

Faculty Council Meeting
January 6, 2005
3:30 – 5:30 PM
Faculty Club North

Members Present: George E. Billman, Diane W. Birckbichler, Graeme M. Boone, Karen S. Bruns, Steven M. D'Ambrosio, Philip T.K. Daniel, Mark C. Ellis, Allen R. Firestone, Susan W. Fisher, Jared Gardner, Ralph Gardner, Deborah Yale George, Gerald S. Greenberg, David G. Horn, Douglas A. Kniss, Jennifer J. Kuehn, Stanley K. Laughlin, K. Alan Loper, William M. Masters, Brian W. McEnnis, Dennis B. McKay, Randolph L. Moses, Gene E. Mumy, Stephen C. Myers, Berl R. Oakley, John M. Parson, Jack A. Rall, James E. Sheedy, Allan J. Silverman, Anne M. Smith, Stephen J. Summerhill, Arlene Thompson, Michael D. Trudeau, Harald Emil F. Vaessin, Dale D. Vandre, and Charles E. Wilson

Guests Present: Daphne Everhart, Mark Huber, Samantha Prochasna and Stephanie Rohdieck

AGENDA:

A. Updates: Jack Rall

Jack welcomed the OSU students from the Mount Leadership Society. He asked them to introduce themselves and tell everyone something about their organization. The four representatives were Stephanie Rohdieck, President, Daphne Everhart, Mark Huber and Samantha Prochasna. The organization was founded in 1998 and offers services and volunteer work to others on campus. This week is Mount Leadership Week. Everyone is wearing a badge which represents different areas of service to the OSU community.

B. Presentation by and dialogue with President Holbrook

President Holbrook said she was not going to speak formally. She said she wanted to stress academics instead of athletics at OSU. She said wants everyone to be aware of the excellence at OSU instead of the other things we hear about OSU.

The Agenda for 2005 concerns the finances at the University. With the State of Ohio deficit, it is imperative that the University be represented at the State legislature. Kurt Steiner has been instrumental in making the University's needs known to the legislature. We have a good legislative team. The legislature listens to our students. She also said that we are well positioned federally with our work with Battelle Memorial Institute.

We want to make faculty and staff raises a top priority. If we fail to do this, we get further behind other big ten universities. Presently, our salaries are in the middle of the big ten.

Q. Why does the Pattern of Administration (POA) change when the University changes deans? Why can't we continue to do business as we have done it for the past twenty years?

- A. The change in the POA may be a courtesy to the dean. There is no formal rule for the POA. There is an ad hoc committee working on this. (JACK, SUSAN WANTS SOMETHING IN THE MINUTES ABOUT DEPARTMENT FACULTY BEING RESPONSIBLE FOR THE POA. Susan said something about the president agreeing with this but I don't have it in my written notes).

Susan Fisher stated that there are two issues with the POA's. Deans are revising POA's. The old POA is in effect during this transition time.

In two-thirds of TIU, faculty vote on the POA. When it is changed, deans do not want to include this provision in the POA.

- C. The right of the faculty to vote on the POA's is a major contention between deans and faculty.
- C. Not all colleges have POA's but have by-laws instead where faculty play a major role.
- C. The Ad Hoc committee is going to generate a proposal back to Faculty Council and then on to the University Senate.
- C. President Holbrook reported that Bill Shkurti has received a lot of feedback about accountability issues concerning guidelines from the Auditor of the State. He is checking into these issues to find out if there are ways to do business in a much more efficient way.
- C. There is a lot of tension between teaching and research faculty.
- A. Most people are here because they want to teach. We recognize it and we hope we promote it. President Holbrook asked what OAA can do to promote and value it?
- C. Contact hours and advising students need to be included in the P& T packages.
- C: University of Michigan has Michigan State and UCLA has (?) that take care of the masses of students. Therefore, these two institutions are able to specialize. Because there is no other university in the State of Ohio like Ohio State, this leaves OSU with broader responsibilities.
- C. There is an attempt to make the University campus look better. When new buildings are constructed is state of the art technology included in the construction of the building.
- A. There are three-hundred and fifty buildings on campus. Eight-five of the buildings are over 50 years old. One-hundred twenty-five are 25 to 50 years old. Many of these buildings provide a lousy teaching environment for faculty and

students. When new buildings are constructed deferred maintenance is built into the budget for the building. One of the nicest improvements is the new architecture building, Knowlton Hall. Architecture students have suites available in this new building. It is a wonderful learning experience for the students.

C. Even though many of the buildings are old on the campus we must preserve the historical value of many of these buildings.

Q. Outreach and Engagement. How do you see it fitting into the overall plan? Research and Teaching. How do you evaluate them?

A. How you deliver – it's what you do and do well. I have attended the last two conferences at the University of Georgia. Faculty at the University of Georgia have a shadow faculty. Unfortunately, we do not have this program at OSU. However, there are over 800 items in the Outreach and Engagement database here at OSU. Every college is doing important things and is enthused about what they are doing.

C. President Holbrook said that Kathryn Sullivan called from COSI to ask if OSU would like to exhibit collections and museum articles in the south wing of COSI. This is an opportunity for OSU to make public some of the things that we do.

Q. President Holbrook asked what are the major concerns of students at OSU?

C. The students from the Mount Leadership commented. There is a concern about the amount of debt the students are accumulating because of the tuition costs at OSU. Facilities are another concern. Dorms have structural issues. Also, recruiters from OSU are not visiting all schools in Ohio.

B. President Holbrook commented that residence halls are being looked at for remodeling or replacement. She also reported that alumni comment that faculty at OSU have a good relationship with students.

C. OSU athletes have a good academic record in the big ten.

C. President Holbrook replied that there needs to be a turnaround in the perception of OSU's athletic program.

C. T.K. said he was on the Athletic Council. He said that the athletes are doing well and this data needs to be shared with the university community. The university needs to pursue marketing strategies and there needs to be more integration with athletics and the campus.

C. Interim Report from the Faculty Career Enhancement Committee: Chris Zacher

Chris Zacher, Chair, of the Faculty Career Enhancement Committee (FCE) said the committee has not decided on recommendations yet, but that they have identified ten basic issues or considerations that seem important to the committee.

1. Department chairs should be asked to more actively monitor their faculties careers.
2. Over time careers change in direction/emphasis and universities should find intelligent ways to honor these changes.
3. Mentoring should be more widespread at OSU, especially for women and minority faculty but also for already tenured faculty.
4. Compared with faculty at other universities, OSU faculty take less advantage of leaves from teaching.
5. Faculty increasingly feel that they are overworked, especially by service, but should faculty who do a lot of service well or who teach a lot and do it well be recognized in some new way?
6. When faculty are asked what they want or need most, they single out the support/interest of colleagues.
7. Faculty increasingly wish for more interdisciplinary opportunities and want to be recognized for such work.
8. Across campus, the climate for underrepresented groups needs improvement.
9. Faculty want more time for research.
10. If the committee's recommendations are accepted, there will need to be a mechanism for publicizing these recommendations.

All of the items above can be divided into subparts, for example, number 9, faculty want more time for research. Can the State and Board of Trustees rules on sabbaticals be changed so that they can be earned sooner than they are presently? Can the sabbatical salary be greater? Can sabbaticals be accessed more frequently than every seven years? How can faculty learn about SRA's and how can the myth be removed that only 10% of a college's faculty have them at one time? How do OSU's Colleges cover the income gap between salary and fellowships? How can OSU better publicize its program that allows faculty to take leaves to work in government or at other universities?

President Holbrook commented that the structure of P&T needed to be changed. More flexibility needs to be built into tenure track careers. One-half time positions can be tenure-track at OSU.

C. Faculty Professional Leave (FPL) needs to be for two quarters and 100% funded.

C. Committees are good at creating reports; is there an action plan?

C. Each member of the committee takes an issue and form another committee so the item is acted upon.

C. Susan Fisher said two things must happen. 1. Recommendations must be approved by faculty. 2. Funding must occur to implement the recommendations.

- C. There are not enough faculty at OSU to replace the faculty who would take a FPL.
 - C. The culture is not present at OSU to promote FPL's.
 - C. OSU needs to hire more faculty if FPL's are emphasized.
 - C. If there are more interdisciplinary opportunities at OSU, faculty could do trade offs in teaching roles.
 - C. Dean Freeman pays 1/9 of a faculty member's salary if the faculty member identifies someone else at OSU to write a grant with in another department.
- D. Other business
1. Annual Reapportionment of Faculty Senators (attachments)
A motion was made and seconded that the annual reapportionment, which was distributed via email, be approved. The motion passed unanimously.
 2. Request by Regional Deans to serve as Senators (attachment)
Tabled until the next meeting.
 3. Allan Silverman reminded everyone that Provost Barbara Snyder would give her Address on the State of Academic Affairs at the January 13, University Senate meeting. He asked everyone to attend and be prepared to ask questions.

The meeting adjourned at 5:30 p.m.