken Hicks** asked how the projected savings from the ERIP/VESP program compare to the estimated savings if there were not an incentive package. Fialko said that about 15-20 faculty retire per year, and about half use the early retirement program; he added that he would find out the exact numbers and share those.

Thomas commented that he heard Benoit saying that she was uncomfortable with broadening the decision-making process for refilling positions vacated through the ERIP/VESP plans. Benoit responded that she was comfortable that the process used during the current hiring freeze works well, and was comfortable using a similar process to refill bought-out positions. **Thomas** emphasized that this is more than a hiring freeze — this will change the university. **McLaughlin** added that there is likely disagreement in the room about whether the current hiring freeze process works, and encouraged Benoit to follow the procedure that some deans do, and consider a faculty advisory group as part of the process. Benoit responded that she had heard McLaughlin on this point.

Given the budget cuts over the past several years, **Hays** asked Benoit for an appraisal of the continuing danger that next year academics will be asked to make yet more cuts. Benoit responded that adopting responsibility-centered management (RCM) over the next several years would help move to a sustainable budget model that was less dependent on state subsidy, but that the danger was very real. **Hays** asked whether we were ever going say that cannot afford to keep

subsidizing Division I athletics at \$15 million/year. Benoit responded that we are trying to decide what kind of university we want to be, and to decide what we want to continue to support in order to remain a comprehensive university. **Joe Slade** argued that the discussion turned on Benoit's use of the pronoun "we"; the subtext is that "we" does not include faculty as part of that decision, and encouraged Benoit to cast her net a bit more widely.

Duane McDiarmid asked whether the large number of retirements now would create a problem with fewer retirements down the road. Benoit and Mike Williford responded that this was likely to have a minimal impact because of the small number of retirements that typically occurs each year.

Helaine Burstein asked if the university is going to be reshaped, which institutions do we now see as our main competitors? Benoit turned that question back to **Burstein**. Burstein responded that upper administrators would have more data about this, and we would like to know what type of university the upper administration envisions, in terms of academic rigor, selectivity, etc. Benoit said that this was up to the faculty. **Burstein** then asked why, if that were the case, the faculty would not have a larger voice in refilling positions lost through the ERIP/VESP program. If budget cuts mean that a contingent faculty member is fired, then the courses they taught can no longer be offered. This means reducing the quality of the curriculum (such as not offering labs). Faculty members do not have control over this; the upper administration does.

McLaughlin encouraged faculty Senators to attend the upcoming budget forums.

III. Roll Call and Approval of January 24th, 2011 Minutes

A quorum was present. A motion (Titsworth, seconded by Patterson) to approve the January 24th, 2011 minutes passed by voice vote.

IV. Chair's Report – Joe McLaughlin

- Willem Roosenburg is a representative on the work group to decide whether to close the university during the week between Christmas and New Year's. Contact Roosenburg (roosenbu@ohio.edu) or visit <http://www.ohio.edu/budget/feedback/> if this would impact you or your colleagues.

- McLaughlin pointed out several recent trends in higher education.

- The Idaho State Board of Education voted to suspend the Faculty Senate at Idaho State and created a "faculty advisory" structure in its place.

- [\(http://chronicle.com/article/State-Board-of-Education/126437/\)](http://chronicle.com/article/State-Board-of-Education/126437/)

- A bill was introduced in the Utah legislature to end tenure.

- <http://www.sltrib.com/sltrib/home/51248299-76/compete-education-faculty-herrod.html.csp>

- McLaughlin described some of the proposals in Ohio's Senate Bill 5.

- Prohibits collective bargaining in higher education

- Requires that state employees (including higher ed.) pay at least 20% of their health care premiums (we now pay just under 10%).

- There are continuing rallies at the State House in Columbus.

- There will be an extraordinary meeting of the Faculty Senate on April 4th, right after the President announces the first draft of budget recommendations.

- Faculty Senate Brown Bag lunches continue every Wednesday at noon in the Maggie Davis Room at the Baker Center Food Court. All are welcome.

- **Upcoming Senate Meeting: March 14, 7:10 p.m., Walter Hall 145**

V. Professional Relations Committee (PRC)—Sherrie Gradin

• Resolution on Early Retirement on Semesters (Second Reading & Vote)

This resolution converts the existing Early Retirement (ER) program to semesters, maintaining the current structure of a 1/3 teaching load for 1/3 pay. Added is a requirement to review the teaching of early retirees, and the cut-off date for eligibility is adjusted to align with semester contracts (participants must younger than 70 before August 1st).

Some Senators were concerned that the 1/3 teaching load was not more clearly defined. Other senators argued that workload was variable across colleges, and that a university-wide teaching load should not be defined in the early retirement program. Gradin noted that the conversion to semesters had to be cost neutral, which limited some options.

The motion (moved by PRC) to approve the resolution passed by voice vote.

VI. Educational Policy & Student Affairs Committee (EPSA)—Allyn Reilly

• Resolution on Adjustment of Catalog Language to Semesters and Catalog of Entry for Summer 2012 (for second reading and vote)

This resolution consists of two parts: 1) A requirement that students entering in the summer of 2012 be required to follow the fall 2012 catalog; and 2) Housekeeping adjustments of catalog language to use semesters instead of quarters, including the number of developmental hours that may be applied toward graduation under semesters; the number of pass/fail hours that may be applied toward graduation; residency requirements under semesters; double degree credit requirements; class standing; and Dean's list requirements. There are also incidental substitutions of "semester" for "quarter" throughout.

Reilly noted that the number of semester pass/fail credits that could be applied to graduation was changed from 15 to 12. The language defining the time period before a grade of incomplete automatically converts to an F was removed and will be considered as a separate resolution.

The motion (moved by EPSA) to approve the resolution passed by voice vote.

• Resolution to Amend Withdrawal Deadlines under Semesters (for first reading)

Assistant deans raised the concern that under semesters, midterm materials would not be returned in time for a student to decide whether to drop before the currently-approved withdrawal deadline in week 7, so this resolution moves the withdrawal deadline to week 10.

Some senators argued that the later students are allowed to withdraw, the more likely they are to delay catching up if they are behind, ultimately resulting in a higher drop rate and lower course completion rates (which hurts state subsidy). Other senators argued that this was simply a way to make sure that students and advisors have sufficient feedback from professors before deciding whether to withdraw; if midterms are given during week 7, students will not have their grades back before the deadline. If students cannot drop and instead fail the course, then they are less likely to come back, affecting student retention. Other universities have later withdraw dates, and it has not affected academic rigor. Senators asked for more information about how much of a problem this is, and how the proposed withdraw date aligns with advising dates under semesters. Send feedback to Reilly (reillya@ohio.edu).

• Resolution on Deadlines for Incomplete Grades (first reading)

This resolution moves the date by which a grade of incomplete automatically converts to an F from week 6 of the next quarter (under quarters) to the last day of following semester. There

are a variety of policies among Ohio institutions: Kent State and Miami allow one semester; BGSU allows eight weeks under semesters; and OSU allows no more than one year at the discretion of the instructor (under quarters). Incomplete grades (and failing grades) do not generate subsidy, so we need to find a date that is fair to students and that will help us shrink the number of incomplete grades overall. This may involve not only the deadline, but also an examination of whether incomplete grades are being given appropriately. Mike Williford reported that of the 1300 incomplete grades given in fall quarter 2010, all but about 200 had been resolved by a month into winter quarter with our current six-week deadline.

Contact Reilly (reillya@ohio.edu) with suggestions.

VII. Finance and Facilities Committee (F&F)—John Gilliom

Gilliom highlighted a few of the items in the deficit reduction plan that are most salient for faculty (while noting that all of the details are important), and strongly urged faculty to attend the budget forums. He also noted that Senate Bill 5 would have a huge impact on health care costs and on our unionized colleagues.

1) Health care: We currently pay 18.43% of our health care benefits. As proposed, the faculty would absorb 50% of the \$5 million cost increase, which would likely not follow the faculty handbook.

2) While the parking fee represents a small amount of money, it has to be addressed because of the precedent it sets. This is especially important for staff who are making lower salaries.

3) Some departments are already talking about rewriting P&T guidelines to reflect the proposed increased workloads and lowered travel support.

4) The deficit reduction strategy of "efficient and creative use of group I faculty instructional capacity [to] reduce the cost of contingent faculty" is simply another way of saying that group I faculty will face an increased workload. It is critical for us to decide what faculty workload is, and how that will be measured.

5) While the buyouts are helpful for voluntary departures, we are not getting promising answers about the transparency and inclusiveness of repopulating the university. Perhaps the executive committee could address this issue.

6) Unlike last year, we have not been shown how the budget cut percentages will be split between academic and non-academic units. Nor has the level of "tax" that will be levied on academic units under RCM been discussed yet.

McLaughlin reminded Senators that decisions have not been made yet, and now is the time to discuss these points. The timeline is very tight: the Kasich budget comes out March 15th. By the third week of April, OU has to get the budget to Trustees.

VIII. Promotion and Tenure Committee (P&T)—Joe Slade

The P&T Committee will meet soon to consider an appeal.

IX. New Business

None.

XII. Adjournment

The meeting was adjourned at 9:48 p.m. (moved by Ingram, seconded by Quitslund).

**Resolution on Early Retirement—Semesters
Professional Relations Committee
Approved February 21, 2011**

Whereas, both the faculty and the administration are committed to keeping the Early Retirement Program;

Whereas, the PRC has studied the recommendations from the committee charged with examining the Early Retirement Program;

Whereas, the above mentioned committee and the PRC were instructed that “the transition remain beneficial to both faculty and the institution as a whole, and . . . remain ‘cost neutral’ under a semester calendar;

Whereas, the section on Early Retirement needs updating in the Faculty Handbook;

Be it resolved that the language in the Faculty Handbook Section III. R be changed as follows:

R. Early Retirement Policy

- 1. General:** A tenured faculty member eligible for retirement under the STRS and wishing to continue to teach part-time may elect to do so under the early retirement policy. Those faculty enrolled in the Alternative Retirement Plan (ARP) will be eligible for the University's Early Retirement program if they meet the same eligibility requirements as those enrolled in STRS. While faculty enrolled in the ARP are eligible for the Early Retirement program, they are not eligible for benefits that STRS employees receive from STRS. The Early Retirement Agreement remains in effect as long as the faculty member wishes to continue part-time teaching and has not reached 70 years of age by **August 1st** of the upcoming year.

- 2. Teaching:** During early retirement, the faculty member will be permitted to teach **a third of an annual teaching load. The distribution of those courses will be determined by the faculty member in discussion with his/her academic department head and after consideration of the needs of the department. For colleges that include summer session as a normal part of a faculty member's annual contract, the faculty member may, after consulting with his/her department head, choose to fulfill his/her obligation during summer.**

Currently reads:

Teaching: During early retirement, the faculty member will be permitted to teach the equivalent of one quarter each academic year. The term (Fall, Winter, or Spring) to be taught each year will be determined by the faculty member after discussion with his/her academic department head and after consideration of the needs of the department. For colleges that include summer quarter as a normal part of a faculty member's annual contract, the faculty member may, after consulting with his/her department head, choose to fulfill his/her obligation during Summer quarter.

3. Compensation: The standard arrangement will be that the faculty member teaches the equivalent of one-third of the specified departmental teaching load for a third of the annual base salary. What constitutes one-third equivalency should be flexible enough for a department to support curricular innovations. The salary amount will be determined according to the following pattern: initially, to determine the salary for the year after retirement, the faculty member's base salary preceding retirement will be used. Faculty on 10, 11, or 12 month contracts will have their salaries pro-rated to nine month contracts. In following years, the salary will be adjusted by the average percentage increase afforded the Group I faculty as a whole. An adjustment based upon a similar procedure will be made annually. Any special financial arrangements for a faculty member teaching under this policy must be approved by the Provost.

Currently reads:

The standard arrangement will be that the faculty member teaches the equivalent of one quarter for one third academic year salary. The salary amount will be determined according to the following pattern: initially, to determine the salary for the year after retirement, the faculty member's nine-month salary for the last year of full-time teaching will be used as a base. The appropriate part of that salary will be adjusted by the average percentage increase afforded the faculty as a whole. An adjustment based upon a similar procedure will be made annually. Any special financial arrangements for a faculty member teaching under this policy must be approved by the Provost.

4. Early retired faculty will have their teaching reviewed annually in accordance with departmental procedures.

(Note: point 4 above is new)

5. Insurance: Beginning at retirement and continuing to age 70, the University provides life insurance under the University's group policy for faculty. Medical insurance *may* be provided for STRS members by STRS. (See Section III.G.) **Faculty members enrolled in ARP are not currently provided medical insurance. (See <http://XXXXX> for information.)**

6. Special Arrangements: During any academic **term** when the faculty member is on duty, appropriate office space, parking privileges, use of facilities and similar perquisites will be afforded the faculty member teaching under this policy. During the periods when the faculty member is not on duty, the perquisites as described under Emeritus Status (Section V.F) will be accorded the faculty member.

**Resolution on Adjustment of Catalog Language to Semesters and
Catalog of Entry for Summer 2012
Educational Policy and Student Affairs Committee**

Approved February 21, 2011

WHEREAS: The complications of advising and student record-keeping in the transition are difficult enough; and

WHEREAS: Many students take freshman and pre-freshman classes the summer before their formal first year of study;

BE IT RESOLVED: That students entering in the Summer Term of 2012 be required to follow the Fall 2012-13 Semester Catalog.

And,

WHEREAS: a number of policies in the Undergraduate catalog reflect the Quarter system which will be obsolete by Fall 2012;

BE IT FURTHER RESOLVED: that the following items be corrected as follows:

1. Developmental Hours

Catalog language (suggested changes are crossed out with substitute language in lighter font):

No more than ~~eight~~ **six** credit hours earned in developmental courses may be applied toward the total hours required for graduation. Developmental courses ~~include CHEM 115, ENG 150, ENG 150A, MATH 101, MATH 102, PESS 100, and UC 110, UC 110A, UC 110B, UC 112, UC 112A and UC 112B.~~ **are identified by a “D” at the beginning of the course number.**

2. Pass/Fail

Catalog language:

No more than ~~twenty~~ **twelve** hours earned under the Pass/Fail grading option may be applied towards total graduation hours.

3. Residency Requirements for Graduation

Catalog language:

Residence credit is defined as any credit earned by regular enrollment at Ohio University on the Athens campus or any regional campus or by Ohio University Education Abroad, any approved student teaching, the Independent and Distance Learning Programs in the Division of Lifelong & Distance Learning, or any combination of these options.

Bachelor's degree:

You must earn a minimum of ~~48~~ **30** credit hours while enrolled at Ohio University, and you must earn a minimum of 50 percent of coursework taken to fulfill your major concentration in residence with resident credit as defined above.

Associate's Degree

You must earn a minimum of ~~30~~ **18** credit hours while enrolled at Ohio University, and you must earn a minimum of 50 percent of coursework taken to fulfill your major concentration in residence with resident credit as defined above.

4. Earning a Second Degree

Catalog language:

If you plan to earn two bachelor's degrees, you may meet the requirements either simultaneously or successively:

1. To complete requirements for two degrees conferred on the same date, you must meet the requirements for both degrees and must have completed a total of ~~13 quarters~~ 135 semester hours of college work ~~or its equivalent (208 hours)~~, with a minimum of ~~five quarters~~ 45 semester hours of residence, or the equivalent, at Ohio University. When the two degrees are offered by different colleges, you must declare a major program in both colleges and meet the residence requirement the ~~quarter~~ semester in which the degrees are to be conferred.
2. If you have met the requirements for two degrees, as stated above, and want to have the degrees conferred in successive ~~quarters~~ semesters, you may do so without further credit or residence. For example, one degree may be conferred at the end of one ~~quarter~~ semester and application made for the second degree in a subsequent ~~quarter~~ semester.

5. Student Standing (Freshman, Sophomore, Junior, Senior)

Current catalog:

Your student standing—or year in college—is determined by your total number of ~~quarter~~ semester hours earned. Freshmen have completed 0 to ~~44.9~~ 29.9 hours; sophomores, ~~45~~ 30 to ~~89.9~~ 59.9; juniors, ~~90~~ 60 to ~~134.9~~ 89.9; and seniors, ~~135~~ 90 and over.

6. Dean's List

Current Catalog:

The Deans (*sic*) List, compiled quarterly, includes the names of all students whose GPA for the quarter is at least 3.5 for a minimum of 16 quarter hours of credit earned, including at least 12 hours attempted for letter grades that are used to calculate your GPA.

Suggested change: The Dean's List, compiled ~~quarterly~~ at the end of each semester, includes the names of all students whose GPA for the ~~quarter~~ semester is at least 3.5 for a minimum of ~~16~~ 15 semester hours of credit earned, including at least 12 hours attempted for letter grades that are used to calculate your GPA. *Rationale: 15 will be the minimum hours required per semester to graduate in four years. It was decided to require generally 4 courses (12 hours) for letter grade for the Dean's List rather than only 3 (9 hours).*

**A Resolution to Amend Withdrawal Deadlines Under Semesters
Ohio University Faculty Senate
Educational Policy & Student Affairs Committee
For First Reading February 21, 2011**

WHEREAS

The Assistant Deans and other faculty and staff concerned with advising feel that the end of the seventh week is too soon under 14-week semesters for many faculty members and other instructors to adequately transmit their assessments of student work and for students to process the consequences of that information,

BE IT RESOLVED

That the deadline for a student to withdraw from a class be established at Friday of the tenth week of the 14-week semester, and the closest Friday to the fifth week of the term for seven-week summer terms. The exact times of all these deadlines will be established by the Registrar's office. These changes will take effect with the beginning of the semester calendar, Fall 2012.

**Resolution on Deadlines for Incomplete Grades
Educational Policy and Student Affairs Committee
Ohio University Faculty Senate
For first reading February 21, 2011**

WHEREAS,

many believe that the current deadlines for incompletes are too soon, especially under semesters,

BE IT RESOLVED:

That the current catalog language be changed as follows (current language is in regular font; changes are indicated by strikethroughs and additions by red font):

Receiving an "I" means that the student has not completed the work required for a regular grade. The student must have the instructor's permission to receive the Incomplete. The student must complete the work ~~within the first six weeks of his or her next quarter~~ by the last day of classes of the next semester of enrollment or two years from the end of the term in which the grade of "I" was given, whichever comes first, or the "I" converts automatically to an "F." The instructor may request a one-time extension ~~to the end of the quarter~~ to the end of the next semester by completing a request for the extension through the Registrar's Office. When the student applies for graduation, any Incompletes on the record will be calculated as "F" grades for the purpose of determining eligibility for graduation and will be converted to "F" upon graduation.