

Minutes

October 30, 2017

4:00 PM

University Faculty Senate
Shawnee State University

1. Call to Order

UFS President Marc Scott called the meeting to order at 4:08 p.m.

2. Roll Call

Secretary Jennifer Napper recorded the attendance (as follows):

Sean Dunne, Linda Hunt, Tom Piontek, Dan Johnson, Cathy Bailey, Kejing Liu, Keenan Perry, Sarah Minter, Mich Nyawalo, Georgeann Kamer, Janet Snedegar, Phil Blau, Gene Burns, Cynthia Hermanson, Virginia Pinson, and all officers (Marc Scott, Kyle Vick, Jennifer Napper, Jim Reneau).

In addition two student representatives were in attendance: Ryan Schleiser and Silas Smith.

3. Minutes: Approved as submitted.

4. Agenda: Amendment to agenda proposed to strike report from Graduate Council (9b) and add report from Faculty Assessment Committee by Lavanya Vemsani (9c). Motion seconded by Tom Pointek and approved unanimously.

5. Remarks from UFS President: See attached documents.

6. Treasurers Report: Treasurer Jim Reneau reported on expenditures to date. Report accepted as submitted and attached.

7. Administrative Reports

Provost Bauer's report: Provost Bauer spoke about the recent Board of Trustees meeting. They are concerned about our financial position. Enrollment has dropped in the last few years from a high of 4800 to 3500, however we currently have the strongest student body that we've ever had. We've reduced costs through eliminating administrative positions and freezing new hires but there is a need to increase revenue by increasing our student body. Coming up with a sustainable number of enrolled students to make us financially stable is difficult to speculate, but 4000 is the current goal. Exploring new markets to attract a more diverse student population will be essential for us. The population of traditional age students is decreasing in Ohio, so to stabilize our student numbers at a higher level will require attracting adult learners. We need to expand our online programs and course offerings either through "in house" methods or through outside vendors to attract this population of students.

In late January, the Provost is required to submit a report to the Ohio Department of Higher Education on our low performing and duplicative programs, which are programs that are offered at other nearby institutions. The state has asked us to identify a threshold for lower performing programs. We have about 75 programs at this time. We need to reduce this number "some" together with enhancement of our signature programs.

There are policies up for revision: faculty workload, class cancellation, and emeritus status.

CAS Dean search is moving forward.

Question from Marc Scott: What will the cost be for using outside online vendors?

Answer from Dr. Bauer: They provide recruitment, instructional support and also help with retention and completion. Cost can be up to half of tuition.

8. Announcements from Senate floor: none

9. Committee and Director Reports

a. Executive Committee Report:

UFS President: Listening tour continues. General feeling is that faculty wants to help solve problems of the university. We are engaged in the University's success. Report is attached.

HB66, which addresses tenured faculty teaching undergraduate courses, has some cause for concern; legislators do not understand tenure and what it means. Efforts from Ohio Faculty Council are focusing on educating legislators on the process and purpose of tenure. The informational sheet, "Facts on Tenure", developed by Dan Crane at Wright State University, along with Marc's communication to Representative Johnson is attached.

UFS Vice President: Kyle Vick reported October's Ohio Faculty Council (OFC) meeting. Strategies for textbook affordability were outlined following the adoption of Wright State's policy. Includes four points:

- Inclusive access: materials supplied on first day and paid for as a course fee. The university and bookstore will negotiate the lowest price. Students can opt out.
- Auto-adopt: if faculty member has taught the course in the last three years, those materials will automatically be adopted. Early adoption allows the process to ultimately be streamlined and cheaper for the student. Faculty will have the option of changing adoptions.
- Encouraging the availability of funds for faculty to develop open access materials.
- Exempting textbooks from sales tax. While this may seem like an easy way to save students money, it will decrease state revenue. This could, potentially, have an effect on higher education funding from the state. This is currently being investigated as an option.

There is a house bill that is being marketed as free speech on campus that would make student activity fees optional. Again, state legislators need to be educated on what activity fees are actually used for and why they are necessary.

Question from Dan Johnson: What is the "The Facts on Tenure" document for?

Answer Marc Scott: To help educate legislators on the importance of tenure.

Dan Johnson: Only the last bullet point of the document addresses the main defense of tenure which he feels is protecting the expression of ideas and opinions.

Mitch Nyawalo's response: We have to know our audience and explain tenure in a way that the legislators, who are ultimately stakeholders, can get behind. If we don't, we run the risk of putting ourselves on the sidelines while others make decisions that impact tenure.

b. Removed from the agenda.

c. Faculty Assessment Committee Report: Lavanya Vemsani reported that the Faculty Assessment committee has been working on two main points:

- Getting a consensus of assessment practices and parameter measurement. They are also investigating what other universities are doing; how they are assessing and using data that they collect.
- Collecting and sharing resources on assessment with the university community along with workshops to help faculty develop assessment techniques.

10. Unfinished Business: None.

11. New Business

a. **“Healthy Minds” Study:** Linda Koenig presented results from a study performed at Shawnee State last April. Some data of interest:

- 75% of SSU students report their academic performance was hurt in the last 4 weeks due to emotional or mental difficulties.
- 75% of SSU students agreed that they currently needed help for mental health issues.
- 75% of SSU students with mental illness reported feeling ashamed.
- 68% of SSU students reported that if a mental health problem was impacting their academic performance they would talk to a professor or academic advisor.

The infographic showing these results are attached to the minutes. More information can be found at this link: <http://data.healthymindsnetwork.org>. Enter guest as username and password.

Question from Sarah Minter: How many students were involved in this study and how were they selected?

Answer from Linda Koenig: 523 students participated and they self selected.

Question from audience: Are SSU’s results similar to other institutions?

Answer from Linda Koenig: When depression and anxiety was a criterion examined the percentage of SSU students were on the high end of all universities with available data. We ranked about the same as other institutions of similar size and Carnegie classification. Data on economic status was not available.

Visit the above website for more information.

b. **Discussion of Textbook sales tax resolution:** Marc Scott will send out more information by email and ask for feedback. If there is interest, he will prepare a resolution and present it at the next meeting.

c. **BUMK 3100 Marketing Principles** changes passed through EPCC. Phil Blau seconded the motion to accept the changes. Motion passed by majority vote with 1 abstention.

12. Adjournment: Motion to adjourn meeting was seconded by Sarah Minter at 5:05 p.m.

University Faculty Senate of Shawnee State University
Monday, October 30th 2017 Senate Meeting
Faculty Senate President's Remarks

My remarks will be brief today in order to allow some time for Linda Koenig to present information about a student mental health research project that involved a significant number of Shawnee State students. She made this presentation to the Board of Trustees earlier this month, and I invited her to speak with us because this information is important to faculty. Stress and anxiety are a natural part of college life, and regardless of what our students think, I don't believe we take any particular joy in assigning work that unduly stresses a student. I do think the faculty take pride in seeing students wrestle with tough assignments and demonstrate growth. It's my hope that by learning from Linda today, we might become more aware of instances in which student stress appears unhealthy.

The Board of Trustees meeting included some sobering information about the present state of the university's finances. Administration had projected an operating loss this academic year, but enrollment fell below those projections. The university expected a 4.27% reduction in undergraduate billable hours, but the 15-day report indicated a 7.53% drop. Less damaging (due to the few number of graduate students we enroll) was a 22.47% reduction in graduate billable hours from last year. Those reductions added to technological upgrade costs, added to upfront costs of the voluntary early retirement program, and added to other fiscal obligations means that the university is projected to operate at a 3.5M loss this year. An operational loss was expected, but not to this extent.

Also during the board meeting, Eric Braun asked the Board of Trustees to take a more active role in lobbying the state legislature on behalf of the institution. I asked him to include the faculty in this endeavor, and should there be a lobbying trip to Columbus scheduled, I may approach some of you to join that group. I commend the administration for taking a more proactive role in lobbying and taking our case to the legislature, rather than accepting budgets that punish the institution for doing much good in an area with much need.

As for committee updates, the Distance Learning Committee will present finalized pilot courses to us in November. Mike Barnhart has assumed the duties of that committee, and I thank him for stepping in to lead that group. This week the Provost has called for a meeting to discuss our existing online programs and expanding our online offerings to target adult learners, and I'm pleased that there are several faculty members attending that meeting. The ad-hoc committees we approved have been issued charges and will begin their work soon. The Budget and Finance team, an Academic Affairs working group applying metrics to the university's programs, has met and considered some data, but there are no definitive findings from that group as they still have additional data to consider.

President Kurtz's office has contacted me about the creation of a sustainability committee that would recommend sustainability practices. Once I learn more about the scope and purpose of the committee, I'll be making a call for faculty members interested in serving on that committee. From my own perspective, I'm quite glad the university is thinking about this issue.

Finally, during the Executive Committee Report, Kyle will provide us an update from the Ohio Faculty Council. One topic discussed at the OFC was the creation of resolutions at each public university supporting the elimination of sales taxes from college textbooks. We'll be discussing the creation of such a resolution later in our meeting today, and if the Senate supports it, I'll present a draft at our November meeting. Kyle's update will include information about recently proposed state legislation, and I'll say a few words about a piece of legislation currently under consideration.

If there are any questions or comments, please feel free to ask or share them.

**Shawnee State University
University Faculty Senate
Treasurer's Report**

As Of: 2017-10-30
Budget Period: 2017-18
Budget Accounts: 10-1010-30-10046-

Object	Description	FY Budget	Committed	Obligated	Paid	Budget Balance	Expended %
62101	Travel	900.00		97.37	194.74	607.89	21.6%
66199	Miscellaneous	787.50				787.50	
Total		1,687.50		97.37	194.74	1,395.39	17.3%

Notes:

Respectfully Submitted
James M. Reneau – Treasurer UFS

University Faculty Senate of Shawnee State University
Monday, October 30th Senate Meeting
Executive Committee Report

Members of the Executive Committee have met with several departments, the School of Teacher Education, and has plans to meet with a handful of other departments in the next few weeks. At the Board of Trustees meeting I shared what I thought was a theme in our conversations with faculty: that the faculty is very much interested in helping the institution solve problems. We may not always agree about what the problems are and how to solve them, but we all want the institution to do well.

In addition to learning from our faculty, the Executive Committee is also learning from other faculty leaders in the state. As members of the Ohio Faculty Council, we learn quite a bit about state legislation that impacts higher education in the state. In a minute, Kyle will briefly talk about the October meeting of the council, but one piece of proposed legislation I'd like to discuss is HB 66. We chuckled a bit when I mentioned this law at our last meeting: it's part of an effort on behalf of lawmakers to get tenured faculty members more involved in undergraduate teaching. As I mentioned in September, I think we're covered there.

But where this law starts to become a concern is in the legislature's understanding of tenure. Lawmakers appear to work under the impression that tenure grants faculty members the ability to avoid teaching. That's not how tenure works at all. By their own admission at a meeting Kyle and I attended this summer, state lawmakers don't know much about higher education, and the Ohio Faculty Council and its representatives are in a position to educate lawmakers about the purpose of tenure. The Council has shared "Tenure Facts" informational flier with lawmakers. For our part, I've emailed Representative Johnson about HB 66 and invited him to discuss the benefits of tenure for students and Ohio Taxpayers. A copy of the flier has been included with your materials, and my email to Representative Johnson will be submitted with today's minutes.

This legislation is in its early stages and HB 66 right now just forms a committee to look into the role tenured faculty have in teaching undergraduate students. As I mentioned, lawmakers currently in Columbus don't know much about higher education, but they see the changes to tenure in Wisconsin as an attractive alternative. If it appears that the committee formed as a result of HB 66 starts to threaten tenure in Ohio, I will call upon you as Senators and upon the faculty as a whole to contact state lawmakers to educate them about what tenure is and is not.



The Ohio House of Representatives

132ND GENERAL ASSEMBLY

[HOME](#) [REPRESENTATIVES](#) [COMMITTEES](#) [SESSION](#) [LEGISLATION](#) [BLOGS](#) [ABOUT](#) [RESOURCES](#) [INTERNSHIP OPPORTUNITIES](#)

CONTACTING YOUR REPRESENTATIVE

Message Sent Successfully

Your message has been sent successfully. Thank you for your feedback.

First Name	Marc
Last Name	Scott
Address	940 Second Street
City / State / Zip	Portsmouth, OH 45662
Phone Number	740.351.3038
Email	msscott@shawnee.edu
Subject	HB 66
Message	<p>Hello Representative Johnson,</p> <p>I'm the Faculty Senate President at Shawnee State University, and I represent 150+ faculty members at SSU. I know you're not currently serving on an education committee, but the faculty at SSU have been made aware of legislation that might have implications for faculty tenure in the state of Ohio. I'm writing to share my concern about any legislation that might weaken tenure in Ohio and would be happy to chat with you by phone or in person to explain what tenure does and describe how tenure benefits taxpayers in the State of Ohio. HB 66 just establishes a committee to investigate tenure and undergraduate teaching, but our concern is that the committee might not fully understand tenure and might have some misconceptions about it. If you have an opportunity to speak with committee members involved with HB 66, we hope that you would urge them to make sure tenure is protected. Again, if you'd like to learn more about how tenure benefits SSU and other public institutions, please let me know. Thank you very much for your time!</p> <p>Marc Scott</p>

[Home](#) | [Directory](#) | [Disclaimer](#) | [Committees](#) | [Support](#)
Copyright © 2017 The Ohio House of Representatives. All Rights Reserved.

The Facts on Tenure...

Tenure assures the quality Ohio deserves

- Tenure demands excellence. Tenure is only granted to faculty who have shown evidence of excellent teaching. Tenure applicants must impress their peers, administrators, and prominent external reviewers and demonstrate that they will continue to excel even after they have obtained tenure.
- Tenure requires consistency. Before receiving tenure, a faculty member spends years in a probationary period—usually at least three years for community colleges and seven at four-year institutions. During this time, the faculty member’s contributions to the mission of the institution are regularly and rigorously assessed. Every detail of his or her teaching, research, and service to the school, as well as any commercialization activities, are reviewed every year during this time.
- Tenure protects Ohio’s best faculty. Despite misconceptions, faculty can be fired for incompetence or misconduct or if an institution discontinues their program or is in a financial emergency. The dismissal process typically requires several steps to make sure that due process is observed, but it is not more difficult than dismissing Ohio’s classified state employees. Tenure doesn’t grant privileges to poorly performing faculty: it protects and rewards excellent faculty.

Tenure saves taxpayer money

- Tenure offsets higher wages faculty might earn. The relative job security that comes with tenure offsets the higher wages that talented and highly-educated individuals could reasonably expect in the private sector. People are attracted to tenured positions because of the educational mission of higher education, but also because even a lower-paying tenured post provides families with greater stability. Without the stability of tenure, faculty conducting research in biomedical sciences, for example, might seriously consider leaving higher education. Such turnover creates discontinuity that diminishes benefits to the public and private sectors.
- Tenure retains excellent faculty. Weakening tenure has resulted in the loss of quality, high-profile faculty to other states and also higher costs for retaining faculty. For instance, when Wisconsin considered weakening tenure in 2015-16, the University of Wisconsin—Madison committed \$23.6 million to counter offers highly productive faculty received from other institutions. Ultimately, the university lost 29 faculty members despite the money spent to retain them.

Tenure protects Ohio’s future

- Tenure builds foundations for future research. Economic development and quality of life cannot improve unless society’s best minds work on the fundamental problems in their fields. Tenure creates opportunities for faculty to conduct research that may not produce results in the short term, but typically generate results benefitting future research. Advancements in STEM and other fields have their roots in foundational research conducted in universities that failed to yield immediate results.

Faculty Senate October 2017

STATS
(Move-in thru 10-29)
740 CLIENT CONTACTS
53 CRISIS
4 SUICIDAL ACTS
2 HOSPITALIZED

Healthy Minds Study
April, 2017
Daniel Eisenberg, PhD
University of Michigan

23% of SSU student reported intentionally injuring themselves

51% of SSU students reported needing help for mental health issues in the past 12 months

75% of SSU students reported that their academic performance had been hurt by their emotional/mental difficulties in the past 4 weeks

11% of SSU student reported using marijuana in the last 30 days

10% of SSU students reported being coerced into sex in the last 12 months by someone who was not an intimate partner

38% of SSU students reported having been physically injured or struck by another person

62% of SSU student reported binge drinking in the past 2 weeks

68% of SSU students reported that if a mental health problem was impacting their academic performance they would talk to a professor or academic advisor

10% of SSU students reported abusing stimulants in the past 30 days

75% of SSU students with a mental illness report feeling ashamed

75% of SSU students agreed that they currently needed help for mental health issues

Data Driven Planning

GOAL
Increased campus stakeholder involvement

GOAL
Increase service & access

BACCHUS Student Health Educator Program
SSU collaborative
SP 18

Behavioral Health Case Manager
Indiana Wesleyan collaborative
FA 17

Counselor-in-Residence
Grace College collaborative
SM 17

Pilot Distance Counseling
SP 18

Medical Case Manager
SP18

[Healthy Minds Network Data Interface](#)

LK
10-30-2017