

**Ohio University Faculty Senate**  
**Monday, March 12, 2012**  
**Room 245, Margaret M. Walter Hall, 7:10 p.m.**  
**Minutes--DRAFT**

Faculty Senate Chair Joe McLaughlin called the meeting to order at 7:11 p.m.

In attendance:

**College of Arts and Sciences:** T. Anderson, R. Boyd, C. Elster, J. Gilliom, S. Hays, D. Ingram, J. McLaughlin, G. Negash, R. Palmer, S. Patterson, B. Quitslund, L. Rice, A. Rouzie, H. Sherrow for K. Brown, G. Van Patten, S. Wyatt

**College of Business:** B. Roach, T. Stock

**College of Fine Arts:** V. Marchenkov, D. McDiarmid, A. Reilly, E. Sayrs

**College of Health Sciences and Professions:** D. Bolon

**Group II:** L. LaPierre, M. Sisson

**Heritage College of Osteopathic Medicine:** H. Akbar

**Patton College of Education and Human Services:** none present

**Regional Campus—Chillicothe:** N. Kiersey, R. Knight

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

**Regional Campus—Lancaster:** S. Doty

**Regional Campus—Southern:** D. Marinski

**Regional Campus—Zanesville:** J. Farley, M. Nern

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

**Scripps College of Communication:** B. Bates, B. Debatin, J. Lee, G. Newton, J. Slade

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

**Excused:** K. Brown, J. Dill, T. Franklin, A. Paulins

**Absent:** M. Adeyanju, B. Branham, L. Hoshower, M. Tomc, B. Vanderveer, J. Wolf

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**Overview of the Meeting:**

- I. Vice-President for Finance & Administration Steve Golding
- II. Roll Call and Approval of the February 20, 2012 Minutes
- III. Chair's Report
  - Updates and Announcements
  - Report on Common Experience
  - Report from Ecology & Energy Conservation Committee
  - Nominating Committee
  - Upcoming Senate Meeting: April 16, 2012, 7:10 p.m., Walter Hall 235
- IV. Educational Policy & Student Affairs Committee—Allyn Reilly
  - Resolution on Dropping Non-Attending Students (The Two-Hour Rule)—Second Reading & Vote
  - Resolution on Changes to Undergraduate Catalog Requirements for Graduation with Honors, Final Examinations, and Graduate Credits for Seniors—Second Reading & Vote

- V. Finance & Facilities Committee—John Gilliom
    - Sense-of-the-Senate Resolution on Hydraulic Fracturing on Land Owned by Ohio University—First Reading
    - Resolution to Update Faculty Handbook on Employee Health Benefits—First Reading
  - VI. Professional Relations Committee—Sarah Wyatt
    - Resolution to Clarify the Role of Group II Faculty—First Reading
    - Resolution to Establish Multi-Year Contracts for Group II Faculty—First Reading
  - VII. Promotion & Tenure Committee—Joe Slade
    - Resolution on Adjustment of Deadlines in Faculty Handbook For
      1. Non-Renewal of Probationary Faculty
      2. Promotion and Tenure
      3. Evaluation and Contracts for Continuing Faculty
      4. Time Limits for Appeals
      5. Time Limits for Grievances other than Reappointment, Promotion, and Tenure

For Discussion—Second Reading & Vote Scheduled for the April Meeting
  - VIII. New Business
  - IX. Adjournment
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**I. Vice President for Finance & Administration Steve Golding**

VP Golding briefly set out some context for the new ComDoc Print Responsibly program. The print management system is intended as an extension of BobcatBuy, leveraging university procurement processes across all categories of expenditure to save the institution money. He noted that this is not a cutting-edge, state-of-the-art process, but rather one that has been happening at institutions of higher education across the country for decades; he implemented one in 1993. In Ohio, OU is the 10<sup>th</sup> IUC institution to contract with ComDoc for campus-wide printing and copying. While acknowledging that implementation at OU may well involve growing pains and some change of habits, the program should put money back into individual departments. Golding noted that making good business decisions is relatively difficult in this area because we don't have good data sets for current printing costs across the institution; he would like to show precise amounts of savings, but without knowing exactly how many printers are in place, what all the contracts look like, and what units are spending on supplies now, that is impossible. Other institutions that have implemented managed printing systems, however, have saved money. Teams have met with colleges and departments to find out what printers they have, and the goal is to come up with a tailored strategy for each department or college to meet its needs. In the long run, a single contract will yield both savings and a standard, improved set of printing tools that will also serve students by allowing for printing across campus.

Discussion was lively, and a large number of senators and other faculty members spoke. Questions and concerns covered in the course of it were as follows:

- Privately-owned and grant-funded printers: the Provost's memo said that all desktop printers, including those owned by individual employees and those purchased with grant funds, would be subject to a maintenance and toner fee. **Bernhard Debatin**

wondered why resources now provided without cost to the University would effectively be taxed by ComDoc. Others were unhappy that printers they had understood as a form of compensation, such as that bought by **Lorie LaPierre** with HTC funds, would be endangered by prohibitive fees. VP Golding replied that personally-owned and -maintained printers would not be covered by the contract, but that grant-purchased printers would. He added that a \$19 monthly fee would probably be cost-effective for someone who really needed one (a basic laser printer runs \$12.50/month for maintenance and toner). In response to a question, he noted that inkjet printers are not under contract to ComDoc.

- Exit strategy: the current contract with ComDoc is for five years. **Charlotte Elster, LaPierre**, and guests wondered what happens if costs do not drop or the service is not satisfactory. Golding replied that assessment will be continuous, and that negotiations with ComDoc will be revisited if adjustments are necessary. He added that units who have already implemented the program—the College of Business, Grover Center, the School of Music—appear to be capturing savings. **Elizabeth Sayrs** and **Allyn Reilly** noted that in Music, paper costs have increased 2-3 times since implementation, apparently because the ready availability of unsecured machines and paper has changed behavior.
- Costs for individual units: **Elster** wondered what happens if the costs for some units go up, even if there are net savings to the University. Golding replied that the danger of RCM is an isolationist mentality within units, and that it is important to think of the University as a whole community with one mission. **Beth Quitslund** described her department's printing system, which has achieved a 25% reduction in copy volume and a large drop in toner costs without too many sacrifices for faculty and staff at a cost about 40% lower than the ComDoc contract will require.
- The value of faculty time and labor: A number of speakers, including **Judith Lee, Debatin, LaPierre**, and guests worried that a move away from desktop printers to central ones would suck up faculty time, especially when dealing with confidential documents. Concerns included the back-and-forth time to the printer and queuing for documents, especially during meetings with students. Lee also mentioned the increased burden on faculty with impaired mobility. Golding pointed out that not all departments will have the same implementation, and that there is an option for slave printers.
- Confidentiality: This emerged as a major theme. Both senators and other attending faculty worried not just about the time required to print confidential documents, which would require entering a code on the printer itself, but also about documents printing at the end or middle of a queue and becoming compromised. The number of kinds of confidential documents that academic departments print—FERPA-protected materials, employment documents, quizzes and exams, correspondence and documents related to academic journals—was emphasized.
- Technical issues: **LaPierre** wondered what would happen if central printers jammed or went down at the wrong time (like when one needed an exam printed). **Elster** pointed to some units' need for highly specialized devices. Golding noted that part of the goal of the program is to provide a very high level of standard printing across campus without associated contract costs.

- Competition with Printing Services: a faculty member wondered what the role of Printing Services would be, and whether it would need to turn outside the University to support itself (competing with local businesses). Golding noted that there is a threshold point for high-volume jobs that should be sent to Printing Services, and that the University only shares its services with non-profits, under a state directive to do so. Printing Services is, he said, focused on providing good customer service.
- Communication and decision-making: **Debatin** expressed frustration at what struck some as fiat decisions without adequate consultation ahead of time with academic units, and **Joe McLaughlin** strongly suggested that the burden of proving to them that this is a good idea should fall with ComDoc—rather than departments needing to demonstrate ways in which it isn't.
- Other suggestions: a faculty member reported that her department recommended first reducing energy costs and the University's carbon footprint by installing automatic-off switches on desktop printers, rather than starting with more centralized solutions.

#### **I.A. Executive Vice Provost David Descutner on behalf of EVPP Pam Benoit**

Descutner reported that the Parental Leave Task Force report is completed and available on the Provost's website:

<http://www.ohio.edu/provost/communications/upload/Parental-Leave-Task-Force-final-document.pdf>. A forum will be held to discuss it in late March or early April, and an online comment board is in the works. The Provost's office will present policy recommendations to the President by the end of May.

**Greg Van Patten** asked about the fact that the Athens City schools and OU will not share a spring break in 2013. Descutner said that the University had consulted with the school district at the beginning of the calendar planning process and then again as it progressed, but that he had only found out that the breaks would not coincide in the last week from a faculty email. The district was concerned about state testing beginning immediately after break, and so decided to postpone the break until after the testing. Although changing the timing of the OU's break for next year would be too difficult, the University would like the breaks to line up in the future. **James Casebolt** noted that regional campuses have much more complicated situations because of the number of school districts involved. In response to **Debatin's** observation that the misalignment represents a significant childcare problem for faculty, Casebolt suggested an internship/day camp using Early Childhood Education students.

#### **II. Roll Call and Approval of the February 20, 2012 Minutes**

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

#### **III. Chair's Report**

- The Common Experience Project—David Descutner and Albert Rouzie  
The program began six or seven years ago with a common book; the trouble was getting students to read it or faculty to teach it. Two years ago we shifted to a theme, "apocalypse," with a sourcebook, which had more success but insufficient faculty involvement. The current initiative is to use the theme of "sustainability" as a common thread across campus and through different disciplinary offerings, with the goal of

creating a shared intellectual experience for OHIO students. The bar for participation is set deliberately low, and could involve only part of a course. Two meetings have been held to date, with more than 30 faculty. One aim is to develop a database of articles, essays, and other kinds of texts about sustainability from a wide variety of disciplines that instructors can draw on. Director of Sustainability Annie Laurie Cadmus will survey programs to help figure out how many courses already focus on sustainability, and the library is assisting with developing resources. There will also be an online discussion site.

- Ecology and Energy Conservation Committee—Steve Scanlan

Scanlan noted that he was also a member of and representing the Mineral Rights Working Group, which is charged with information gathering ahead of the report on hydraulic fracturing due to the Board of Trustees at the April meeting. The report is due April 1, with a first draft ready at the end of this week. All members of the OU community are invited to send comments (to [scanlans@ohio.edu](mailto:scanlans@ohio.edu), the EECC, or the Office of Sustainability), not on fracking in general but on OU's role and our response to H.B. 133. The group is also currently holding forums through the OU system, with one meeting on each campus. (The schedule is OU available here: <http://www.ohio.edu/compass/stories/11-12/3/fracturing-forums.cfm>.) The Athens forum will be held Tuesday, March 27 at 7:00 in the Baker Center Theater, and will feature a panel discussion covering a number of aspects of the fracking issue as well as questions and comments from the campus public. Any suggestions for panel members should be sent to Joe McLaughlin at [mclaughj@ohio.edu](mailto:mclaughj@ohio.edu). The EECC will be drafting a letter to the Trustees, in parallel with the sense-of-the-senate resolution (see below).

A faculty member also drew the Senate's attention to an informational website edited by Bernhard Debatin ([www.slowdownfracking.wordpress.com](http://www.slowdownfracking.wordpress.com)). Elster asked the group to clarify the word "fracking." Another guest suggested that there might be a connection between OU's projected reliance on natural gas and the potential for extracting gas from OU's properties, and the encouraged exploration of solar energy capacity.

- **Updates and Announcements**

Bowl Game Accounting: The tab for OU's participation in the Famous Potato Bowl was \$487,000. The majority of that--\$475,000—was covered by the Bowl payout. Ticket revenues of \$2,000 plus \$10,000 from the season reserve paid for the remainder. (The season reserve is held out from allocation each fall in case of expensive athletic successes, and reverts centrally if unused.) The expense breakdown is appended to the summary.

The Holiday Closure Steering Committee (including former Faculty senator Willem Roosenberg) has requested feedback for its proposal on Winter Closure of the University (Dec. 25 – Jan. 1). The Senate Chair's response is due on Thursday, March 15.

The Budget Planning Council is beginning to model costs for next year, and the raise pool discussion is starting at around 2-3%. In response to a question, McLaughlin said that there has not been specific discussion of Group I hiring; **John Gilliom** added that it's on an investment list, but that BPC does not deal with the Provost's decisions about how money moves between colleges.

- The Nominating Committee, composed of senators finishing their sixth consecutive year on the Senate, will propose a slate of officers at the April meeting. This year's committee is Joe McLaughlin, Jeff Giesey, and Leon Hoshower. Please send the committee any suggestions, including self-nominations. The call for nomination to open Senate seats

will go out after Spring Break. While Joe hasn't yet calculated the total number of empty seats by college, the census of Group I faculty requires an additional senator for the Russ College and for Health Sciences, and the loss of a seat for Arts & Sciences and Scripps.

- Upcoming Senate Meeting: April 16, 2012, 7:10 p.m., Walter Hall 235

#### **IV. Executive Committee and Committee Chairs—Joe McLaughlin**

- A Resolution on University-Wide Printing and Purchasing Contracts—First Reading

The resolution was drafted to point out the conflict between centralized contracting and unit-based Responsibility Centered Management. It asks either for negotiation on behalf of units that will see their costs increase or that the University hold them financially harmless after the implementation of the ComDoc contract. It also requests more consultation and customer focus in future contract negotiations.

Discussion resulted in several friendly amendments. In response to widespread concerns that the printing program took too little notice of academic needs and especially issues of confidentiality in printing, phrases encompassing those were added to the first Whereas. Several faculty members were aghast that the initial contract length is five years, and it was agreed that the first Be it Resolved statement should ask for assessment after one year. There was considerable sentiment that the VP for Finance's office had proceeded without a clear enough sense of current costs or of the costs of the transition (in money, labor, and time); a penultimate Whereas was added to address this problem.

**John Gilliom** moved to suspend the rules, seconded by **David Ingram**; the motion passed by a voice vote. The resolution also passed the resolution by a voice vote.

#### **V. Educational Policy & Student Affairs Committee—Allyn Reilly**

- a. Resolution on Dropping Non-Attending Students (The Two-Hour Rule)—Second Reading & Vote

This resolution was substantially rewritten from the First Reading to clarify it. It also added that asking students to drop is "at instructor's option," because many instructors never use the policy. The language about requesting students to drop the class is used rather than simply saying that they will be dropped because that is how many instructors handle the logistics.

The resolution passed by a voice vote.

- b. Resolution on Changes to Undergraduate Catalog Requirements for Graduation with Honors, Final Examinations, Graduate Credits for Seniors, and Experiential Learning—Second Reading & Vote

This draft added a final paragraph formalizing what has been practice for some time: limiting experiential credit toward an Associate's degree (to half the credits allowed for a four-year degree). Several senators wanted further discussion of this issue, so the paragraph was struck in order to present it alone in a new resolution.

The resolution passed by a voice vote.

#### **VI. Finance & Facilities Committee—John Gilliom**

- a. Sense-of-the-Senate Resolution on Hydraulic Fracturing on Land Owned by Ohio University—First Reading

Discussion was led by **Bernhard Debatin**. The resolution sets out the historical context of the region as a previous site of extractive industries, and outlines the risks to

Ohio University from incautious environmental policy. Appendix 1 suggests lease restrictions that would help to compensate for absent or inadequate state regulation of fracking.

Questions and conversation centered primarily around how much control the University would have over whether and how its mineral rights are leased. There was considerable uncertainty among senators and other faculty members about what leasing restrictions would be realistically possible, but also whether the Trustees would have to surrender leasing arrangements to the State Board for property not yet under contract by the end of June. There was frequent reference back to VP Golding's presentation at the February Senate meeting (see <http://www.ohio.edu/facultysenate/upload/fs-minutes-2-20-12.pdf>). It was also noted that the Governor's energy bill, due out soon, could affect our options. The working group was congratulated on the resolution, which both opposes leasing but also proposes solid safeguards if leases are necessary.

Some friendly amendments were considered. Two typos were noted and corrected. A faculty member from Health Sciences and Professions noted the possible developmental health effects of fracking waste and suggested a Whereas about the University's core mission to protect the underserved and underrepresented of Athens County, but it was decided that the second Be it resolved paragraph served as an umbrella for that kind of issue. Enforcement responsibility was discussed. In Appendix 1, "regular" testing of wells was specified, and a bullet was added to require enforceable agreements for restoration of damage.

**Steve Hays** moved to suspend the rules, seconded by **Gilliom**; the motion passed by a voice vote. The resolution also passed by a voice vote.

b. Resolution to Update Faculty Handbook on Employee Health Benefits—First Reading

The Handbook currently includes a long section detailing a long-defunct and partly illegal health plan, not to mention the discarded 10% premium cap. The resolution describes the faculty's increased role (via cost sharing) as stakeholders in benefit planning, and puts health benefits into context as one part of a compensation package. As it stands, it also mandates that any premium increase above the current 15% employee contribution or any other significant increase in employee costs be approved by the Senate; the F&F Committee is itself torn about including this new cap. Finally, it references the Benefits website rather than printing the health plan.

No time was given to discussion. Comments are welcome to [gilliom@ohio.edu](mailto:gilliom@ohio.edu).

**VII. Professional Relations Committee—Sarah Wyatt**

a. Resolution to Clarify the Role of Group II Faculty—First Reading

This resolution makes two changes to the current written policy. The addition of "or full-time" to the description of Group II status recognizes what is already at least a *de facto* reality: out of 263 Group II faculty, 151 have contracts written for 1.00 FTE and nearly half that many are at .90 FTE or greater. It also makes explicit that Group II faculty should have no research expectation included in their evaluations.

There was extensive discussion, prompted by the frustration of a Group II faculty member, of differing relationships between FTE and course load in different departments. She also complained that without written contracts, it is not always clear what one's FTE is, and that without caution, course load reductions might easily push instructors below the level of benefit eligibility. Senators pointed out that the Board of Regents has defined

a 1.00 FTE course load, but that contracts often do not consult that definition. It was also noted that there is often little oversight of FTE/course ratios at the college level. Wyatt promised to think about language addressing the issue, but noted that it would be counterproductive to insist on absolute linking of course number to FTE if Group II faculty were in a position to negotiate a better course load for themselves.

Discussion clarified the language of the resolution. It was suggested that “similarly qualified full-time person” referred to Group I faculty and should say so. A part-time Group II salary should be calculated as a proportion (corresponding to FTE) of a full-time salary, and course load expectations in particular departments should be calculated from the departmental workload documents. The lack of research expectation should be understood as referring to activities that would qualify as research or creative activity in a P & T document, not to scholarship of teaching. Comments should be sent to [wyatts@ohio.edu](mailto:wyatts@ohio.edu).

b. Resolution to Establish Multi-Year Contracts for Group II Faculty—First Reading

This resolution is intended to provide stability for Group II instructors, help departments develop staffing plans, and assist in recruiting high-quality Group II faculty. It proposes one-, three-, and five-year contracts as the faculty member increases in longevity at the University, but also allows for departments to write the contracts that best suit their needs.

Discussion centered around the question of whether longer-term non-tenure-track contracts would discourage the creation of Group I lines. On the one hand, there was strongly voiced concern that a faculty member would be kept on as Group II rather than hired as Group I if this kind of contract was available. On the other, several faculty members, including Group II, greeted the resolution warmly as a way to provide stability for instructors who wanted to continue to teach and who served a valuable function in providing kinds of instruction that Group I generally do not (e.g., introductory language sections). Others cited the Provost’s commitment to a mix of kinds of faculty. The distinction from Group IV (non-renewable after three years, the possibility of research expectations) was clarified. Some senators suggested that it might be preferable to have different kinds of tenure tracks, with one focused on teaching.

**VIII. Promotion & Tenure Committee—Joe Slade**

The Committee has finished with its appeals for the winter quarter. Another appeal will begin immediately after break, and it seems likely that more will be put forward for consideration soon.

a. Resolution on Adjustment of Deadlines in Faculty Handbook For

- i. Non-Renewal of Probationary Faculty
- ii. Promotion and Tenure
- iii. Evaluation and Contracts for Continuing Faculty
- iv. Time Limits for Appeals
- v. Time Limits for Grievances other than Reappointment, Promotion, and Tenure

For Discussion—Second Reading & Vote Scheduled for the April Meeting

This resolution was not discussed, but comments should be directed to [slade@ohio.edu](mailto:slade@ohio.edu).



**IX. New Business**

**Judith Lee** requested that the appropriate committee look into the status of HTC honoraria, particularly purchases made with them.

**X. Adjournment**

**Ingram** moved to adjourn, seconded by **Doty**. The meeting was adjourned at 10:36 p.m.

DRAFT