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General University Faculty Meeting Agenda and Minutes, February 19, 1980

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As we enter the second month of the winter quarter, there are several items of information that I should like to pass along to you:

1. The General University Faculty Meeting will be held on Tuesday, February 19, 3:30-5:00 p.m., in room 101 Fawcett Hall. This is our regularly-scheduled meeting of the quarter, and the agenda for that meeting will be sent to you in a separate mailing.

2. The next meeting of the Academic Council will be held on Monday, March 3 at 3:10 p.m., in the back section of the University Cafeteria. As always, you are welcome to attend the meetings of the Academic Council. In preparation for that meeting, the Steering Committee will meet on February 12. So, if you have any issue that you would like the Academic Council to consider, please forward such concerns to the Steering Committee before February 12.

3. The Quadrennial Review Committee, an ad hoc committee appointed by the Academic Council to examine and recommend changes in the University Faculty Constitution and Bylaws, is about to undertake its assignment. The committee welcomes suggestions or comments from the faculty. Please express your views to the committee's chairman, Dr. William Rickert (Department of Communication; ext. 2354) or attend one of the two open hearings scheduled for the purpose of receiving faculty input: Thursday, February 14 from 3:45 to 5:00 in 158 Millett or Monday, February 18 from 11:10 to 12:00 in 108 Fawcett. Members of the committee: Phyllis Andrews, Nursing; Sherwin Klein, Psychology; Samuel Kolmen, Physiology; Carl Maneri, Mathematics; Edgar Rutter, Mathematics; Christopher Shatsby, Art Education; and Sara Zwart, Management.

At both open hearings, you also may provide input concerning the proposed Disability Leave Policy that was appended to the agenda of the February 4, 1980, meeting of the Academic Council as Attachment "B." A member of the Faculty Affairs Committee will be present at both hearings to take testimony concerning disability leaves.

Hope to see you at the General Faculty Meeting on February 19.
Date: February 4, 1980
To: All Faculty Members
From: James E. Sayer, Chairman, Agenda Committee
Subject: WINTER QUARTER FACULTY MEETING, Tuesday, February 19, 1980, 3:30 p.m. - 5:00 p.m., 101 Fawcett Hall

I. Call to Order

II. Approval of Minutes of Fall Quarter Faculty Meeting, November 13, 1979.

III. Reports:
   A. Report of the Steering Committee
   B. Report of the Vice-President of the Faculty

IV. OLD BUSINESS

V. NEW BUSINESS
   A. Approval of Academic Calendar for 1980-1981 (See Attachment A).
   B. Motion Concerning the Establishment of a salary program (See Attachment B).

VI. Announcements and Special Reports:
   A. Donald Pabet, Chairman, Faculty Fringe Benefits Committee
   B. Report of President Keegara

VII. Adjournment

ATTACHMENT A
Winter Qtr Faculty Meeting
February 19, 1980

ACADEMIC CALENDAR
1980-81

FALL QUARTER
August 23-24, Saturday-Sunday
September 18, Thursday
November 11, Tuesday
November 12, Wednesday
November 18, Tuesday
November 26, Wednesday
November 27-30, Thursday-Sunday
December 1-6, Monday-Saturday

Class Days
M T W TH F S
10 9 10 10 10

Exam Days
1 1 1 1

Winter Quarter
January 5, Monday
January 23, Friday
February 17, Tuesday
March 4, Wednesday
March 14, Saturday
March 16-21, Monday-Saturday

Class Days
M T W TH F S
10 10 10 9 10

Exam Days
1 1 1 1

SPRING QUARTER
March 28-29, Saturday-Sunday
March 30, Monday
May 12, Tuesday
May 20, Wednesday
May 25, Monday
June 6, Saturday
June 8-13, Monday-Saturday
June 13, Saturday

Class Days
M T W TH F S
9 10 10 10 10

Exam Days
1 1 1 1 1

Appointments
Campus Electrical Power Shutdown
First Day of Class
Veteran's Day (No Classes)
Last Day to Drop a Class Without a Grade
General Faculty Meeting
Last Day of Class
Thanksgiving Holidays (No Classes)
Final Examinations
That the University move as rapidly as possible to an established salary program that is known to the faculty. Such a program should set minimum salaries at each rank, incorporate a system of normal salary increments, provide for cost of living increases, correct for past inequities, recognize years of service, and reward individual merit and contribution.

We recommend the immediate appointment of a committee of knowledgeable faculty to work with the Budget Review Committee and University Administrators to effect the above recommendations.
The Winter Quarter General Faculty Meeting was called to order at 3:35 p.m. by the Vice-President of the University Faculty, Mr. James Sayer.

The minutes of the Fall Quarter Faculty Meeting, November 13, 1979 were approved as written. Then a motion was made to have the minutes of the Special Faculty Meeting of February 1, 1980 approved as written. At this time a motion was made and seconded to amend the minutes as follows: In the second last paragraph, "The Ohio State Retirement Board" should be changed to the "Ohio Retirement Study Commission." The minutes as amended were then approved and seconded by voice vote.

Committee Reports

A. Report of the Steering Committee: Mr. James Sayer reported the following:

1. The ad hoc committee on Early Retirement has forwarded its findings and recommendations to the Steering Committee. A lengthy report has been submitted to Dr. George Kirk, Vice-President for Administration, for analysis.

2. The Academic Calendar for 1980-81 has been approved by the Steering Committee as well as the Academic Council, which appears at Item 9A under "New Business" in today's Agenda.

3. The Academic Council has approved the make-up of the Quadrennial Review Committee which was given the responsibility of every four years examining and offering possible modifications to the University Faculty Constitution and By-Laws. Mr. William Rickett, Chairman, will hold open hearings to receive your input on this. They hope to be able to submit a report to the Academic Council in May, 1980.

4. The Academic Council approved the WCAC Promotion and Tenure Document.

5. The Faculty Affairs Committee of the Academic Council has put together a proposed Disability Leave Determination Policy. It was decided by the Academic Council to send it back to Faculty Affairs Committee for further study.

B. Report of Mr. James Sayer, Vice-President of the University Faculty:

The Challenge of Cooperation

It is no secret that we live and work in academe in relatively-troubled times. The economic bonanza of the 1960s is over, and forecasts indicate that there are darker days ahead. Enrollments are expected to slump, or at best level off, as the number of college-age young people declines dramatically. The post-World War Two baby boom is long over, and those babies, now adults, are raising fewer children of their own. Fewer children, of course, mean a decreased demand for public education institutions, and this area, as well as many others, has seen the closing of several elementary schools, schools that were built nearly thirty years ago to handle the non-existent demand.

This situation will lead to a "trickle-up" effect: fewer elementary-age children become fewer high school students and then, affecting us most directly, there are fewer college students for us to instruct.

The "need" for our services will decrease commensurately, and we will be faced with the supply-demand market pressures that will require appropriate instructional and support staff reduction. This has happened already to other institutions of higher education around the country, and we are about to face this very same problem. It is one that we cannot avoid or wish away; it is a problem that we must face squarely or be consumed by it.

The issue, then, centers upon our reaction to this declining enrollment problem, a problem that has been exacerbated by a staggering inflationary rate - 13.3% for 1979 alone. Enrollments go down while costs go up, and the faculty member is caught in the middle. So how shall we face this predicament?

I would hope that we would confront the problem directly, that we would not hide our heads in the sand and hope that things will improve miraculously. We need to realize that our contemporary "golden age" of higher education was abetted by a baby boom of twenty years before and that college enrollments were artificially inflated by the Viet Nam War. We also need to realize that the precious resources that support our efforts are being eroded by a pernicious inflationary spiral and that other social programs will be competing with us even more furiously for these resources. There is no guarantee that we will receive the resources needed to maintain present functions; there is no guarantee that we will be able to continue higher education as we have become accustomed to know it. The only guarantee we have is that budgets will be tight, tighter than anything we've seen before, and that we will have to make significant accommodations to meet these changes.

Specifically, we must employ the concepts of teamwork and a team philosophy to higher education, to bring to fruition the collegial notion that all of us are in this game together. In overviewing this kind of situation in The Chronicle of Higher Education on November 19, 1979, Professor Corwin King of Central Washington University noted that "The problem occurs when faculties are unwilling to go beyond their differences to focus on mutual interests and mutual action..." We must not allow this sort of fractionalism to take place. We must avoid the temptation to polarize ourselves, to exaggerate intrauniversity competition for resources. We must not think of ourselves as business people, or science people, or liberal arts people. We must act as university people, acting for the good of the total university community.

A university is a system, and anything that affects a part of that system affects the entirety of the system. An enrollment decline in one area impacts upon total university enrollment, and all elements of the university system are affected by the challenge we are about to face this decade. We must act as a team if we are to survive. We cannot battle internally; we cannot pit faculties against faculties. Whether we teach management, biology, or classics, we must realize that all of us are educators, and we must pull the load together. The key word here is "cooperation," and that is what we must demonstrate to survive.
IV. Old Business: None

V. New Business:

A. A motion was made and seconded (See Attachment "B") to adopt the Academic Calendar for 1980-81, after some discussion, the Academic Calendar for 1980-81 was adopted as written.

B. A motion was made and seconded (See Attachment "B") to establish a salary program that is known to the faculty. After some discussion, a voice vote was taken and the motion was defeated.

C. At this particular time, Miss Catherine Wright, a student and representative of the Student Nurses Action Group (SNAG) requested to address the faculty in order to deliver a position paper developed by SNAG, on the Nursing School controversy. A vote was taken to permit Miss Wright to speak. Permission was granted and Miss Wright gave SNAG's statement.

Mr. Carl Hanerl moved and it was seconded to have the Proposed Regulations for the Nursing controversy be added to the Agenda as item #4, under "New Business". (See Attachment "H"). A voice vote was taken and it was unanimously approved. At this time debate was open on this item. During a quite lengthy debate from the General Faculty, three substitute motions were proposed as follows:

1. Mr. John J. Lacey, (See Attachment "B"). After some debate of this motion, a voice vote was taken and the substitute motion was defeated.

2. Mr. Mark Low (See Attachment "C"). After some debate of this second substitute motion, a ballot vote was taken. 166 voted Yes, 94 voted No, 2 abstentions. The second substitute motion was defeated.

3. Professor Samuel Kolomei (See Attachment "D"). After debate of this third substitute motion, a ballot vote was taken. 92 voted Yes, 117 voted No. The third substitute motion was defeated.

At this time Dr. Lilburn Hohm, Vice-President of the University Faculty, to send a letter to the President and Board of Trustees requesting suspension of the new nursing program and that he, (Mr. Sayer) as Vice-President of the University Faculty, will appoint an ad hoc committee no later than Friday, February 22, 1980 and would request that the committee to report findings and recommendations to the President and University Faculty no later than Spring, 1980.

VI. Announcements and Special Reports:

A. Report of the Faculty Fringe Benefits Committee:

Donald Pabet, Chairman, reported the committee will make its final report this month and hold an open hearing before March 8. Although the committee has not taken final votes on the specific proposals, it appears that it will make recommendations to improve benefits in the following areas:

   1. Major Medical
   2. Dental
   3. Physical Examinations
   4. Disability
   5. Life Insurance

B. Report of the President:

1. STS - A decision by the House Health and Retirement Committee placed a bill permitting retirement to be calculated with the 8% paid by the Employer for the employee added to the base into a sub-committee for minor repair with a report forthcoming.

2. An article appearing in the Journal Herald on Higher Education was incorrect. The statement implied that the President said "Because of a prospective rise of enrollments in Computer Science, that the University would be unable to support Liberal Arts Programs." He hopes that the people on this campus realize the error. He has written to the Journal Herald and Liberal Arts noting the error.

3. The President commented on the article in the "Chronicle of Higher Education" regarding Wright State University and the Nursing controversy. He noted that unlike the previous errors in the Journal Herald, the "Chronicle of Higher Education" is accurate, somewhat incomplete, but suitably professional.

4. He reported a student from the University of Peking will enroll at Wright State University this Spring as an undergraduate major in Physics. He hopes Jo Shu Lee will be the first of many students to follow from mainland China.

5. Women's & Men's Basketball. An announcement was made today that Wright State University has been selected as the host team for the Regional NCAA Division 11 Tournament. This is the best record that the Men's Basketball Team has ever achieved; 22 wins and 2 losses. The Women's team record is 16 wins and 6 losses.

6. HSM Review of University. The review team will be on campus at the end of February.

7. Capitol Improvements Bill is locked in the conference committee of the House and Senate of the Ohio Legislature. He estimated that during this period of delay that Wright State University proposed appropriations have lost in real purchasing value almost $1,000,000.

8. The Ohio House of Representatives passed a senate bill last week on Public Agencies Senate Bill #76. It would permit the University to indemnity claims lodged against a faculty while employed at Wright State University for up to $1,000,000. If the bill is signed by the Governor.
9. University Planning Task Force got underway a few weeks ago. Another meeting is scheduled for February 20, 1980. On January 16, they met to review the charge to the committee and to develop a general outline of activities necessary to fulfill its own mission. The committee is examining the mission statements of the University: the original ones and those efforts to modify it since. The task force has been divided into two groups, one to address the topic of major issues and the other to address the topic of planning assumptions and planning parameters.

VII. Adjournment:

A motion to adjourn was presented, seconded and approved. The meeting adjourned at 6:15 p.m.

Date: February 13, 1980
To: University Faculty
From: Robert Adams, Carl Hanerl, Gordon Skinner
Subject: Proposed Resolutions for the General Faculty Meeting of February 19, 1980

It is our intention to introduce the following resolutions from the floor at the General Faculty Meeting on February 19, 1980. We ask that you read them carefully and support their adoption at the meeting.

I.

Whereas a controversy has developed over a proposed new nursing program to be administered outside the School of Nursing, and

Whereas it might well be more effective, both academically and in use of resources, for the present and the proposed programs to be under the same academic leadership, and

Whereas some account of the controversy was given to the faculty at a meeting on February 1, 1980, and

Whereas the Board of Trustees has asked all members of the university to help resolve the controversy,

Therefore, we move

1. That the Vice President of the Faculty appoint an ad hoc committee of 5 to 7 members drawn from several colleges and schools to obtain further information on the controversy, to assist the President and the School of Nursing to resolve the controversy and to report their findings and recommendations to the Faculty no later than the Spring general meeting.

This committee is authorized to obtain all relevant information that is necessary for an effective study of the controversy.

2. That all action on the new program be held in suspension until the above named committee has reported to the University Faculty.

II.

We believe that the disturbing and divisive controversy related to the proposed expansion of the professional nursing program is symptomatic of a
larger problem of academic organization at Wright State University.

Whatever the merits of arguments for or against placing the new program under the Division of Health Affairs or the School of Nursing, the way in which the issue has emerged and been managed raises serious questions about the role of the Division of Health Affairs and the School of Medicine at Wright State University and their relationship to the university community. The more general question of what the mission and purpose of this university is or should be also is highlighted by the current controversy.

Therefore, be it resolved that the Academic Council of the University undertake a study of general academic organization with particular emphasis on the relationship of the Division of Health Affairs and School of Medicine to the other academic units and that a report with recommendations to the general faculty be made no later than the Fall 1980 regular meeting.

Further, be it resolved that the President's Planning Task Force coordinate its functions with the Academic Council and develop a complete statement of mission and purpose for the university to be included with the Academic Council's organizational recommendations to the University Faculty.

Therefore, be it resolved that the Academic Council of the University, to be administered by the Vice President for Health Affairs and undertake a study of general academic organization with particular emphasis on the relationship of the Division of Health Affairs and School of Medicine to the other academic units and that a report with recommendations to the general faculty be made no later than the Fall 1980 regular meeting.

Whereas a controversy has developed over a proposed new nursing program to be administered by the Vice President for Health Affairs and

Whereas some account of the controversy was given to the faculty at a meeting on February 1, 1980, and

Whereas the Board of Trustees has asked all members of the university to help resolve the controversy,

Therefore, we move

1. That an ad hoc committee be formed to obtain further information on the controversy, to assist the President, the Division of Health Affairs, and the School of Nursing to resolve the controversy. The committee is to make at least a preliminary report no later than the spring general meeting of the Faculty.

The committee is to be composed of one representative each from the School of Medicine, the School of Nursing, and the School of Professional Psychology, and, additionally, of 2 to 3 members appointed by the Vice President of the Faculty, who shall be the Chairperson of the committee.

This committee is authorized to obtain all relevant information that is necessary for an effective study of the controversy, and in particular, is charged with providing a critical review of the historical basis of administratively locating an avowed health-care profession outside of the Division of Health Affairs, and with making recommendations concerning the current and possible future viability of this administrative arrangement.
Substitute Motion

We recommend that:

(a) Place the new program administratively in the School of Nursing.

(b) Place the School of Nursing administratively in the Division of Health Affairs.

(c) Have the Vice President for Academic Affairs appoint an ad hoc committee of 5 to 7 faculty members drawn from the several colleges to advise the Vice President for Health Affairs and the Dean of the School of Nursing on articulation agreements designed to protect the academic integrity of the School of Nursing.

Whereas, a controversy has developed over the proposed new nursing program to be administered outside the School of Nursing,

Whereas, it might well be more effective, both academically and in use of resources, for the present and the proposed programs to be under the same academic leadership,

Whereas, the Board of Trustees and Administration are fully supportive of the Integrity and philosophies attendant to both programs in Nursing,

Whereas, the Board of Trustees appeals to all members of the university community to support order and stability of the existing program in the School of Nursing,

Whereas, the Board of Trustees reiterated its decision for proposing a new program in professional nursing,

Whereas, the Board of Trustees instructed the President to resume efforts in planning for the new program in consultation with the Steering Committee of Academic Council, the Acting Dean of the School of Nursing and others

Therefore, we move that

1. the President immediately resume efforts in planning for a new program in professional nursing providing for consultation with the Steering Committee of Academic Council, the Acting Dean of Nursing and others.

2. the President immediately activate the Program Planning Committee, as described in the Special Faculty Meeting of February 1, 1980 for the purpose of resolving issues related to combined governance of the proposed and present programs in the School of Nursing and the coordination of the programs into the existing University administrative structure.

3. the findings and recommendations resulting from the above actions be reported by the President to the faculty no later than the Spring General Meeting.

Professor Samuel Kolmen