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Faculty Senate Meeting Agenda and Minutes, February 6, 2006

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Faculty Senate

February 6, 2006, 2:45 p.m., E156 Student Union

1. **Call to Order**
2. **Approval of Minutes for January 9, 2006**
<http://www.wright.edu/admin/senate/senmin/documents/Jan06SenMin.pdf>
3. **Report of the University President or Provost**
4. **Report of the Senate Executive Committee**
5. **Old Business**
 - A. Promotion and Tenure Policy – Tom Sudkamp
A copy of this policy will be provided at Senator seats or you may link to it at:
<http://www.wright.edu/admin/senate/ProposedPTdoc.htm>
 - B. Outside Employment Policy (Attachment A) – Cathy Sayer

Items C – N are brought forth by Tom Sav, Chair, UCAPC

 - C. Academic Policy: Transfer of Grades Under "+" and "-" Grading Systems
<http://www.wright.edu/ucapc/0006/fsreport/grades.pdf>
 - D. CECS Program Change: B.S. Industrial and Systems Engineering
<http://www.wright.edu/ucapc/0006/fsreport/bsise.pdf>
 - E. COSM Program Change: B.S. Biological Sciences (Exercise Biology Option)
<http://www.wright.edu/ucapc/0006/fsreport/bioexb.pdf>
 - F. COSM Program Change: B.S. Mathematics (Pure Mathematics Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsmthpur.pdf>
 - G. COSM Program Change: B.S. Mathematics (Applied Mathematics Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsappmth.pdf>
 - H. COSM Program Change: B.S. Mathematics (Computing Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsmthcom.pdf>
 - I. COSM Program Change: B.S. Mathematics (Statistics Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsmthsat.pdf>
 - J. COSM Program Change: B.A. Mathematics
<http://www.wright.edu/ucapc/0006/fsreport/bamth.pdf>
 - K. COSM Program Change: Dual Degree B.S. and B.A. Mathematics
<http://www.wright.edu/ucapc/0006/fsreport/mthdual.pdf>
 - L. COSM Program Change: Minor in Mathematics and Minor in Statistics
<http://www.wright.edu/ucapc/0006/fsreport/minorm&s.pdf>
 - M. COSM New Program: B.S. Statistics
<http://www.wright.edu/ucapc/0006/fsreport/bsstat.pdf>

- N. Course Modification Implementation Policy (Draft)
<http://www.wright.edu/ucapc/0006/fsreport/modpolicy.pdf>

6. New Business

- A. Tenure Removal Committee Appointments – Jim Sayer
A suspension of the rules will be requested to approve this item today.
Ballantine, Jeanne; COLA
Dahlman, Hank; COLA (Alt.)
Finegan, Colleen; CEHS
Graham, Margaret Clark; CONH
Hangartner, Thomas; CECS
Katovic, Vladimir; COSM
Khera, Inder; RSCOB (Alt.)
Kich, Martin; LAKE (Alt.)
Perkel, Manley; COSM (Alt.)
Ryan, Charles; CEHS (Alt.)
Slonaker, William; RSCOB
Sudkamp, Thomas; CECS (Alt.)
- B. Retirement Incentive Program (Attachment B) – Jim Sayer
- C. Emeritus Faculty Policy (Attachment C) – Cathy Sayer
- D. COLA Program Change: Criminal Justice – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/justice.pdf>
- E. COLA Program Change: Music – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/music.pdf>
- F. COSM Program Change: Psychology – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/psyprog.pdf>
- G. COLA Program Termination: Research/Intelligence Analysis – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/termria.pdf>

7. Written Committee Reports and Attendance (Attachment D)

- A. Faculty Budget Priority Committee: James Sayer
- B. Faculty Affairs Committee: Cathy Sayer
- C. Undergraduate Curriculum & Academic Policy Committee: Tom Sav
- D. Buildings & Grounds Committee: Jim Runkle
- E. Information Technology Committee: TK Prasad
- F. Student Affairs Committee: Maher Amer
- G. Student Petitions Committee: Barbara Bogan

8. Council Reports

- A. Graduate Council – Jay Thomas

9. Announcements

- A. Next Faculty Senate: March 6, 2006, 2:45 p.m., E156 Student Union.

10. Adjournment

ATTACHMENT A

Outside Employment Policy for Lecturers, Clinical Assistant Professors, Clinical Instructors, Instructors and Visiting Faculty

Approved by the Faculty _____ and the Provost _____.

This policy applies to all full-time faculty members who do not have administrative appointments and who are not represented by collective bargaining: lecturers, clinical assistant professors, clinical instructors, instructors, and visiting faculty. Faculty members from the SOPP and the SOM are excluded.

1. "Outside Employment" refers to professional activities of faculty members that fall outside of the normally defined workload of teaching, research, and service and that may involve external compensation. It does not apply to professional activities that reflect normal and expected public service for which compensation is limited to reimbursement of costs or nominal honoraria such as invited lectures, peer review panels, or activities explicitly included in approved practice plans. "Outside Employment" does apply to all other professional work and to teaching for institutions other than Wright State University, including distance learning.
2. Outside employment by faculty members must not interfere with assigned duties, must contribute to faculty members' professional development, and must not occupy, on average, more than one day per week.
3. Faculty members must submit a written request to their Dean and receive written approval from their Dean prior to beginning outside employment.
4. When engaging in outside employment, faculty members may not make more than incidental use of University facilities and other resources unless the University is appropriately compensated.
5. Faculty members should make every effort to avoid any conflict or appearance of conflict between outside employment activities and University responsibilities and to avoid accepting outside assignments that compete directly with academic functions of Wright State University.
6. Faculty members are personally responsible for any damages or claims for damages that may arise in connection with their outside employment.

11/7/2005

Article 22

Outside Employment

22.1 "Outside Employment" refers to professional activities of Bargaining Unit Faculty Members that fall outside of the normally defined workload of teaching, research, and service and that may involve external compensation. It does not apply to professional activities that reflect normal and expected public service for which compensation is limited to reimbursement of costs or nominal honoraria such as invited lectures, peer review panels, or activities explicitly included in approved practice plans. "Outside Employment" does apply to all other professional work and to teaching for institutions other than Wright State, including distance learning.

22.2 A Bargaining Unit Faculty Member's outside employment must not interfere with his or her assigned duties, must contribute to the Member's professional development, and must not occupy, on average, more than one day per week.

22.3 Bargaining Unit Faculty Members must submit a written request to their Dean and then receive written approval from their Dean prior to beginning outside employment.

22.4 When engaging in outside employment, Bargaining Unit Faculty Members may not make more than incidental use of University facilities and other resources unless the University is appropriately compensated.

22.5 Bargaining Unit Faculty Members should make every effort to avoid any conflict or appearance of conflict between outside employment activities and University responsibilities, and to avoid accepting outside assignments that compete directly with academic functions of Wright State University.

22.6 Bargaining Unit Faculty Members are personally responsible for any damages or claims for damages which may arise in connection with their outside employment.

ATTACHMENT B

Retirement Incentive Program

1. All fulltime faculty with 30 or more years of service at Wright State University as of the end of spring quarter 2006 will be eligible to participate in this Retirement Incentive Program.
2. Those faculty, noted in #1 above, will be offered a one-time payment equal to sixty percent (60%) of their final year's base salary to retire at the end of spring quarter 2006.
3. Vacancies created by RIP retirements are to be filled by fulltime tenure-line faculty members by a factor of 1.5 (Example: if 30 faculty were to take RIP retirements, they would be replaced in two years by 45 fulltime tenure-line faculty members).

ATTACHMENT C

Emeritus Faculty

**Approved by the Faculty Senate _____ and the Provost
_____.**

Applies to all full-time faculty who are not represented by collective bargaining.

The Emeritus title recognizes past contributions to the community of scholars at Wright State University and confers on the recipient the rights and privileges of other members of the community of scholars at Wright State University, subject to the limitation of the right to vote and the right to hold elective office. It is conferred as a lifetime status. Insofar as it is possible, and subject to fiscal considerations, the University will extend courtesies and services to Emeritus faculty that facilitate their continuing contributions to the academic life at Wright State University.

Faculty members who have served as full-time faculty ten or more years at Wright State University will automatically be granted the Emeritus title upon retirement and upon written request by the faculty member to the provost. Faculty members who have served as full-time members of the faculty for five or more years, but less than ten years, may request consideration for the Emeritus title through the process of a petition to the provost through the faculty member's own administrative unit. In order to be considered for the Emeritus title, the petition of a faculty member must be supported by the dean of the college or school in which the faculty member holds his or her primary appointment.

ATTACHMENT D

Committee Reports to Faculty Senate February 6, 2006

Faculty Budget Priority Committee – James Sayer

The Faculty Budget Priority Committee met on January 18, 2006, in the conference room of the Faculty Office (138 Fawcett Hall). Members present: J. Sayer (chair), R. Fichtenbaum, M. Kazimierczuk, and J. Dunlap via audiotape. V. Nehring was unable to attend but offered her thoughts and vote via e-mail prior to the meeting.

The issue of the meeting was consideration of the proposed Retirement Incentive Proposal as offered by the committee chair. After extensive discussion, the original proposal was modified and then recommended to the Senate Executive Committee for transmittal to the Faculty Senate.

Faculty Affairs Committee – Cathy Sayer

The committee submitted the Outside Employment and Emeritus Faculty Policies that are agenda items for the February 6, 2006 Senate meeting.

Undergraduate Curriculum & Academic Policy Committee - Tom Sav

The UCAPC report to the Faculty Senate Meeting of February 6 is available at <http://www.wright.edu/ucapc/0006/fsreport/5fsrep.htm>

Buildings & Grounds Committee – Jim Runkle

No report.

Information Technology Committee – TK Prasad

No report.

Student Affairs Committee – Maher Amer

No report.

Student Petitions Committee – Barbara Bogan

Forty petitions were reviewed at the meeting on January 13, 2006. Thirty-five were approved as submitted. The committee reversed the action on five petitions.

**Wright State University
Faculty Senate Minutes
February 6, 2006
2:45 p.m., E156 Student Union**

1. Call to Order

Faculty President James Sayer called the meeting to order at 2:45 p.m.

Present (in bold): Akhbari, M., Allen, J., Bartlett-Blair, D., Cavanaugh, J., David, D., Doorley, J., Endres, C., Finegan, C., Gillig, P., Gray, B., Huang, C., Kay, J., Killian, J., Klykylo, W., Kozlowski, G., Markus, M., Mateti, P., Nagy, A., Otto, R., Rattan, K., Rucker, M., Sayer, C., Schatmeyer, K., Shepelak, N., Slonaker, W., Sudkamp, T., Tarpey T., Walbroehl, G.

**Faculty President – Sayer, J.; President - Goldenberg, K.; Provost – Hopkins, D.;
Parliamentarian – Sav, T.; Secretary – Zambenini, P. (Staff)**

2. Approval of Minutes of January 9, 2005

Minutes were approved as written.

3. Report of the University President

President Goldenberg

Faculty Awards nominations are requested to recognize outstanding achievement; information should be available via e-mail. I encourage you to nominate colleagues in one of the categories.

Nursing Institute of West Central Ohio presented a survey, from our Center for Urban and Public Affairs, regarding critical shortages and how to address them. Debi Samsel is the new executive director.

Wright Center for Innovation for advanced data management and analysis (now called dayta Ohio) named a new executive director, Paul Cashen; and John Ogg, Chief Information Officer at WPAFB, joined the Wright Center Board (ex-officio).

Lake Campus Campaign to expand and renovate its learning center will be announced at the beginning of its public phase next week. Major donors have committed over 75% toward the Lake Campus goal.

Women in Research at Wright State is the central theme of our annual report from the office of Research and Sponsored Programs. This report highlights the diverse talent of our world-class faculty.

State of Ohio executives and legislative leaders are emphasizing higher standards for college preparedness and STEM (Science Technology, Engineering and Math) disciplines. We are informing state leaders that both of these will require more state funding.

Provost Hopkins is attending the American Association of State Colleges and Universities Provost's meeting.

4. Report of the Senate Executive Committee

- The new Faculty Handbook is now available on the Senate website (<http://www.wright.edu/academics/fhandbook/>). New faculty can be directed there should they need assistance with the various policies.
- On Friday, February 3, the Board of Trustees posthumously awarded the late Dr. Robert W. Adams the rank of Associate Professor Emeritus. Thanks to President Goldenberg, Provost Hopkins and Associate Provost Rickert for their efforts. The President will be sending Mrs. Judy Adams a letter officially conveying that Emeritus status on her late husband.

5. Old Business

A. Promotion and Tenure Policy – Tom Sudkamp

<http://www.wright.edu/admin/senate/ProposedPTdoc.htm>

- 1) Discussion: Concerns were raised regarding the promotion of Clinical Assistant Professors in the College of Nursing and Health (page one, paragraph two) that these faculty are not reviewed by their non-tenured peers. Annual evaluations in the CONH are different for bargaining and non-bargaining unit faculty, and there is concern that everyone on the college committee may not be familiar with the evaluation process for non-bargaining unit faculty. Authors of the policy responded that the intent was to fashion a document that reflects what has been done in the past and provide continuity. A suggestion was made to remove “except for the section on University Review” and modify the sentence by adding the ranks (Associate Professor, Professor). The suggestion was not supported and seen as problematic, because it suggests that those colleges act independently with no university oversight, which is not the case. It was suggested that another document could be written that defines the process for Clinical Assistant Professors and, perhaps, they could be reviewed by the Faculty Affairs Committee. The authors feel it is problematic to have this group be governed by a body that is lower than the Promotion and Tenure Committee, the President and ultimately the Board of Trustees. The authors feel the policy reflects the current promotion process. Rebuttal: Many parallel policies are being written to respond to our diverse faculty population and the feeling is that non-tenure track faculty will not be accepting of a body acting on their promotion that does not include their own representation. The authors requested that quick changes not be made to the document but that the Senate re-visit the issue. No amendments were formally offered. The committee was commended for their excellent work.
- 2) Moved and seconded to Approve the document as written.

B. Outside Employment Policy (Attachment A to Agenda) – Cathy Sayer

<http://www.wright.edu/admin/senate/senage/documents/Jan06SenAgn.pdf>

- 1) Moved and seconded to Approve.

Items C – N are brought forth by Tom Sav, Chair, UCAPC

C. Academic Policy: Transfer of Grades Under "+" and "-" Grading Systems

<http://www.wright.edu/ucapc/0006/fsreport/grades.pdf>

- 1) Discussion: The “+” or “-” grade will be dropped for students who transfer to WSU from a school that offers a “+” or “-” grade. Some students are at a disadvantage while others benefit but the policy puts everyone on a level playing field.
- 2) Moved and seconded to Approve.

- D. CECS Program Change: B.S. Industrial and Systems Engineering
<http://www.wright.edu/ucapc/0006/fsreport/bsise.pdf>
1) Moved and seconded to Approve.
- E. COSM Program Change: B.S. Biological Sciences (Exercise Biology Option)
<http://www.wright.edu/ucapc/0006/fsreport/bioexb.pdf>
1) Moved and seconded to Approve.
- F. COSM Program Change: B.S. Mathematics (Pure Mathematics Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsmthpur.pdf>
1) Moved and seconded to Approve.
- G. COSM Program Change: B.S. Mathematics (Applied Mathematics Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsappmth.pdf>
1) Moved and seconded to Approve.
- H. COSM Program Change: B.S. Mathematics (Computing Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsmthcom.pdf>
1) Moved and seconded to Approve.
- I. COSM Program Change: B.S. Mathematics (Statistics Concentration)
<http://www.wright.edu/ucapc/0006/fsreport/bsmthsat.pdf>
- J. COSM Program Change: B.A. Mathematics
1) Moved and seconded to Approve.
<http://www.wright.edu/ucapc/0006/fsreport/bamth.pdf>
- K. COSM Program Change: Dual Degree B.S. and B.A. Mathematics
<http://www.wright.edu/ucapc/0006/fsreport/mthdual.pdf>
1) Moved and seconded to Approve.
- L. COSM Program Change: Minor in Mathematics and Minor in Statistics
<http://www.wright.edu/ucapc/0006/fsreport/minorm&s.pdf>
1) Moved and seconded to Approve.
- M. COSM New Program: B.S. Statistics
<http://www.wright.edu/ucapc/0006/fsreport/bsstat.pdf>
1) Moved and seconded to Approve.
- N. Course Modification Implementation Policy (Draft)
<http://www.wright.edu/ucapc/0006/fsreport/modpolicy.pdf>
1) Moved and seconded to Approve.

6. New Business

- A. Tenure Removal Committee – Jim Sayer
1) A motion was made and seconded to move this item to Old Business for approval today.
2) The committee was Approved.
- B. Retirement Incentive Program (Attachment B to the Agenda) – Jim Sayer
<http://www.wright.edu/admin/senate/senage/documents/Feb06SenAgn.pdf>
1) Moved and seconded to Old Business.
- C. Emeritus Faculty Policy (Attachment C to the Agenda) – Cathy Sayer
<http://www.wright.edu/admin/senate/senage/documents/Feb06SenAgn.pdf>
1) Moved and seconded to Old Business.
- D. COLA Program Change: Criminal Justice – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/justice.pdf>
1) Moved and seconded to Old Business.

- E. COLA Program Change: Music – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/music.pdf>
 - 1) Moved and seconded to Old Business.
- F. COSM Program Change: Psychology – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/psyprog.pdf>
 - 1) Moved and seconded to Old Business.
- G. COLA Program Termination: Research/Intelligence Analysis – Tom Sav
<http://www.wright.edu/ucapc/0006/fsreport/termria.pdf>
 - 1) Moved and seconded to Old Business.

7. Committee Reports

See Attachment B to the Agenda.

<http://www.wright.edu/admin/senate/senage/documents/Jan06SenAgn.pdf>

8. Council Reports

Graduate Council – Jay Thomas

- 1) The Graduate Council report was distributed at the meeting.

9. Announcements

10. Adjournment

The meeting was adjourned at 3:45 p.m. The next meeting is March 6, 2006.

/pz