

OHIO NORTHERN UNIVERSITY UNIVERSITY COUNCIL

Minutes, April 4, 2006

Roll: (Absentees underlined) Dr. Baker, Dr. Lippert, Mr. Green, Dean Condeni, Dean Hilderbrand, Dean Manzer, Interim Dean Smalley, Dean Bryant, Dean Fenton, Dean Crago, Rev. LaSala, Prof. Essinger, Dr. Theisen, Dr. Loughlin, Dr. Robeson, Prof. Nutter, Dr. Sadurski, Dr. M. Govekar, Dr. Zekany, Dr. Reza, Dr. Yoder, Dr. Clarke, Dr. Gerber, Dr. Hrometz, Dr. Shields, Dr. Allison, Dr. Streib, Dr. Putt, Dr. Person, Dr. Woodley, Mr Wickersham, Mr. Block, Prof. Canagaratna

University Council Chair, Indra Canagaratna called the meeting to order at 5:30 PM.

- I. MINUTES: March 21, 2006 minutes were approved as submitted.
- II. REPORTS from CONSTITUTIONAL COMMITTEES:
 - A. Budget and Appropriations: The committee met today. They considered and recommended an operating budget for next year.
 - B. Academic Affairs: No Report.
 - C. Student Activities: No Report.
 - D. Personnel: The following was recommended to the B&A committee for faculty compensation for the 2006-2007 year: a 4% pool of monies for general faculty salary increases; a \$200K pool of money for faculty salary adjustments; a 0.5% increase in the university's contribution to TIAA/CREF; that 50% of the increased net revenue generated from the tuition of additional full-time on-campus students (2006-2007) be applied to faculty salaries for 2006-2007. It was asked whether the last part of the recommendation was included in the budget recommended by the B & A committee. Dr. Smalley responded that it was not.
- III. REPORTS from OPERATIONAL COMMITTEES
 - A. Athletics: No Report
 - B. Information Technology: No Report
 - C. Cultural & Special Events: The committee met on Friday, March 31. Plans are pretty well set for next year.
 - D. International Affairs: No Report
 - E. Religious Affairs: As a point of clarification, the letter of response to the faculty of Baldwin-Wallace College written by the committee was speaking for the Religious Affairs Committee and not the ONU faculty as a whole.
- IV. REPORT from PLANNING COUNCIL - Dr. Baker
The Planning Council will meet next week to continue its discussions.
- V. OTHER REPORTS:
 - A. Vice-Presidents and Deans
 1. VP Lippert: Two dean searches are ongoing.
 2. VP Condeni: Wednesday, April 4 is Math Awareness Day and Pharmacy/Law Visit Day. Junior Visit Day is April 29. We are ahead of last year in applications, about even in acceptances but deposits are lagging. There is a pool of about 1500 students still undecided. The next few weeks are crucial.
 3. VP Hilderbrand: Affinity housing assignments are set. The groups are Delta Zeta sorority, Kappa Alpha Theta sorority, female athletes, and honors program students. The Freed Leadership Award letters are due April 12.
 4. VP Green: A Facilities committee has been established and it has had one meeting. It is working on updating the facilities master plan. Focus groups will meet in May.
 5. Dean Smalley: No Report
 6. Dean Fenton: R. Meininger reported for Dean Fenton that the CBA has two searches underway and that the college's series of external focus groups has been completed.

- B. Student Senate
 - 1. Mr. Wickersham: This is Unite for Awareness week. A student government conference will be held this weekend at ONU. 150 students from 6 universities will be in attendance. The Student Senate is in the process of revising its bylaws.
- C. Health Services Advisory Committee:
 - 1. VP Green: No Report

V. ANNOUNCEMENTS:

- A. Dr. Loughlin announced that the Phi Beta Delta International Forum will be held tonight from 8:30 - 9:30 pm in the Forum in Dicke Hall.
- B. Dr. Putt announced that April is Math Awareness Month and that the Student Chapter of the Mathematical Association of America is sponsoring as a MACTivity a Sudoku tournament tonight at 9:00 pm in the Activities Room.
- C. Rev. LaSala announced that Wednesday, April 5 is Founder's Day and Ableism Day. The Chapel program will show how H.S. Lehr hired persons with disabilities to work at his School.

- VI. QUESTIONS FOR THE PRESIDENT: Dr. Baker commented concerning faculty salaries. Many factors including initial salary, promotion, years in grade, merit and parity impact an individual salary. Institutional Research (Christy Cole) built a multivariate model for faculty salaries at ONU. The model arrays faculty as to where they are according to peer institution norms. Sixty individuals have salaries that are at or below 90% of peer norm value; 150 at or above 90% of peer norm value and 71 at or above 100% of peer norm value. All data available for the last eight years was analyzed for the individuals at or below 90% of peer norm value. This analysis uncovered salary issues for some but not all of these individuals. The \$200,000 in the budget is there to begin to address salary issues. It will take several years to deal with all of the issues. This is just the beginning of a process that will continue on an annual basis. Salaries of the other groups will be considered as well.

Dr Person asked Dr. Baker whether the sabbatical issue had been resolved. Dr Baker responded that it had not been resolved but it would be addressed.

- VII. UNFINISHED BUSINESS: Prof. Keiser moved acceptance of the proposal by the Personnel Committee to amend Section 2.4.2 and Appendix 7 of the Faculty Handbook. He noted that the proposal involved changing handbook language to reflect current practice. The following discussion ensued. Dr. Zekany asked if the proposal put first evaluation of faculty in the hands of administration rather than the faculty. Prof. Keiser responded that the proposal relates to hiring. It allows the administration to bring someone in at higher rank if they so choose. Dr. Zekany ask if faculty will have input or be part of the discussion. Dr. Baker responded that the process will remain the same. He said that the proposal is not intended to take evaluation out of the hands of the faculty. Dr. Gerber ask if the proposal is consistent with AAUP guidelines. Prof. Keiser said no. He said that it is not AAUP to the letter and that we do not follow AAUP guidelines to the letter. Dr. Govakar said that there has been a lot of discussion among faculty in the CBA concerning people going up for tenure before we get to know them and they get to know us. Stepping aside from the position of Chair, Prof. Canagaratna noted that the purpose of the proposal is to get handbook language to conform to current practice. A vote was taken and the proposal approved (see Vote 1).

- VIII. NEW BUSINESS: None

- IX. ADJOURNMENT: Prof. Canagaratna adjourned the meeting at 6:14 PM. The next meeting of University Council will be April 18, 2006, at 5:30 PM in room 7 and 8 of McIntosh Center.

Respectfully submitted,

Harold L. Putt, Secretary pro tempore