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Fall Quarter University Faculty Meeting Agenda and Minutes, November 11, 1981

Donald F. Pabst
Wright State University - Main Campus

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Date: October 9, 1981

To: All University Faculty Members

From: Donald F. Pabst, Agenda Committee Chairer and Faculty Vice-President

Subject: Agenda for Fall Quarter University Faculty Meeting

The Fall Quarter University Faculty meeting will be on Tuesday, November 17 starting at 3:30 p.m. in the Medical School Auditorium.

Faculty members who have items they wish to have considered for the agenda, should notify a member of the Agenda Committee before Friday, October 23. The members of the Committee are listed below.

The Agenda Committee is required to place on the agenda those matters which come to it by petition of at least fifty (50) fully affiliated members of the University Faculty.

1981-82 Agenda Committee:

Robert Koerker, Medicine
Eileen Fernandez, Education
Charles Berry, Liberal Arts
Frank Nagy, Science & Engineering
Virginia Shea, Nursing
Charles Hartmann, Faculty Vice-President Elect
Donald Pabst, Faculty Vice-President (campus mailing address - Business College, Rike Hall)

DFP:kk
Date: October 29, 1981  
To: University Faculty  
From: Donald F. Pabst, Chairer of the Agenda Committee and Faculty Vice-President  
Subject: FALL QUARTER GENERAL FACULTY MEETING - Tuesday, November 17, 1981, 3:30 to 5:00 pm, Medical School Auditorium (120 Medical Sciences Building)

Agenda:
I. Call to Order

II. Approval of the Minutes of the Spring Quarter Faculty Meeting, May 12, 1981.

III. Reports:
   A. Faculty Vice-President - Donald F. Pabst
   B. President - Robert J. Kegerreis
   C. Provost - John R. Beljan

V. Old Business - None

VI. New Business:
   A. Name and title changes in the Faculty Constitution and Bylaws:
      1) Substitute "Provost" for "Vice-President for Academic Affairs."
      2) Substitute "College of Education and Human Services" for "College of Education."
   B. Amendments to the University Promotion and Tenure Document - See Attachment I.

VII. Special Reports - None

VIII. Adjournment.

DFP:kk
GENERAL FACULTY MEETING
FALL QUARTER
November 17, 1981

I. The Fall Quarter General Faculty Meeting was called to order at 3:30 p.m. by the Vice-President of the University Faculty, Mr. Donald F. Pabst.

II. Minutes of the Spring Quarter General Faculty Meeting were approved as written.

III. Reports:

A. Report of the Faculty Vice-President, Donald F. Pabst:

1. Central Administration Reorganization: Faculty governance has worked with the administration to insure that the views of the faculty will be heard at all appropriate levels of University decision making. The administration has invited the Faculty Vice-President to participate in the weekly meetings of the Deans Council to present views of University faculty on all appropriate topics. Interaction with the administration has increased substantially.

2. Steering Committee: Special meetings were held during the Summer to hear the views of several faculty persons concerned with provisions of the Early Retirement Plan. The Steering Committee appointed the Ad Hoc Faculty Retirement Committee with the following charge: "Examine the broad questions and multiple facets of faculty retirement. Issues that might be considered will include the University's Emeritus Policy, the position of the University Professorship, review of the Early Retirement Plan, and perquisites of retired faculty." The committee will be chaired by Andrew Spiegel with other members: Charles Wharton, Robert Dixon, Carl Maneri, Greg Berhard, Charles Blake, Robert Thobaben, Marge Kinney, and Giovanni Bonds. The Ad Hoc Faculty Retirement Committee solicits input, and the committee report will be submitted to the faculty for comment before it is finalized.

3. Budget Review Committee: This committee will review the impact of the new State of Ohio budget on the University budget for 1981-82 and 1982-83. The committee is also considering broad policy issues and will soon announce separate subcommittees for salaries and fringe benefits.

4. Ad Hoc Committee on Faculty Governance: This committee will soon complete its more than one-year, in-depth study of faculty governance and will make an oral report to Academic Council on November 30. A draft report will then be distributed to all faculty persons in early January with open hearings and a comment period to follow.

5. Calendar/Elections Committee: The committee is working on a detailed study of the possible conversion to the early semester calendar.
6. Faculty Affairs Committee: This committee is working on a wide range of topics including promotion and tenure, faculty office contents insurance, utilization of the Ambulatory Care Center, confidentiality of insurance claims, faculty contracts, etc.

7. Important Dates:
   - Monday, November 30 - Academic Council Meeting starts at 3:10 in the rear section of the University Center Cafeteria.

8. Report on the United Way: Mr. Nicholas Piediscalzi reported that as of this date, the University has reached 89.5% of its 1981 goal. There have been 721 pledges received for an amount of $41,259 compared to 707 pledges of $38,306 at this time last year. It is hoped that the University's goal of $45,900 will be realized within the next week. Mr. Piediscalzi expressed thanks to the Steering Committee, Lorna Dawes, Barbara Dreher, Margery Riegel, and the President's Office for providing staff assistance. Faculty were encouraged to contribute to the United Way if not having already done so. The United Way has greater needs this year due to inflation and budget cuts and an investment in the United Way is an investment in the well-being of our community.

B. Combined Report of the President and the Provost:

President Kegerreis was unable to attend today's meeting as he is in Columbus attending the hearings on the Capital Bill. Provost John Beljan gave the following combined report of the President and Provost:

1. Budget: The Ohio Legislature adopted last week a Tax Bill and a related Appropriations Bill for the current biennium. The full text of the Appropriations Bill has not yet been seen but will be made public as soon as available. The relief from this Tax Bill came in time to avert both state-wide cuts in expenditures and further reductions in the University budget. This Tax Bill does mandate civil service pay increases, and institutions in the State of Ohio will absorb one-third of the cost of these increases for instructional and support employees; the University has to absorb 100% of the pay raises given this year. There will be no further increases in student fees this year. Wright State University enacted much smaller fee increases than most state universities; therefore, no rollback in fees is considered at this time. Regarding Capital Improvements, the University is hopeful of approval of its current request which is reduced 35% from the original proposal of less than two years ago. The University strongly supports the proposed construction of the first laboratory and multi-purpose building at the Research Park.
2. **Reorganization:** Major changes are complete with possible minor changes being made in the next few months. George Kirk has assumed the position of Vice-Provost for Planning, in addition to other duties. The filling of this position and the creation of the University Planning Office provides the University with the functional capability addressing the problems of the 1980's and the University assumes an even more prominent role in the leadership for higher education in the area.

3. **Library Acquisitions:** The University Library is considered to be a major academic asset. During the past eight years, with the exception of a few dark months last year, Wright State has consistently expended a larger-than-average share of its operating budget in the building of a first-rate library, staff, and collection. It has become more difficult to maintain this emphasis with the steady increased cost of books and periodicals. With the Appropriations Bill which will now go into effect, the University intends to resume its budgetary support of the Library.

4. **Capital Equipment Budget:** This budget will need to be re-evaluated as the University cannot operate as a first-class, modern university with obsolete and nonworking equipment.

5. **Administrative Reviews:** Four reviews conducted last year for two Deans, a Vice-President, and the President were productive and constructive. The chairers of the Review Committee, including the original Advisory Policy Committee chairer, will assist the President in generating a discussion draft for a University policy governing future reviews. Certain issues remain unsettled, such as frequency, intensity, and focus of reviews, the inclusion or exclusion of departmental chairpersons, the appropriate person or group that administers the reviews, etc.

6. **Frederick A. White Center for Ambulatory Care:** Provost Beljan urged all to tour the facility and to acquaint themselves with the services available. FAWCAC will provide back-up services for the Student Health Services. Provost Beljan made note that the School of Medicine budget is one that is developed on an income statement and stands on its own; its budget is kept separate from other University funds. The state provides a special subsidy for the anticipated shortfall of the FAWCAC, understanding that a teaching facility normally loses money. Careful planning has been done to review the budgets of the School of Medicine and FAWCAC to assure that they do not now or in the future represent liabilities to the general University structure or its budget.

7. **Early Retirement Plan:** Wright State has done more in moving ahead in this area than other sister universities. Wright State is the only University to have a STRS pick-up and has one of the highest fringe benefit packages in the state. The Early Retirement Plan first surfaced several years ago by a faculty committee, and the plan itself was developed following recommendations by a faculty committee. When the plan was approved by the
Board of Trustees earlier this year, it was to be approved on a trial basis to determine if it would achieve University purpose on a cost effective basis. The University purpose was to permit the opportunity for tenured faculty members to retire early, allowing the University to provide upward mobility opportunities for younger faculty on a cost effective basis. The ERP is authorized for five years; at the end of that five years a decision will be made to continue it, modify it, or drop it. Concerns from some faculty have been expressed regarding items relating to part-time teaching, and to the balance between years of service and salary level in computing the annuity. The philosophy of the STRS was used as the basis for computation of annuity. The part-time teaching issue was addressed by a number of constituencies, including the Board of Trustees. Three individuals have made use of the plan and two are in the process of applying. Review and suggestions by the Ad Hoc Faculty Retirement Committee are welcomed. Although the Administration wants to see experience with the Early Retirement Plan and although the plan has had wide acceptance to date, it is desired to have the best possible plan to achieve the purpose of the University.

8. Searches Being Conducted at the University:

- Position of Vice-President for Administration. Search Committee being chaired by Jacob Dorn will hold its first organizational meeting this week.
- Position of Athletic Director. Search Committee is primarily the Athletic Council supplemented by several individuals from the Athletic Department.

9. Consideration of a College of Arts & Sciences: A poll originating from the Office of the Provost is being conducted to determine whether the University should consider the formation of a College of Arts and Sciences. If faculty opinions are positive, faculty committees will be necessary to address the questions of this issue. If faculty opinions are negative, no further time will be spent on this.

10. Board of Trustees Meeting: A meeting of the Board of Trustees will be held Thursday, November 19. The agenda of this meeting includes a report by the President regarding Rike Hall dedication, Helen James' appointment to the Ohio Board of Regents, progress on the budget, statement on reorganization status, the Educational Exchange Agreement between Wright State University and Junsei School of Nursing and Junsei Junior College, the enrollment and fees. There will be an extensive report from the Office of the Provost in which each of the Deans, Vice-Presidents, and Vice-Provost have provided detailed reports from which a summary has been constructed. That report is available to all faculty; a master copy has been provided to the Deans and Directors. Various other topics will be discussed at the Board of Regents Meeting, including discussion of Faculty Promotion and Tenure.
The report by the Provost was opened to questions. Robert Silverman, in referring to the Early Retirement Plan, stated that despite repeated assurances by the Administration that the plan was submitted to the faculty for study before final approval of the Board of Trustees, this was never done. The plan was never studied in depth by any faculty group. Mr. Silverman recommended faculty considering using the plan be cautious in their decision as they may increase their retirement benefits by delaying retirement a few years. Mr. Silverman asked if there were any faculty who opted to use the plan who are not administrators. Provost Beljan said he could not respond to the allegations since he did not design the plan nor take it through the approval procedures. There were three individuals who have opted for the plan but Provost Beljan chose not to respond to the question due to the right of privacy of the individuals involved. Mr. Silverman acknowledged the fact that Provost Beljan was not responsible for the approval of the Early Retirement Plan.

VI. New Business:

A. Name and Title Changes in the Faculty Constitution and Bylaws (See Agenda of this meeting): A motion was made and seconded to approve the proposed changes. Opened to discussion. These are housekeeping changes representing in part the reorganization and the change of name of the College of Education & Human Services. Motion passed by voice vote.

B. Amendments to the University Promotion and Tenure Document (See Attachment I to the Agenda of this meeting): A motion was made and seconded to adopt the proposed amendments to the Promotion and Tenure Document. Motion passed by voice vote.

VII. Special Reports: None

VIII. Adjournment:

A motion was made, seconded and approved to adjourn. Meeting adjourned at 4:10 p.m.