

Ohio University Faculty Senate
Monday, October 8, 2012
Room 235, Margaret M. Walter Hall, 7:10 p.m.
Minutes—DRAFT

Faculty Senate Chair Elizabeth Sayrs called the meeting to order at 7:13.

In attendance:

College of Arts and Sciences: E. Ammarell, S. Hays, N. Bernstein for K. Hicks, G. Holcomb, P. Jones, G. Negash, R. Palmer, B. Quitslund, L. Rice, A. Rouzie, H. Sherrow, K. Uhalde

College of Business: J.M. Geringer, K. Hartman

College of Fine Arts: C. Buchanan, D. McDiarmid, E. Sayrs, D. Thomas

College of Health Sciences and Professions: D. Bolon, D. Ries

Group II: RA Althaus, D. Duvert

Heritage College of Osteopathic Medicine: J. Wolf

Patton College of Education: G. Brooks, D. Carr, B. Vanderveer

Regional Campus—Chillicothe: B. Trube

Regional Campus—Eastern: J. Casebolt

Regional Campus—Lancaster: S. Doty

Regional Campus—Southern: D. Marinski

Regional Campus—Zanesville: J. Farley, A. White

Russ College of Engineering: H. Pasic, B. Stuart

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

Voinovich School of Leadership and Public Affairs: A. Ruhil

Excused: B. Debatin, C. Elster, K. Hicks, T. Stock,

Absent: H. Akbar, T. Basta, R. Boyd, B. Branham, N. Kiersey, L. Lybarger, V. Marchenkov, S. Patterson, M. Tomc

Overview of the Meeting:

- I.** Board of Trustees Chair Gene Harris and Vice Chair Sandra Anderson
 - II.** Roll Call and Approval of the September 10th, 2012 Minutes
 - III.** Chair's Report
 - Updates and Announcements
 - Ohio Faculty Council Representative election
 - Upcoming Senate Meeting: November 5, 2012, 7:10 p.m., Walter Hall 235
 - IV.** Professional Relations Committee—Ben Bates
 - **Resolution to Include Eligibility for Domestic Partners in Educational Benefits—**
First Reading
 - V.** Educational Policy & Student Affairs Committee—Ruth Palmer
 - VI.** Finance & Facilities Committee—Judith Lee
 - VII.** Promotion & Tenure Committee—Joe Slade
 - VIII.** New Business
 - IX.** Adjournment
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I. Board of Trustees Chair Gene Harris and Vice Chair Sandra Anderson

Trustee Harris introduced herself and Trustee Anderson; while the Chair's visit to Faculty Senate is an annual tradition, she hoped that the Vice Chair (who steps into the Chair's role the following year) will also be able to come regularly in the future. She also congratulated the faculty on their service to the University and its students.

Her comments focused on the governance role of the Board. A set of expectations for trustees was formulated in 2009 and slightly revised in June 2012 and can be found here:

<http://www.ohio.edu/trustees/governance/docs/upload/Resolution-2012-3296-Statement-of-Expectations-Amended-on-June-22-2012.pdf>. The statement sets out the Board's responsibility as a "strategic governance and accountability" body responsible for rules of governance, fiscal oversight, ultimate authority over facilities; it is also charged with ensuring that "the university offers students an educational experience of the highest quality and produces research that provides economic and cultural benefits to the citizens of Ohio." The Board affects the working of faculty and staff at a policy level but governs through the President, refraining from involvement in day-to-day operations. For example, the Board has an interest in academic quality, which was the theme of the 2011 Board retreat and will continue to be a focus for the Academics Committee. In particular, the Trustees will monitor academic quality through the Provost's dashboard. They are also gaining a better understanding of strategic decisions in colleges through meetings with deans, and have met with Sayrs (as Senate Vice Chair/UCC Chair last year) about improving the Program Review process. Another example of the Board's actions is its role in shaping the capital investment plan. Former Chair Kidder asked academic units to submit lists of the most critical capital needs for academic purposes. She then opened the floor to questions.

Questions and Discussion:

Most of the discussion focused on academic quality and resource allocation. **Joe Slade** expressed skepticism about the Board's commitment to academic quality given recent salary increases for a handful of upper-level administrators and coaches, in addition to University-wide changes that cut into faculty time (e.g., BobcatBuy) and the destructive potential of RCM. He suggested that faculty sacrifices have allowed OU considerable success in the Q2S transition and other areas, and that some proportional compensation for faculty would be appropriate. Chair Harris noted that two faculty members sit on Board of Trustees committees, including the Vice Chair of Senate on the Academics Committee, and reaffirmed the Board's interest in academic quality while suggesting that there may be differences in how that is defined; the Board sees it as the dashboard. She also noted the plan to review total compensation for faculty, and that they are open to suggestions on where to find resources to improve both faculty and staff salaries. Prompted by Sayrs, Trustee Harris explained that the dashboard includes figures on Group I faculty, graduation rates, and so forth [see attached], and will continue to be refined as a new list of appropriate peer institutions for comparison is developed. **Trustee Anderson** expressed surprise at Slade's comments, enumerating her own family members who have attended OU, and suggested that skeptical faculty should attend an Academics Committee meeting. Trustee Harris affirmed that comments from faculty are sought, and that during their Athens campus meetings trustees try to find time to visit individual colleges. **Ruth Palmer** pointed out that while facilities are a crucial context for learning, another more invisible context is the community of scholars and teachers within programs, a community dependent on the kind of continuity that tenure-track

hires provide. Trustee Anderson noted that the President and Provost were present and listening, and pointed to the plan for rehiring faculty lost to the buy-outs.

A long exchange centered on the cost of intercollegiate athletics. **Steve Hays** asked the trustees if the Board had carefully considered the net cost of ICA to the University and whether it merited that expenditure. Trustee Harris said that, from her experience in the K-12 field, she knows that a balance is necessary: students are attracted to institutions for different reasons. She also remarked the strong academic performance of OU athletes, and said that ICA was not overshadowing academics. Trustee Anderson added that the Resources Committee requires responsible budgeting from all units including ICA, and that at a student-centered university, student satisfaction surveys rating athletics highly deserved attention. Hays responded by noting that the net cost of ICA is \$15 million per year, more than a college might cost and the equivalent of nearly \$900 per undergraduate student (a bit over 3 weeks' minimum wage work). He agreed that he's never heard complaints about athletics programs undercutting academics or bad academic behavior by the student athletes, but also said that the fees required are a lot for students under financial strain—or, put another way, a sum that counts as a strategic asset (\$150 million/decade). Asked by Trustee Anderson how that cost compared to other institutions, Hays noted OSU's profit from athletics, and said that USA Today reporting had put our net cost in the top tier of Division I schools. He also said that whatever the development advantage from football, it wouldn't amount to \$15 million/year, and recalled that a survey for incoming students asking why they chose OU put athletics last out of more than 20 factors. He asked the Board to consider ICA as an investment and evaluate it in that light.

The last part of the resources discussion took up workload shift to the faculty as a drain on teaching and research time. When **Ben Bates** asked if the Board was aware of increasing demands on faculty to complete clerical tasks through centralized travel and procurement systems and due to clerical staffing declines, Trustee Harris said that the Board had not talked about that, but that her work in the K-12 environment is also constrained by tight resources where 80% of the costs are personnel. Colleges, she said, would need to carefully strategize about how to use their funding. Other senators joined Bates in arguing that the problem is not balancing needs within academic units but finding more resources overall for the units to balance. **Judith Lee** said that increased workload included the demand for more seats per term under semesters, the Q2S process, and work previously done by staff. **Jackie Wolf** also mentioned the frustration of faculty who see administrative and athletics employees receiving premiums for extra work (e.g., the salary payable to basketball coach Jim Christian for media appearances) while faculty time is not similarly compensated. Lee expressed concern over how RCM would exacerbate these problems, through increased administrative costs and unit vulnerabilities to shifts in course enrollment. The Trustees each defended RCM as empowering to faculty because it allows for bottom-up decision-making. **James Casebolt** noted in response that most of the initiatives that faculty had complained about were not unit decisions, and Trustee Anderson reminded the Senate both that change is difficult and that the Board cannot manufacture money. Trustee Harris referred again to the compensation study that will begin soon, but observed that there may be real differences of opinion between some faculty and the Board on these issues.

Two clarification questions emerged during discussion. **Duane McDiarmid** worried about emphasis on speedy graduation, arguing that even four years is sometimes not enough for ambitious students who can use a fifth year to prepare for highly competitive graduate programs. The push for three-year degrees runs counter to the increasing complexity of many fields from

both technology and the widening importance of diversity of various kinds. The Trustees disclaimed responsibility for the three-year-degree imperative, created by the legislature (in H.B. 153). Asked by **Casebolt** when the Board would meet at a regional campus this year, Secretary to the Board of Trustees **Peter Mather** said that the October meeting had just taken place in Chillicothe.

II. Roll Call and Approval of the September 10th, 2012 Minutes

The minutes were approved by a voice vote.

III. Chair's Report

- Resolutions signed: the Resolution to Establish a Clinical Faculty Track to Include the College of Health Sciences and Professions and the Resolution to Reconcile Handbook Language (allowing Group II to be full time without forcing those positions to be tenurable) have both been signed.
- Updates from David Descutner: A **Graduate Writing and Research Center** has been established through a Konneker Fund Grant written by Tallinn Phillips (English), Candace Stewart (Writing Center), and Kelly Broughton (Alden). The new center responds to the heavy usage of the undergraduate Writing Center by graduate students. He also announced enhanced services in the **Faculty Commons**: 1) Teaching help from Tim Vickers (Center for Teaching and Learning) and Linda Rice (English, James Bruning Teaching Fellow); 2) Research and Circulation librarians (Kelly Broughton and Jan Maxwell); and 3) Academic Technology assistance, with Sam Girton as Interim Director and Mike Roy and Candi Morris on hand to assist faculty with Blackboard, with using technology to enrich their teaching, and with redesigning their courses to better employ technology.
- College Ethics Committees are in the process of being formed. Senators who have not yet had communication with the Senate Chair about their college soon will.
- Awkward Senate Dates: The first meeting of spring semester is on the evening of the first day of spring classes, while the May meeting is immediately before grades are due. To avoid the former, at least, we may consider allowing occasional Tuesday meetings.
- Key Policy: A new policy to address concerns about how the rekeying happened this summer has been circulated through a representative group of stakeholders, including at least one former Faculty Senator. Please work through your chair and/or dean for any key or classroom issues.
- Credit Load Crisis: All advisors should strongly urge students to sign up for a full 15-hour course load. Students transitioning from quarters are tending to enroll in less than that, which means significantly less SSI funding for the University, which means potential budget mayhem.
- 2013 Alumni Awards Nominations are due December 1. Faculty are encouraged to participate in nominations: <http://www.ohioalumni.org/nominations>.
- A Workshop on Faculty Compensation for Executive Committee members and some member of Finance & Facilities will take place on 10/16 to educate us about the issue.
- Smoke-Free Campus Task Force: Please contact Sayrs (sayrs@ohio.edu) if you are interested in serving on this committee.
- Faculty Senate Chair Office Hours will be held for the rest of the semester on Mondays 1:30-3:00 in the Faculty Commons. All faculty are invited to stop in.

- STRS Town Halls to be held on October 10 will discuss the recent changes to the program.
- Ohio Faculty Council Representative Election: Two representatives (with two-year terms) from every 4-year institution in the state attend the OFC. The Faculty Senate Chair is one; **Nicholas Kiersey** has volunteered to be the other. He was elected by a voice vote in absentia. While an alternate is still needed to attend meetings that conflict with the Budget Planning Council, the Senate declined to elect another absent member to that position. Therefore, volunteers are still welcome.
- Says thanked the Senate for questions to the Board, noting that such difficult conversations are necessary to help us educate each other about very different perspectives. Asked if faculty have really been invited to the Academic Affairs Committee, Says replied that Board meetings are officially open to the public, and **David Thomas** agreed to publicize the Committee meetings to the faculty. **John Gilliom** (Arts & Sciences) added that one can receive agendas and supporting material for the Board of Trustees meetings by signing up on their website: <http://www.ohio.edu/trustees/agendas/index.cfm>. Those present who have attended Board meetings agreed that faculty would have little chance to speak during the meeting proper, but could speak with trustees individually during breaks; **Judith Lee** suggested sending comments with the appropriate faculty representative (Lee for Resources, Thomas for Academic Affairs), who can then speak to their committee chairs. There was also further discussion of RCM, with a comment that it might not work as well as had been suggested when the faculty is disempowered at the start.
- Upcoming Senate Meeting: November 5, 2012, 7:10 p.m., Walter Hall 235

IV. Professional Relations Committee—Ben Bates

- **Resolution to Include Eligibility for Domestic Partners in Educational Benefits—First Reading**

When the Senate added Handbook language making spousal benefits available to domestic partners, the section on educational benefits was inadvertently left unchanged. The Policies & Procedures manual includes domestic partners for this benefit, and this resolution also brings the Handbook into line with both the observed policy and the Senate's original intention regarding domestic partner benefits. There was no discussion about the resolution itself, though approval was expressed.

Joe Slade, seconded by **Judith Lee**, moved to suspend the rules to allow for a vote on the resolution passed by a voice vote. A dissenter from that vote commented that it seemed unnecessary and potentially damaging to disregard normal procedure for issues without time-sensitivity; it was remarked that actual practice will not be changed by the Senate vote on the resolution. The resolution passed by a voice vote.

- Next month PRC will bring forward a resolution on promotions for Group II faculty.

V. Educational Policy & Student Affairs Committee—Ruth Palmer

The Committee is working on three main issues:

- Articulated Transfer Credits: EPSA is teaching itself about these course transfer agreements between individual university units and particular outside programs and looking into the way that they are approved. **David Descutner** suggested inviting Rob Callahan from Admissions to EPSA and stated his own willingness to attend as well.

- OCEAN: EPSA is wrestling with what modifications or improvements could make the system most effective for our needs.
- Intellectual Property Policy: OU's policy on intellectual property was last modified in 1995, which means that it is not very close to adequate for software or copyright issues.

VI. Finance & Facilities Committee—Judith Lee

The Committee has formed into three working groups on the following concerns:

- RCM: They will first consider governance implications for RCM. The primary issue at hand is what role Faculty Senate will play in representing faculty concerns about “University planning, governance, and resource allocation” as stipulated in the Handbook if most significant decision making devolves on the colleges. It will also consider academic implications. Some members will attend a stakeholders’ retreat soon.
- The Compensation Plan: The President brought a plan for a total compensation review to the Senate last month. F&F is eager to be involved early on rather than responding to a mostly developed plan.
- The \$100 Million Investment Pool: This working group will develop ideas and recommendations that represent faculty priorities for some portion of these funds.

Comments for any of the working groups should go to leej@ohio.edu.

VII. Promotion & Tenure Committee—Joe Slade

- Resolution Update: the Committee is still collecting feedback from deans in particular on the Resolution on Linking Tenure and Promotion offered for first reading in June. The resolution is intended to reflect the reality that recommendations for tenure (for Asst Professors) without promotion are unlikely to be accepted. The context for P&T decisions will also change if Group II faculty can be promoted. A consequence of this resolution, if passed, will be the need to assure that probationary faculty have adequate research time, a need often unmet on the regional campuses.
- No appeals are currently pending, though some seem to be materializing on the horizon.

VIII. New Business

There was none.

IX. Adjournment

The meeting adjourned at 8:42.



First-Year Retention
Percent of new freshman who return for a second year

80.1%

Past Performance	2006	2007	2008	2009	2010	2011
	78.4%	80.4%	81.5%	81.4%	80.1%	

Six-Year Graduation Rates
Percentage of new freshman graduating at Ohio University within six years

65%

Past Performance	2000	2001	2002	2003	2004
	71%	71%	70%	69%	65%

Degrees Granted
Number of undergraduate degrees awarded

5,318

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	4,522	4,631	4,538	4,666	5,318

ACT Composite
Mean ACT score for new freshman

23.6

Past Performance	2007	2008	2009	2010	2011
	23.6	23.7	23.8	24	23.6

Student-Faculty Interaction Rating
National Survey of Student Engagement ratings of interaction with faculty

40.1 & 50.1

Past Performance (freshman)	2002	2004	2005	2008	2011
	33.8	33.9	35.5	39.7	40.1

Past Performance (senior)	2002	2004	2005	2008	2011
	49.0	44.1	48.7	49.1	50.1

Student-Faculty Ratio
Undergraduate and graduate FTE to FTE Faculty

19:1

Past Performance (freshman)	2008-09	2009-10	2010-11
	20	19	19

Group I Faculty
Percentage of full-time tenured and tenure track faculty as a percentage of full-time faculty

80%

Past Performance	2007	2008	2009	2010	2011
	85%	81%	81%	82%	80%

Research & Creative Activity Expo
Participation in research and creative activity expo

610 Students

Past Performance (number of students)	2007	2008	2009	2010	2011
	368	410	495	465	610

Grants and Contracts
Amount of sponsored funding received in the form of grants and contracts

\$43.7 million

Past Performance (in \$ millions)	2006/07	2007/08	2008/09	2009/10	2010/11
	\$35.1	\$31.8	\$32.5	\$35.8	\$43.7

Tuition Discount
The extent to which the University provides scholarship allowances to defray the cost of tuition and fees

19.2%

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	15.4%	17.6%	17.3%	18.9%	19.2%

Undergraduate Headcount
Athens headcount enrollment, fall term, includes

21,655

Past Performance	2007	2008	2009	2010	2011
	17,383	17,564	18,582	20,996	21,655

Average Faculty Compensation
Mean Group I faculty salary and benefits for 2010/2011

\$85.1 to \$131.7 (in thousands)

OU Average	Professor	Associate	Assistant
	91%	92%	92%

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	91%	92%	96%	94%	92%

Group I Faculty Retention
Percentage of Group I Faculty Continuing their

92%

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	91%	92%	96%	94%	92%

Gifts (Pledges)
Amount of cash and pledges received within the year

\$24.9 million

Past Performance (in \$ millions)	2006/07	2007/08	2008/09	2009/10	2010/11
	\$18.1	\$89.8	\$25.7	\$21.4	\$24.9

Senate Bill 6 Composite
Composite Score based on viability, net income and primary reserve ratios

4.2

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	3.2	3.5	3.2	3.9	4.2

Primary Reserve Ratio
Expendable net assets as a percentage of total annual expenditures

42.3%

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	23.9%	25.6%	20.6%	27.7%	42.3%

Debt Burden Ratio
One-year change in net assets as a percentage of total annual revenue

3.4%

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	4.6%	5.5%	4.7%	4.0%	3.4%

Investment Performance
Investment return on the University's diversified pool which includes its endowments and a portion of working capital

19.0%

Past Performance	2006/07	2007/08	2008/09	2009/10	2010/11
	16.90%	-3.90%	-19.6%	17.70%	19.00%

Deferred Maintenance Backlog
Dollar amount per square foot that our physical plant requires in order to eliminate deferred maintenance

\$71

Past Performance (per square foot)	2005/06	2006/07	2007/08	2008/09	2009/10
	\$61	\$61	\$66	\$69	\$71

Dashboard Key:

Four Fundamentals
Enrollment
Total Compensation
Capital Campaign
Financial Strength