

**Wright State Faculty Senate
MINUTES
November 5, 2018**

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|---------------------|---------------------|--------------------|
| ✓ Pascale Abadie | ✓ Burhan Kawosa | ✓ Michelle Schultz |
| ✓ David Bright | ✓ Laura Luehrmann | ✓ Bridgett Severt |
| ✓ Susan Carrafiello | ✓ Sarah McGinley | ✓ Sherrill Smith |
| ✓ Glenn Cebulash | ✓ Mindy McNutt | ✓ Patrick Sonner |
| ✓ Ava Chamberlain | ✓ Jim Menart | ✓ Dawn Wooley |
| ✓ Allison Cowan | ✓ David Mirkin | |
| ✓ Weifu Fang | ✓ Yoko Miura | ✓ Travis Doom |
| ✓ Megan Faragher | ✓ Ramzi Nahhas | ✓ Dan Krane |
| ✓ Berkwood Farmer | ✓ Marietta Orlowski | ✓ Cheryl Schrader |
| ✓ Sherry Farra | ✓ Steven Pedler | ✓ Susan Edwards |
| ✓ John Gallagher | ✓ Michael Raymer | ✓ Jonathan Winkler |
| ✓ Lance Greene | ✓ Nicholas Reo | |
| ✓ Lynn Hartzler | ✓ Eric Rowley | |

I. Call to Order

Upon calling the meeting order, Faculty President Doom addressed the Senate regarding form letters, sent to Senators over the weekend, requesting support for suspension of the rules during the Senate meeting to begin the process for calling a meeting of the University Faculty. Faculty President Doom expressed that the Faculty Constitution requires that members and committees normally submit items to the Executive Committee to be adopted for the official agenda. This process is designed so that Senators have time to consult with their constituents before voting on important matters. Parliamentary rules are designed so that a small portion of a body, such as an Executive Committee, from stopping business or silencing any Senator that wants to bring an item of business before the Senate. Faculty President Doom expressed that one of his roles, along with the Faculty Vice President and Parliamentarian, is to attempt to make it clear to every member how best to present ideas to the Senate. Faculty President Doom indicated that multiple Senators have approached him with a request to be recognized first; therefor he requested that any Senator wishing to make a motion for suspension of the rules to do so at the conclusion of New Business.

Members always have the right to present ideas to the assembly; perhaps on an emergency basis, New Business is the place to do it. Agendas must have the flexibility to provide for unseen things that may come up in a meeting. The Faculty Constitution allows the Faculty President to issue an agenda addendum by the Friday prior to the next Senate meeting. Items from an agenda addendum still require a majority vote from the Senate to be considered at the meeting. For the Senate to take up an item on the short-notice of Saturday would require a suspension of the rules. In order to make a motion to suspend the rules, a brief sentence or two on the nature of the item and the need for immediate action on the item is appropriate. Barring no objections, the vote will be conducted via a secret ballot. Per Robert's Rules, a motion for suspension of the rules allows no discussion; each person will vote as they deem appropriate. If the motion to suspend the rules passes, the item will then be up for full discussion.

Faculty President Doom indicated that, regardless of the outcome of any vote, the Executive Committee will discuss whether or not forwarding the request as a normal item of business at a future meeting is appropriate.

II. Approval of Minutes

https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Senate_Minutes_2018_10Oct.pdf

The minutes were approved as written.

III. Report of the University President or Provost

https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Nov/meeting/Faculty_Senate_PowerPoint_11-5-2018.pptx

President Schrader

A. CBA process

President Schrader opened her report with an announcement of the Board of Trustees approval of the recent Fact Finders Report, and a brief summary of the current financial situation. President Schrader expressed that WSU is committed to bargaining in good faith and hopes that an agreement can be reached to honor dedication and sustainability.

B. Faculty Achievements (Slides 2 – 5)

- a. Honored by the American Association of Colleges of Nursing (Sherry Farra)
<http://webapp2.wright.edu/web1/newsroom/2018/09/06/wright-state-professor-sherry-farra-selected-for-prestigious-award-from-american-association-of-colleges-of-nursing/>
- b. Researching student debt (James Carter)
<http://webapp2.wright.edu/web1/newsroom/2018/10/26/wright-state-social-work-professor-wins-best-empirical-article-in-social-work-journal/>
- c. Honored at the Pepsi Music Awards in Venezuela (In-Hong Cha)
<http://webapp2.wright.edu/web1/newsroom/2018/10/09/wright-state-music-professor-in-hong-cha-wins-two-2018-pepsi-music-awards-in-venezuela/>
- d. HERS Summer Institute (Paula Bubulya)
<http://webapp2.wright.edu/web1/newsroom/2018/10/22/taking-the-lead-2/>

C. Employment Changes (Slide 6)

President Schrader reviewed a chart showing the cumulative percent change in faculty, staff, administrators, and student FTE since 2008. President Schrader indicated the most important item to take from this chart is that the University has done its best, and done well, at protecting the academic core. The data does not support the idea that faculty have been

unduly targeted, or that the University has an excessively large administration. President Schrader indicated that some might be worried that the chart data might represent an argument for retrenchment or layoffs, but contrary to rumors, faculty layoffs have not occurred. President Schrader went on record that she has worked with the Board of Trustees to help describe why faculty are sensitive to this topic.

D. Upcoming Events (Slide 7)

Green and Gold Fridays

Show your Wright State pride

Men's Basketball vs. Western Carolina

Wednesday, November 7

7 p.m., Nutter Center

Women's Basketball vs. Belmont

Thursday, November 15

7 p.m., Nutter Center

Raidersgiving

Thursday, November 22

Noon, Nutter Center McLin Gym

E. Q&A

Senator Greene asked if the chart's (slide 6) faculty decrease of 6.3% includes adjuncts and doctors and that the actual decrease of full-time faculty is closer to 15%.

President Schrader indicated that the 6.3% includes all faculty including adjuncts, but that she could not comment on the 15% figure without looking up the data.

Senator Greene then stated that the recent approval of the Fact Finder's report and quotes in a Dayton Daily News article stating that it would take twenty years for Wright State to fiscally recover seem to be in contrast with public statements from administration that the University is recovering. Given those conflicting statements, Senator Greene asked how faculty could be assured that issues the administration has taken off the table will not be put back on at a later point.

President Schrader clarified that it will take twenty years to build the reserves to the level from six years ago. Institutions like Wright State should typically have central reserves in an amount that would allow for 3 – 6 months of operation without any revenue (\$70m-\$140m). Wright State currently has \$51 million in reserves, but that is in account balances distributed over thousands of accounts across campus and cannot be used in the way described. It will take 20 years, at a rate of \$5 million per year, to reach the 2012 level but that does not mean Wright State cannot be financially viable prior to that point. It took many years for Wright State to reach the 2012 reserve level, but at no point prior to that would anyone claim that the institution was not financially viable.

In follow-up, Faculty President Doom indicated that the Faculty Budget Priority Committee has discussed at some length the wisdom of using the previous level of reserves as a

standard; i.e. why are we worried about how long it takes us to get back to the 2012 level? The real question is what amount of reserves is healthy and necessary?

President Schrader indicated that we currently have \$51 million in reserves, to be able to operate without revenues for three months would require \$70 million in reserves, which could be reached in four to five years.

Senator Carrafiello asked how the President defines investment in employees, when to expect such investment, and what / how much will it be. President Schrader indicated that, in the short term, methods other than salary are currently being looked at so that employees continue to have the ability to develop professionally, such as creating venues and ways for people to come together for meaningful dialogue. Senator Carrafiello asked if there would be financial aspects down the road. President Schrader indicated that it depends on enrollment levels. This Fall semester had a 12% decline in local enrollment, which equates to an \$8 million tuition decrease.

Senator Pedler echoed Senator Greene's earlier question regarding the Fact Finder's report and asked what guarantees that temporary measures are actually temporary.

President Schrader reiterated her answer to Senator Greene that it will not take the university twenty years to be financially viable but it is highly dependent on enrollment. President Schrader then briefly recapped the Board of Trustees recent negotiation efforts, and clarified that people on furlough are not allowed to work and that furloughs would be allowed only over a 2-year period following two consecutive years of a Senate Bill 6 score of less than a 2.4. With regard to retrenchment, President Schrader indicated that retrenchment language has been in the contract for twenty years and that just because a measure is in the contract does not mean it will be implemented.

Senator McGinley asked President Schrader to define direct dealing. President Schrader indicated that it means the university could conduct unfair labor practice if it were to directly influence members of AAUP.

Senator Wooley began to ask about the Board of Trustees decision to use Executive Session. President Schrader clarified that collective bargaining discussions are legally allowed to go to Executive Session but decisions are not made during the session. If there is a vote to be taken, they must go back to public session to hold the vote. Senator Wooley followed-up by asking why the Board did not reject the report and go back to the table. President Schrader indicated that she could not answer for voting members of the Board, but did indicate that, while the Board felt that the Fact Finder's report was not perfect, they were willing to accept the report as a compromise.

Senator Sonner asked about the logistics of furloughs for salaried faculty who work all hours of the day including evenings and weekends. The Fact Finder's report limits furlough days to two per semester, and certain considerations would need to be made for special circumstances such as activities of the School of Medicine. One suggestion is to use the Wednesday before Thanksgiving as a furlough day since there are no classes held.

Senator Luehrmann asked the President to address the faculty concern regarding the discussions about workload and trying to declare workload agreements null and void, and that it is hard to see how such measures would only be temporary. President Schrader indicated that the issue should be discussed, and in the Fact Finder's opinion, workload is not negotiable according to Ohio law. Provost Edwards indicated that Wright State's current workload aligns with the workload standards for institutions with a Carnegie classification of R3, which is Wright State's current classification, and overall workload would not be expected to change.

Provost Edwards

F. Enrollment Update

- Provost Edwards opened her enrollment update by thanking all faculty and staff involved with the recent Raider Open House, and then stressed the importance of the current recruitment season. The University is working diligently to expand recruitment efforts both in and outside the local area.
- Fall 2018 local enrollment has decreased by roughly 12% (\$8 million in tuition and fee revenue)
- Spring 2019 applications are currently down from previous years. Marketing efforts will be boosted after Tuesday's elections.
- Fall 2019
 - 2980 applications
 - 1483 through the common application
 - An increase of 299 applications compared to this time last year
 - Each applicant receives a direct connection with the admissions team
 - We need to communicate to the applicants on a daily basis and find a way to talk about the opportunities and successes at Wright State

G. Q&A

Senator Farra asked for clarification about Spring enrollment figures. Provost Edwards clarified her earlier comment stating that Spring 2019 new student applications are down from previous years. We will not know exact figures regarding current student enrollment until the new semester starts.

IV. Report of the Senate Executive Committee

A. Faculty Senate Staff Reduction

Faculty President Doom announced that there has been a staff reduction in the Faculty Senate office. Cindy Riley has voluntarily taken a position elsewhere and her position in the Senate office will not be refilled. Dr. Doom indicated that, while the Senate office may not be able to provide the same level of support, essential functions will be maintained.

B. Celebration of Research

Faculty interested in the Celebration of Research should contact Senator Luehrmann.

C. Faculty Senate 2019 Election Schedule

https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Spring2019_ElectionSchedule.pdf

D. Strategic Planning feedback from college faculty submitted to Executive Committee

https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/SP-College_feedback.pdf

V. Old Business

A. Academic Policies

1. Policy 3670 – Honorary Degree Policy (Commencement/UAPC)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Sep/meeting/Policy3670_Recommendations_2018_09.pdf

Faculty President Doom asked for unanimous consent to approve this item. No objections were raised. The item was approved.

2. Policy 3140 – Readmission
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Sep/meeting/Policy3140-Registrar_2018_09.pdf

Faculty President Doom asked for unanimous consent to approve this item. No objections were raised. The item was approved.

3. Policy Merger/Deletion 3350/3360 – Academic Standing, Probation, Dismissal
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Sep/meeting/Policy3350-3360_Probation_Dismissal_Readmission.pdf
 - i. Current policy 3360 will be removed if proposed merger is approved.

Faculty President Doom asked for unanimous consent to approve this item. No objections were raised. The item was approved.

B. Curricular Items

1. Graduate
 - i. Administration of Nursing and Health Care Systems Concentration (Online)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Sep/meeting/Adm_NurHthCareSystemConcent_Online.pdf
 - ii. M.Ed. Exceptionalities (New program within an existing degree)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Sep/meeting/M.Ed_Exceptionalities.pdf

Faculty President Doom asked for unanimous consent to approve both items. No objections were raised. The items were approved.

2. Undergraduate

- i. Food Systems Management, BTAS (Deactivation)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/September/meeting/FoodSystemsMgmt_BTAS.pdf
- ii. Food Systems Management Certificate (Deactivation)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/September/meeting/FoodSystemsMgmt_Cert.pdf
- iii. Biological Sciences, BS Concentration (Deactivation)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/September/meeting/Biological_Science_BS_Concent_Deactivate.pdf

Faculty President Doom asked for unanimous consent to approve the three items. No objections were raised. The items were approved.

C. Strategic Planning

Faculty President Doom indicated that, at the request of the Senator Bright, the Executive Committee discussed a recommendation to postpone this item of business for a month to allow additional time for members of the faculty to deliberate and make suggestions for potential adjustments. With that in mind, Faculty President Doom indicated that the Executive Committee recommends postponing the item of business.

Citing the ongoing labor disputes effect on faculty engagement, Senator Wooley made a motion to suspend this item indefinitely. The motion was seconded.

Senator Bright acknowledged and expressed great appreciation for the effort of his Senate colleagues to seek feedback on these items, and that he supports taking more time to consider these items. Senator Bright indicated that he plans for open space conversations in dialogue format to allow the Strategic Plan team to identify the key suggestions and questions.

Senator Kawosa asked Senator Bright if he supported indefinite or a 1-month postponement. Senator Bright indicated that he personally prefers a shorter period but is ok with the current motion.

Senators Kawosa and Chamberlain raised concerns regarding the indefinite period.

Senator Wooley indicated that she chose an indefinite postpone with the qualification that this could be brought back to the table after the labor dispute have been finalized, which would allow for better faculty engagement on this issue.

After discussion regarding changing the language of the motion, no changes were made but Faculty President Doom indicated that the Executive Committee will instructed to bring this back to the table within two months of a new contract.

Senator Chamberlain raised concerns about the process moving forward. Senator Bright suggestion is that the Strategic Planning Committee sponsor two open forums for all of the Senators and other faculty to attend.

Senator McGinley asked how the Board of Trustee's would proceed since this item is on their December agenda. Faculty President Doom indicated that the Senate has shared Executive Responsibility for items V.C.2 & 3 with the President; while the Board can move ahead, Dr. Doom feels it would be unwise to do so. President Schrader indicated that originally the Board was going to endorse the Strategic Plan in October but then delayed until December to give more time for Faculty input. One potential method to move forward without suspending the entire plan is for the Board to treat items V.C.2 & 3 as draft placeholders with the understanding the additional changes may be made by the Senate.

Faculty President Doom called the question. The motion was approved with some dissent.

1. Strategic Planning Information and Resources
 - i. October 8, 2018 PowerPoint
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/2018-10-08_Faculty_Senate_Presentation.pptx
 - ii. Strategic Planning Handout / Executive Summary
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/2018-10-08_Strategic_Planning_Handout_v09.pdf
 - iii. Strategic Planning Documents and Resources webpage
<https://www.wright.edu/strategic-planning/documents-and-resources>

NOTE: The Strategic Planning Committee has submitted modifications to the proposed Mission and Value statements.

2. Wright State Mission (Policy 1120)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Wright_State_University_Mission_Statement.pdf

NEW:

https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Wright_State_University_Mission_Statement_amend.pdf

3. Wright State Vision (Policy 1130)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Wright_State_University_Vision_Statement.pdf
4. Wright State Values Resolution
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Wright_State_Values.pdf

NEW:

https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Wright_State_Values_amend.pdf

5. Wright State Strategy Statement Resolution
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Wright_State_Strategy_Statement.pdf

VI. New Business

A. Graduate Academic Policies

1. Graduate Policy Review – Policy Series 5000
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/PolicySeries5000_Council-to-Senate_edits.pdf
 - References to ‘Graduate Council’ changed to ‘Faculty Senate’ or appropriate committee, and other revisions. No substantive changes to policy.

Faculty President Doom asked for unanimous consent to move this item to Old Business for the next meeting. No objections were raised.

Senator Muira suggested a change for policy 5720.2.3 (‘PhD’ changed to ‘doctoral’). Faculty President Doom indicated that the GAPC will be asked to review and prepare an amendment for the next meeting.

B. Undergraduate Academic Policies

1. 3170 – Second Undergraduate Degree Admissions
[https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/3170 Second Baccalaureate Degree 2018 10Oct.pdf](https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/3170%20Second%20Baccalaureate%20Degree%202018%2010Oct.pdf)
 - Part of ongoing project to split policy 3110 – Undergraduate Admissions into multiple policies. [CORRECTION: Previously orphaned policy being re-added to policy index.] This item was previously returned to committee by the Senate during the September 2018 Senate meeting, and has been resubmitted with additional edits shown in tracked changes.

Faculty President Doom asked for unanimous consent to move this item to Old Business for the next meeting. No objections were raised.

C. Graduate Curriculum (GCC)

1. Transition to Work Endorsement
<https://wright.curriculog.com/proposal:1931/print>
 - Fully-online deactivation

Faculty President Doom asked for unanimous consent to move this item to Old Business for the next meeting. No objections were raised.

D. Undergraduate Curriculum (UCC)

1. International Studies, BA
<https://wright.curriculog.com/proposal:2237/print>
 - New concentration - The changes are being made so that the concentration the student selects is listed on the transcript.

Faculty President Doom asked for unanimous consent to move this item to Old Business for the next meeting. No objections were raised.

2. Sports Science, BSEd
<https://wright.curriculog.com/proposal:2234/print>
 - New concentration – Sports Medicine Concentration

Faculty President Doom asked for unanimous consent to move this item to Old Business for the next meeting. No objections were raised.

- E. **Senator Wooley made a motion to suspend the rules to add a new item of business to the agenda to consider calling for a General Faculty meeting for holding a vote of no-confidence in President Schrader and the Board of Trustees. The motion was seconded. Parliamentarian Winkler indicated that a 2/3rd majority is required to approve the motion. Faculty President Doom called for the vote to be conducted by secret ballot. No objections were raised. Parliamentarian Winkler and Faculty Secretary Bryan Nethers collected and counted the ballots. The results were 17-for & 15-against; the motion failed.**

Citing his opening remarks, Faculty President Doom indicated that the Executive Committee would have further conversations about this issue.

VII. Written Committee Reports and Attendance

- A. Graduate Faculty Membership Approvals 9/18/2018 – 10/15/2018 (GFMC)
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/Graduate_Faculty_Approvals_09-18-2018_to_10-15-2018.pdf
- B. Undergraduate Academic Policies Committee
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/UAPC_Minutes_2018_09.pdf
- C. Graduate Academic Policies Committee
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/GAPC_Minutes_2018_09_25.pdf
- D. Undergraduate Curriculum Committee
https://www.wright.edu/sites/www.wright.edu/files/uploads/2018/Oct/meeting/UCC_ActivityReport211_2018_09.pdf

VIII. Council Reports

IX. Announcements

X. Adjourn

<p>Next scheduled Faculty Senate Meeting: December 10, 2018 2:30 p.m. E156 Student Union</p>
