



## **The Ohio Faculty Council**

### **Members Present:**

Wright State University (Dan Krane [Chair]), Youngstown State University (Ken Learman [Secretary]), Bowling Green State University (Ann Marie Darke), University of Akron (Rudy Fenwick [Past Chair]), Cleveland State University (Mekki Bayachou), Shawnee State University (Michael Barnhart, Andrew Feight), Ohio University (Beth Quitslund), Kent State University (John Marino), Ohio State University (Deborah Steward), and University of Toledo (Mary Humphrys)

### **Members Absent:**

Miami University, North East Ohio School of Medicine, University of Cincinnati, and Central State University

**GUEST:** Brett Visger, Associate vice Chancellor, Institutional Collaboration, OBoR

Chair, Dan Krane called the meeting of the Ohio Faculty Council (OFC) to order at 12:30 PM on January 16, 2015. The meeting was held in the 7<sup>th</sup> floor conference room of the Ohio Board of Regents building (25 South Front Street, Columbus, Ohio).

### **APPROVAL OF THE AGENDA**

The meeting's agenda was approved by unanimous consent of the members present with a change in the order of discussion.

### **APPROVAL OF THE PREVIOUS MEETING MINUTES**

The minutes of the December 12, 2014 meeting of the OFC were approved by unanimous consent of the members present with corrections provided.

### **OLD BUSINESS**

- 1) BUDGET AND PART-TIME ISSUES (Bill Rich and Rudy Fenwick): Tabled until February.
- 2) SWOT ANALYSIS OF THE OHIO SYSTEM OF HIGHER EDUCATION. (Tabled until February)

### **NEW BUSINESS**

- 1) WHAT CAN BE DONE TO INCREASE THE VALUE OF CAMPUS

- REPORTS? Recently, electronic reports haven't been provided and we haven't had verbal reports in the meeting this academic year. Discussion ensued on how to proceed. The committee decided to provide time for oral presentation of campus reports. It was also decided to provide detail on enrollment, campus openings, major initiatives such as building projects etc, and \_\_\_\_\_
- 2) COMPLETE COLLEGE AMERICA (Brett Visger, Associate Vice Chancellor, Institutional Collaboration, OBoR; [completeccollege.org](http://completeccollege.org)) Mr. Visger attended a conference in Florida concerning the 36 state initiative to assist successful completion rates of students who may have challenges in college completion. The content covered assistance in remediation, challenges for first generation college students etc. If we rely on traditional college student demographic, enrollment will continue to fall. There is currently a mismatch between the number of graduating with college degrees with the prediction of those needed to fill projected job growth. It has been estimated that as many as 1,000,000 job vacancies will need to be filled over the next 10 years. Mr. Visger was unable to provide an estimate of current annual graduation rates to fill these spots so we don't currently know how many more need to graduate but it is substantial. Campuses have been asked to provide a method to address this deficit to increase the number of graduates over the next 10 years.

Mr. Visger reported on the success of Georgia State increasing completion from 38 to 55% while the student population shifted to what has been historically considered a harder to serve population. Considering things such as the number of offices a student has to navigate to apply, get financial aid and register for classes. Advising students in a way that doesn't allow them to get off track in progression toward completion seems like a reasonable objective.

Research suggests that there is a critical role in adding more advisors who are well aware of what they are advising students in. It also helps in predicting faculty load moving forward as the enrollment stabilizes.

A three part process is proposed to increase graduation rates:

A. Developmental education: Students we have may not be ideally prepared for college. Not everyone presents with the necessary skill set needed to success. The systems in Dev Ed have challenges in getting students ready for college course work. The sooner a student enrolls in a class that is for credit, the more likely they are to be successful and complete college. One avenue may be to provide students with higher credit hybrid courses that have remediation entwined with coursework for credit allowing the student to receive credit toward degree completion with a portion of the total credit hours taken.

B. Prior Learning Assessment: To enroll more adults to bridge the gap. When done well, faculty are assessing outcomes to determine competencies in PLA. Research suggests that students who take advantage of PLA spend more time on campus and are more likely to complete. Most doctoral programs don't teach

assessment much and PLA challenges faculty ability to assess so it may be an opportunity for professional development. The concern that students will receive too much credit through this process is a myth. Students tend to range between 3-6 hours or around 20. It's a bimodal distribution

C. Guided pathways to success: helping students to reduce wandering in course choices. Degree paths are more structured. Reducing choices somewhat to make decision making easier. This strategy can be incorporated in advising process where the student is given choices but there is greater registration structure to ensure students are planning to complete on time.

- 3) UC RESOLUTION REGARDING HB 616 (Faculty Textbook Selection) Brief discussion concerning the restriction on freedom of selection of textbook use. The operational definition of 'textbook' is not really made clear so the extent of the impact of this bill opaque. The OFC members agreed to bring this issue to their respective faculty senates for discussion and report next month. A link to HB 616: <http://legiscan.com/OH/text/HB616/id/1044331> (see attached resolution provided by UC)

### **Campus Reports**

By consent of the members present, the following campus reports were submitted following the conclusion of today's meeting:

#### Bowling Green State University

- Applications are up for Fall 2015.
- Look on campus is changing. They've torn down about a dozen buildings and will be rebuilding them

#### Cleveland State University

- The Provost's office has been engaged in a "Program Prioritization" activity. This is a measure to look at each and every program in the university, to evaluate competitiveness, and to see which programs need investment. This report also lists a number of programs that will need to be merged with other programs or suspended. The faculty senate is now in conversation with the Provost's office to ensure that these program alterations occur in full view of the shared governance process.
- The President convened a Task Force to look at enrollment issues at the university, given that we are faced with large demographic shifts. The Task Force has been looking at various issues, including issues of student success and retention.
- Negotiations are still on between the administration and the AAUP to develop a new contract.

#### Northeast Ohio Medical University

- No report submitted

### Kent State University

- Due to increases in on-line course offerings being accessed by students in foreign countries instructional staffing has become difficult. There are no resident faculty with the credentials and willingness to instruct courses for students residing outside the United States. Current Kent State University policy requires all instructors to be tenured, tenure-track, non-tenure track or approved adjuncts. There is no policy addressing hiring faculty who reside outside the United States. The Provost's office recently requested the Educational Policy Council(EPC) approve the hiring of an independent contractor who resides in a foreign country to teach an on-line course for students residing outside the United States. The request was approved with limited opposition. This use of independent contractors has been forwarded to the Faculty Senate for review and discussion. The faculty union, the American Association of University Professors (AAUP) is monitoring this issue.
- Numerous campus building construction and renovation continue. President Warren commented at the November Faculty Senate meeting that increases in health care costs are not sustainable. The AAUP and the administration will enter into CBA negotiations in June, 2015.

### Youngstown State University

- YSU has a proposed tobacco-free policy under consideration and would like to know how other institutions are handling this issue.
- Interim Provost Abraham has selected a search committee for the New Vice President of Research. This committee has numerous faculty members represented.

### Central State University

- No report submitted

### Shawnee State University

- A special round of programmatic reviews are underway for those programs that have been identified as "low enrolled."
- A special joint-committee of faculty and administrators will recommend programs for further study under a new programmatic review policy, which is being proposed by our Board of Trustees.
- This review, combined with planning for a multi-million budget short fall in FY16 has created much anxiety on campus, as academic departments have been asked to prepare budget plans for 2%, 5%, and 10% cuts.
- All of this has cast a shadow on upcoming faculty union collective bargaining, which is set to start this spring.
- The search for a new university president proceeds, with four finalists being scheduled for campus visits over the month of February.

### University of Cincinnati

- No report submitted

Wright State University

- Total headcount enrollment was 16,062 on day 14 of Spring 2014 and down to 15,805 on day 14 of Spring 2015 (an overall decrease of 0.02%). Graduate headcount increased 2.9% while undergraduate headcount decreased 0.8%.

University of Akron

- No report submitted

Ohio University

- Benefits advisory council considering giant shifts in health costs.
- Organized campus climate survey. Significant morale problem surrounding leadership and

Ohio State University

- The new President is focused on academics and professional development of faculty.

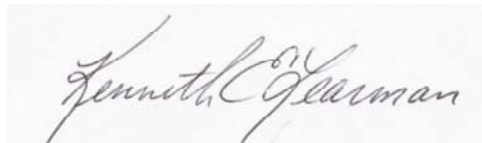
University of Toledo

- No report submitted

The next meeting of the Ohio Faculty Council will be on Friday, February 13, 2015 at 12:30 PM in the seventh floor conference room of the Ohio Board of Regents Offices (50 South Front Street, Columbus, OH).

The meeting was adjourned at 2:28 PM.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Kenneth C. Learman". The signature is written in black ink on a light-colored background.

Ken Learman, Ph.D.  
OFC Secretary  
Youngstown State University

UNIVERSITY SYSTEM OF OHIO  
TRUSTEES CONFERENCE  
November 17 & 18, 2014  
Columbus State Community College  
Columbus, OH

The 2014 conference was conducted by the Association of Governing Boards of Universities and Colleges, Washington, DC, the Inter-University Council of Ohio, and the Ohio Association of Community Colleges.

The November 17 conference started with a Fiduciary Responsibilities Panel. David Yost, Auditor of the State of Ohio stressed the role of the board in preventing abuse of power by those in charge of the institution, the need for trustees to maintain a professional only relationship with the institution and the use of open records law to promote open and accountable governance.

The second session, “What I Wish I Had Known as a New Board Member” encouraged trustees to engage with students and faculty. The need to establish institutional priorities for planning was emphasized. A discussion on institutional costs, the need for student incentives to achieve, and how to provide more access to courses and programs were discussed. Two questions were asked for the audience to consider: Is the current higher education business model broken? Should marginal enrollment programs be discontinued? The session concluded noting access to university and state council by board members, email subject to a public records request and the need to grow the institutional endowment.

The November 18 session started with a keynote speech by Richard Legon, President of AGB and Trustee, Spelman College. He commented on how boards must be prepared for the challenges and changes now occurring in higher education. He discussed the fiduciary duty of a board and the need for board independence. Mr. Legon noted the need for a board to be engaged but not become a micromanager. He also noted the president should not police the board.

A Quality and Value Review panel discussion session followed. The moderator was Jack Hershey, President and CEO Ohio Association of Community Colleges. The panel was Steve Johnson, President, Sinclair Community College, Laura Meeks, Eastern Gateway Community College and the Chairman of the Board of Trustees, University of Akron. The discussion covered the need for degree completion, three year degree programs, more summer offerings, and the need for institutions to be entrepreneurial. The growing evidence of the failure of remedial programs was also noted.

A Plenary Presentation: Habits of Effective and High Performance Boards was conducted by Dr. Carol Cartwright, AGB and past president of Bowling Green and Kent State Universities. The presentation was based on an article [The Ten Habits of Highly Effective Boards](#), Richard Legon, March/April 2014 Trustees Magazine.

After lunch a Board of Regents Staff Presentation and a Q&A session with Chancellor Carey was conducted. Comments on the need for higher graduation rates were made. A focus on low/middle income and minority populations was noted as an imperative. Comments on campus safety and the Cleary Act were made. A program to present career choices during seventh grade is under review by the Ohio Department of Education. Mandatory use of Career Services by students was suggested. The use of

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faculty and alumni, community partnering, required career exploration and tying courses to careers were suggested. Current career services are poor resulting in increases in student debt and poor graduation rates. Poor support by colleges and universities was given as one of many causes. OBR will soon sponsor a program “Ohio Career Conversations”. OBR representatives will make campus visits if requested to address the problem.

Repeating concurrent sessions: “Overview of State Performance Funding Formula”, “Financing Institutional Debt: Issues and Consideration”, “Ohio Ethics and Conflict of Interest Laws” and “Open Question and Answer Session with AGB” were held.

Submitted by:

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