

## DEANS COUNCIL MINUTES

WEDNESDAY, DECEMBER 1, 2010

1:00 p.m. – 3:30 p.m.

President's Conference Room

Members Present: Abraham, Bowers, Chordas, DePoy, Edwards, Furnish, Khawaja, Kobulnicky, Licata, Mosca, Singler, Ward

### 1. Announcements

(Khawaja) The call for Distinguished Professorship Nominations will be sent shortly. The Deans should note that once the nominations are in, the nominees will have a 10-day window to turn in a variety of documents in support of their nomination.

By 12-6-10, Deans must supply information about their reduced holiday operations hours for the break between Thursday, December 23, 2010, and Sunday, January 2, 2011. Dr. Khawaja must turn in this information to Cabinet next week.

### 2. Budget (Ward)

Marilyn Ward presented a PPT presentation on the budget, showing where we are and what has been done to date. She sent e-mails earlier to the Deans about the reductions to their budgets. The official YSU FY 11 budget document, *Fiscal Year 2011 Operating Budget and Capital Funds*, is on the V. P. for Finance and Administration's web site.

With regard to the budget reductions, Dr. Khawaja said that further clarification is needed about the student wages budget lines. Students on board today that have been given employment commitments should not be cut in their hours. If one is planning to add a student position for next semester, it is still your prerogative not to add the position—you would not be hurting those on board now. The idea is not to hurt individuals already on board. Thus, those departments that proposed cutting budget lines for student wages must revisit the matter. Dr. Khawaja said that clearly and overtly, we must not do an action that could only be explained as reducing student opportunities to work.

### 3. Faculty Positions

Dr. Khawaja doesn't have a formal final count, but about 29 faculty are taking the separation incentive--almost double the predicted number. The terms of the separation incentive allow a 50% replacement figure. So after two years of building up the body of faculty, we are now faced with at least a 15-faculty-member hole in an instant. A big problem exists because of increasing enrollment and the number of faculty we'll have for teaching.

Marilyn Ward sent out requests for suggestions for revenue enhancements and reductions. You may submit your input anonymously or otherwise. Neal McNally will collect all of the submissions for the committee.

Based on the faculty separation list, Deans Council will revisit and talk about faculty positions and resolve positions before the end of the calendar year. If the Deans have additional information now about faculty taking the retirement incentive, ETS, or not wishing to replace faculty positions, please let Marilyn Ward know as soon as possible.

#### 4. Strategic Plan Implementation

The Core and Basic Framework of YSU's Strategic Plan are being presented on 12-7-10 to the Board Committee. Dr. Khawaja will be reporting to the Senate today (12-1-10), and the Senate members will have a short window to make comments on the plan. He asked Deans Council to review the plan at [web.ysu.edu/2020strategicplan](http://web.ysu.edu/2020strategicplan), and let him know if there are red flags, major flaws, or omissions. Dr. Khawaja said that the next important element is implementation of the Strategic Plan, and we need to look at what our role will be in the departments and colleges. So Council will need to look at the plan and see what we need to do. Partly, the ball is in Council's court to grab and move forward. Bege Bowers said the departments were asked to organize their goals based on the cornerstones, so when the departments submit their plans, the Deans should align them with the Strategic Plan.

#### 5. Shaklee's Proposal

Deans Council discussed a memo submitted by Ron Shaklee about student inquiries into more advantageous time schedules for night classes to allow students to take more courses per semester. Dr. Singler passed out some notes (see the attached) for discussion about 3-hour class scenarios only. Deans Council discussed the pros and cons and also offered comments heard from their faculty.

Dr. Khawaja asked, why would a department not schedule classes to maximize its student body enrollment? Dr. Khawaja suggested that as a response to the proposal, the Deans and Provost's Office look at department schedules that appear to be anemic and see what they can do to make enrollment in their evening classes more robust. Dr. Khawaja stated that perhaps there is a disconnect between what to schedule and what students really need. Perhaps the Chairs can be asked to seek some feedback from their student majors or others to see where student needs might lie.

#### 6. Old/New Business

Paul Kobulnicky is having his librarians prepare information about options that exist to assist faculty in the advantageous spending of library funds for acquisitions.

Dr. Khawaja said that the administration's faculty negotiating team faculty has been assembled. Dean Shearle Furnish is the chief negotiator, and other members are Dean Bryan DePoy; Chairs Tom Bodnovich and Jim Kohut; Associate Dean Tammy King; Teri Riley, Director of Faculty Relations; Kevin Reynolds, Chief Human Resources Officer; and George Crishi, a labor attorney who has been hired for all bargaining unit negotiations. Teri Riley has e-mailed a survey about potential negotiating issues, and responses are due by December 14. A cabinet follow-up will take place on December 16. Kevin Reynolds and Julia Gergits will map out a calendar of negotiations.

#### 7. Adjourn

*Minutes Submitted by Debbie Withrow*