



Academic Senate
Youngstown State University
Youngstown, Ohio 44555



ACADEMIC SENATE MINUTES

September 14, 2005

Note: The next meeting of the Academic Senate is scheduled for October 5, 2005, at 4:00 p.m. Please submit agenda items and cover sheets for the October Senate meeting to [Bob Hogue](#) by noon on September 26, at the latest. Provide both a hard copy and a disk or electronic copy of your report and cover sheet in *Word* or rich text format. A downloadable cover sheet is available at the Academic Senate web site [hit "cancel" if asked for a password]:

<http://cc.yasu.edu/acad-senate/index.html>

Note 2: If you want to read or print the pdf version of these minutes and don't have *Adobe Acrobat Reader*, you may download the program at the following link: <http://www.adobe.com/products/acrobat/readstep2.html>.

To save paper, use the Acrobat Reader menus or toolbar to print the file, not the menus or toolbar in your web browser.

Click on the links in the table to go directly to a specific section of the minutes.

Nominations for Chair and for Charter & Bylaws Committee	Chair's Report	Elections and Balloting Committee	Academic Programs Committee	New Business
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Call to Order: Tom Shipka, Chair of the Academic Senate, called the meeting to order at 4:05 p. m.

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Nominations for Senate Chair and Charter & Bylaws: Annette Burden from the Elections & Balloting Committee presided for the taking of nominations. Nominated for Chair of the Academic Senate were Daryl Mincey, Tom Shipka, and Chet Cooper. Nominated for seats on the Charter & Bylaws Committee were Josh Taylor, Elvin Shields, and Ken Learman. Nominations were then closed.

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Minutes of the Previous Meeting: Minutes of the May 4, 2005, meeting were approved as posted. To view the minutes, go to [<http://www.cc.yosu.edu/acad-senate/minmay05.htm>](http://www.cc.yosu.edu/acad-senate/minmay05.htm).

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Senate Executive Committee (SEC) / Report from the Chair / Ohio Faculty Council Report: **Tom Shipka, Chair of the Senate,** reported:

As is my custom, I will consolidate the various components of my report.

1. Welcome to the organizational meeting of the Senate for the 2005-2006 school year. A special welcome to new Senators.

2. We have with us today our new provost, Dr. Robert K. Herbert. Bob, please stand and be

recognized.

3. We also have with us three new members of the YSU Board of Trustees. They are Louise Popio, a student trustee; Dr. Sudershan K. Garg, who is serving an unexpired term which expires in 2006; and Dr. Dianne Bitonte Miladore, who is serving a full-term which expires in 2014. Dianne and her spouse, Michael, a surgeon, are YSU alumni who met as YSU students. They are significant university benefactors following in the steps of Dianne's parents whose name adorns our College of Health and Human Services. I have asked Dianne to say a few words on behalf of all the new trustees.

4. Although there will be a resolution advanced today by Student Government for your consideration, we have very little official business and it's just as well. Today the Senate is short-handed. Nominations and elections of at-large and department Senators in several colleges were held late and vacancies are still being filled. We should have a full roster at the October meeting. We also need to activate all the Senate standing committees in the next week or two so that they function as the Charter and Bylaws outline.

5. I have been asked to remind Senators and guests that next Monday, September 19, is Constitution Day at YSU. At noon in the Chestnut Room on Monday there will be a talk featuring Professor Robert Bennett from Northwestern University. Classes are welcome.

6. The Ohio Faculty Council will hold its organizational meeting on Friday, October 14, and therefore I have no news about the OFC to report today.

7. The shaky start to the school year this fall reminded me of a tale by Bertrand Russell, the great British mathematician, philosopher, and Nobel laureate. Russell conceded that the principle of the uniformity of nature – the future will be like the past - is a highly probable hypothesis. If fire burned us yesterday, then in all likelihood it will burn us today and tomorrow. But Russell warned that we should not affirm this principle as a certainty and he told his tale to teach us this lesson. In the tale there is a farm where every morning the same scenario unfolds. The sun rises, the back door of the farm house opens, and the farmer strolls down the path to a fenced-in area occupied by a turkey. The farmer then fills a pail with water and throws seed into a feeder for the turkey. The turkey quickly learns this routine and waits each morning with growing anticipation for breakfast. Then one particular morning the sun rises, the back door of the farm house opens, and the farmer strolls down the path to the turkey's den. But, alas, it is Thanksgiving.

Just as the turkey had assumed, wrongly, that each day is a carbon copy of the previous one, so I had assumed, wrongly, that the start of my 37 th year at YSU would be a carbon copy of the previous 36. Many of my friends will delight in the parallel between the turkey and me. The only rebuttal that I can offer is that I was not the only turkey on campus this fall.

On a serious note, it is obvious that labor-management relations on campus are not what they should be. About two weeks ago, after the ratification by the classified staff union, in my capacity as Senate chair, I recommended to President Sweet that he create a panel of respected members of the campus community to take a fresh look at the labor scene and to develop findings and recommendations that will hopefully improve the labor climate in the months and years ahead. The President has been receptive to this suggestion and I expect an announcement from him on this score very soon. I have urged campus labor leaders to cooperate with this initiative for the mutual benefit of all parties, including especially our students.

Also, I prepared an essay entitled "*A Lesson from the YSU Strike*," which I signed as Senate chair, which will run in the September 21, 2005, issue of *YSUupdate*. I gave an abridged version of this essay as one of my WYSU commentaries on Thursday of last week. The main point of the essay is that YSU is a collaboration in which every segment of the work force is indispensable to promote the mission of the university and all of us are dependent upon one another to succeed in our jobs.

8. Finally, as we begin another school year, I want to thank our Senate Secretary, Bob Hogue, and our Parliamentarian, Bill Jenkins, for their continuing work on behalf of the Senate. I also want to thank Annette Burden and Jane Reid for their work on the Elections and Balloting Committee.

This concludes my report for today. I will be happy to answer any questions.

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Charter & Bylaws Committee: No report.

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Elections & Balloting Committee: See [Attachment 1](#) for a list of Senate seats filled since the last meeting of the Senate in May.

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Academic Programs Committee: **Sunil Ahuja** submitted a list of programs approved after May's

Senate meeting. These programs were circulated without objection and are presented for information only. See [Attachment 2](#).

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Unfinished Business: None.

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New business: **Bob McGovern** introduced a Resolution Concerning increased communication efforts between the Faculty and the Administration (see [Attachment 3](#)) and moved acceptance of the resolution. Motion was seconded. Discussion followed. **Cynthia Hirtzel** introduced a friendly amendment to change all occurrences of "faculty" to "faculty and staff." Mr. McGovern and the seconder of the resolution agreed to the amendment.

Gabriel Palmer-Fernandez issued the following statement:

I heartily endorse this Resolution and I commend the leadership of our Student Government Association for introducing it.

I must, however, express my deep skepticism of any significant action by President Sweet or his administration on any recommendation with regards to improving labor-management relations at YSU. My skepticism is based at least on the following three historical facts:

First, on July 26, 2000 Mark Shutes and I met with David Sweet to report to him the results of a survey of faculty attitudes at YSU conducted the spring of that year. The results were very troubling – e.g., a majority of our academic colleagues had little or no trust on decisions by the administration regarding tenure, promotion, or grievances, and they reported very low morale. President Sweet took copious notes of our discussion. In spite of his agreement with Professor Shutes and me on the low morale and unhealthy institutional culture at YSU, President Sweet took no significant action to improve them.

Second, while President Sweet did agree to Professor Shutes's suggestion to hold university-wide Labor Summit, President Sweet failed to take any significant action on any of the recommendations of that Summit.

Finally, the Third Summary Recommendation of the Performance Assessment requested by President Sweet and conducted by Jim Petro, Auditor of State, State of Ohio reads:

“Relations between management and labor at YSU are characterized by a lack of trust. Interviews with members of the University’s Board of Trustees, administration and unions confirm this breakdown of trust. Rebuilding it may be the single, most important task facing the leadership of the unions and administration....As Dr. Sweet has stated on many occasions, ‘We must improve the quality of discourse between the administration and the unions.’ We could not agree more. (pp, 7, 9).”

In spite of these important opportunities to improve morale and trust among all segments of the University, President Sweet and his administration have take no significant steps in that direction; but instead those very elements of our institution which those opportunities wished to correct have only gradually worsened.

I urge you to vote on behalf of the Resolution introduce by Mr. Bob McGovern, President, SGA, and I strongly urge you to be cautious, indeed skeptical, of any significant action to improve labor-management relations by President Sweet or his administration. I have no confidence that President Sweet will take the necessary steps to improve those relations. I ask that this statement and a copy of pp. 7-9 of the State Auditor’s Report quoted above be included in the official minutes of this meeting.

[Secretary's note: A copy of pp. 7-9 of the referenced report is contained in [Attachment 4](#) .]

Tom Maraffa stated that when relationships are successful, it's to everyone's credit and when they're not, it's to everyone's blame. He continued that we will move ahead in a positive direction, and that it is unfortunate that some people devote their intelligence to concentrate on the negative rather than moving forward.

Suzanne Diamond introduced a friendly amendment to change the last phrase of the resolution to read, "Its intent to aid in the establishment of direct means through which to do so." Amendment was accepted by Mr. McGovern and the seconder.

Keith Lepak urged those who don't have working relationships with those in charge to develop those relationships.

Bruce Waller stated that he will vote against the resolution. He stated that there is no problem with communications between faculty and students and staff. Rather, the problem that needs to be dealt with is contempt by the Administration, not the lack of communication.

A vote was then taken on the motion. Motion passed.

[Secretary's note: The Amended Resolution is listed below:]

RESOLUTION

Concerning increased communication efforts between the Faculty and Staff and the Administration

***Whereas* ongoing communication between the Administration and the Faculty and Staff is essential in maintaining a positive educational environment for Youngstown State University Students; and**

***Whereas* recent events have made apparent the strained relationship between the Faculty and Staff and the Administration; and**

***Whereas* all parties involved in the recent contract negotiations agree that better communication will be a vital component in ensuring that all future negotiations go more smoothly; Now, Therefore, Be it**

Resolved, That the Senate expresses --

1) Its desire to renew communications between the Faculty and Staff and the Administration; and

2) Its intent to aid in the establishment of direct means through which to do so.

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Adjournment: The Academic Senate adjourned at 4:35 p.m..

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For further information, e-mail [Bob Hogue](#) .

YSU ACADEMIC SENATE ATTENDANCE ROSTER — September 14, 2005

At Large

CC Chet Cooper, Biology
DF Diana Fagan, Biology
GW Gary Walker, Biology
 Daryl Mincey, Chemistry
RS Rick Shale, English
SUS Sandra Stephan, English
JD Jeffrey Dick, Geology
MB Annette Burden, Mathematics
 Gabriel Palmer-Fernandez, Phil/Rel.
TS Tom Shipka, Phil/Rel. Studies

Arts and Sciences

Departmental (2004-06)

JP Joseph Palardy, Economics
DB Diane Barnes, History
WB Bill Buckler, Geography
J.C Iole Checcone, Foreign Lang.
 Diana Fagan, Biology
WRF William Rick Fry, Psychology
NO Tom Oder, Physics & Astronomy

Departmental (2005-07)

+ RW Tim Wagner, Chemistry
AL Alina Lazar, CSIS
SD Suzanne Diamond, English
IA Isam Amin, Geol./Env. Studies
JT Jamal Tartir, Mathematics & Stat.
BW Bruce Waller, Phil/Rel. Studies
KL Keith Lepak, Political Science
PG Paul Gordiejew, Sociol. & Anthr.

At Large

RK Ram Kasuganti, Management
SL Sheen Liu, Acctng. & Finance
CP Clem Psenicka, Management

Business Administration

At Large, continued

BV Bill Vendemia, Management
JR Jane Reid, Marketing

Departmental

BK Birsen Karpak, Management (04-06)
RS Ray Shaffer, Acctg & Fin. (04-06)
MT Mark Toncar, Marketing (05-07)

At Large

____ (vacant)
 ____ (vacant)
 ____ (vacant)

Education

At Large, continued

____ (vacant)
 ____ (vacant)

Departmental

JW Janet Williams, Teacher Ed. (04-06)
DM Donald Martin, Counseling (04-06)
RB Richard Baringer, Ed. Adm. (04-06)

At Large

DP Doug Price
 Salvatore Pansino
 Rick Testa

Engineering and Technology

Departmental

IK Irfan Khan, Civ/Env/Chem (04-06)
DL Dan Laird, Technology (04-06)

Departmental (continued)

PM Philip Munro, ECE (04-06)
ES Elvin Shields, Mech/Ind. (04-06)

At Large

KC Kelli Connell, Art
 Marla Mayerson, Art
DH Dennis Henneman, Commun/Theater
JM John Murphy, Commun/Theater

Fine and Performing Arts

At Large (continued)

DO Dan O'Neill, Commun/Theater
DF Darla Funk, Music
AM Allan Mosher, Music

Departmental

MN Michelle Nelson, Art (04-06)
FC Frank Castronovo, Comm. (04-06)
TM Till Meyn, Music (04-06)

At Large

KS Kim Serroka, Nursing
NL Nancy Landgraaff, Physical Therapy
KL Ken Learman, Physical Therapy
 Elaine Greaves, Criminal Justice
CH Carol Hawkins, Human Ecology

Health and Human Services

Departmental

____ Kathylynn Feld, Hlth Prof. (04-06)
 ____ C. Onwudiwe, Crim. Just. (05-07)
 ____ Bonnie Laing, Social Work (05-07)
KBP Kathy Bieber-Parrot, Ph.Th. (05-07)
EG Elaine Greaves

Departmental (continued)

RN John Neville, HPES, (04-06)
LP Louise Pavia, Human Ecol. (04-06)
 ____ Susan Lisko, Nursing (05-07)

Administration (15)

CA Cynthia Anderson
JB Jonelle Beatrice
BB Bege Bowers
WC Bill Countryman

JE Joseph Edwards
PG Philip Ginnetti
RH Robert Herbert
CH Cynthia Hirtzel

PK Peter Kasvinsky
IK Ikram Khawaja
PK Paul Kobulnicky
BJL Betty Jo Licata

TM Thomas Maraffa
TP Tod Porter
 ____ John Yemma

Student

School / College

____ Sherman Miles, A&S
JE Jaclyn Elias, Education
JG Joe Gintert, E&T
 ____ Andie Bok, F&PA
 ____ Dana Broomes, HHS
AM Albert Morar, WCBA
 ____ (vacant), Graduate Studies

Student Government

BM Bob McGovern, President
AM Amanda Mielke, 1st VP
JP (vacant), 2nd VP JACIESUE

At Large (5)

NC Nicole Cunningham
 Justin Truitt
JT Josh Taylor
LP Louise Popio
CM Chad Miller

COVER SHEET TO BE ATTACHED TO ALL REPORTS SUBMITTED TO THE ACADEMIC SENATE

Date: September 14, 2005 **Report Number (For Senate Use Only)** _____

Name of Committee Submitting Report: Election & Balloting Committee

Committee Status: (elected chartered, appointed chartered, ad hoc, etc.)
Elected Chartered

Names of Committee Members: Annette M. Burden, Jane Reid, Katherine Greig, Hazel Pierson, Misook Yun.

Please write a brief summary of the report the Committee is submitting to the Senate:

Engineering & Technology At-Large Senators (2005-2006)

Doug Price
Salvatore Pansino
Rick Testa

Health & Human Services At-Large Senators (2005-2006)

Kim Serroka, Nursing
Nancy Landgraff, Physical Therapy
Ken Learman, Physical Therapy
Elaine Greaves, Criminal Justice
Carol Hawkins, Human Ecology

Health & Human Services Department Senators (2005-2007)

Kathy Bieber-Parrot, Physical Therapy
Susan Lisko, Nursing
Bonnie Laing, Social Work
Christian Onwudiewe, Criminal Justice

Still seeking nominations to fill five (5) At-Large vacancies from Education

Do you anticipate making a formal motion relative to the report? no _____

If so, state the motion: _____

If substantive changes in your committee recommendation are made from the floor, would the committee prefer that the matter be sent back to committee for further consideration? _____

Other relevant data: _____

Chair

COVER SHEET TO BE ATTACHED TO ALL REPORTS SUBMITTED TO THE ACADEMIC SENATE

Date September 9, 2005 Report Number (For Senate Use Only) _____

Name of Committee Submitting Report Academic Programs Committee

Committee Status: (elected chartered, appointed chartered, ad hoc, etc.)

Appointed Chartered

Names of Committee Members: 2004-2005 members are Sunil Ahuja (chair), Kathy Akpom, Lauren Cummins, Maria Delost, Howard Mettee, Greg Moring, Elvin Shields, Bill Vendemia, Marty Countryman (academic advisor), Bege Bowers (ex officio), Jim Mike (ex officio), Gregg Sturuss (ex officio, UCC chair), Jeff Turose (student).

Please write a brief summary of the report the Committee is submitting to the Senate:

The following proposals were approved after the Senate's last meeting of the 2004-2005 academic year. These proposals were circulated, no objections were received. These are being reported for informational purposes only.

- APD#013M-05 – *Applied Behavior Analysis* – NEW MINOR – Psychology.
- APD#023P-05 – *Certificate in Geographic Information Science* – CHANGE – Geography.
- APD#025M-05 – *Art History for Non-Art Majors* – NEW MINOR – Art.
- APD#027M-05 – *Graphic Design for Studio Art Majors* – NEW MINOR – Art.
- APD#028M-05 – *Illustration for Studio Art Majors* – NEW MINOR – Art.
- APD#030M-05 – *Art & Technology for Studio Art Majors* – NEW MINOR – Art.
- APD#031M-05 – *Painting for Studio Art Majors* – NEW MINOR – Art.
- APD#033M-05 – *Photography for Studio Art Majors* – NEW MINOR – Art.
- APD#035M-05 – *Spatial Arts for Studio Art Majors* – NEW MINOR – Art.
- APD#038P-05 – *Integrated Language Arts License (7-12)* – CHANGE – Teacher Education (BCOE) and College of Arts and Sciences.
- APD#039M-05 – *Art History for Studio Art Majors* – NEW MINOR – Art.
- APD#042M-05 – *Multimedia and Web Design* – CHANGE – CSIS.
- APD#044M-05 – *Integrated Technologies* – CHANGE – CSIS.
- APD#046M-05 – *Computer Networking* – CHANGE – CSIS.
- APD#047P-05 – *Post Baccalaureate – Multimedia and Web Design* – CHANGE – CSIS.
- APD#050P-05 – *Post Baccalaureate – Computer Networking* – CHANGE – CSIS.
- APD#051P-05 – *Information Technology – Technical Support Option* – CHANGE – CSIS.
- APD#052P-05 – *Information Technology – Information Technology Option* – CHANGE – CSIS.
- APD#054P-05 – *Information Technology – Network Option* – CHANGE – CSIS.

- APD#055P-05 – *Information Technology – Multimedia/Web Design Option* – CHANGE – CSIS.
- APD#056P-05 – *Information Technology – E-Commerce Option* – CHANGE – CSIS.
- APD#057P-05 – *Information Technology* – CHANGE – CSIS.
- APD#058P-05 – *Information Technology – Security Option* – CHANGE – CSIS.

Do you anticipate making a formal motion relative to the report? _____ No _____

If so, state the motion: _____

If substantive changes in your committee recommendation are made from the floor, would the committee prefer that the matter be sent back to committee for further consideration? _____ Yes _____

Other relevant data: _____

_____ Sunil Ahuja, Chair _____

RESOLUTION

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Whereas ongoing communication between the Administration and the Faculty is essential in maintaining a positive educational environment for Youngstown State University students; and

Whereas recent events have made apparent the strained relationship between the Faculty and the Administration; and

Whereas all parties involved in the recent contract negotiations agree that better communication will be a vital component in ensuring that all future negotiations go more smoothly: Now, Therefore, Be it

Resolved, That the Senate expresses—

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and
- 2) Its intent to establish, or aid in the establishment of, direct means through which to do so.

Youngstown State University

Performance Assessment Summary Recommendations

May 14, 2001



JIM PETRO
AUDITOR OF STATE

STATE OF OHIO

3. Improve labor relations.

Relations between management and labor are characterized by a lack of trust.

Relations between management and labor at YSU are characterized by a lack of trust. Interviews with members of the University's Board of Trustees, administration and unions confirm this breakdown of trust. Rebuilding it may be the single, most important task facing the leadership of the unions and administration.

While we have heard anecdotes from both labor and management about bad faith contract administration, inflated egos and personality conflicts, we believe they are evidence of symptoms and are not the root cause of the mistrust. We believe this lack of trust results primarily from lack of empathy. Lack of empathy results when parties are inwardly-focused rather than focused on their shared customer. For example, management's focus on optimizing resources in the face of steadily declining enrollment hinders its ability to see and feel the effects of its decisions on those who must carry out the work of the University. Labor's focus on protecting and expanding its members' contractual rights hinders its ability to recognize the economic forces buffeting the University and motivating management decisions, and makes it easier to ascribe less noble motives to them.

Symptomatic of this lack of trust is the significant increase in the number of grievances filed by the unions representing YSU's classified and faculty employees. That YSU management has been successful in defending its work practices in arbitration should not obviate concern about the number of grievances filed. An immediate, practical concern is the cost to the University of managing the grievance process. Outside counsel costs associated with grievance activity have risen from \$11,000 in 1999 to \$36,000 *for the first four months of 2001*. These costs represent only a fraction of the costs associated with the grievance process. More costly, although difficult to quantify, is the lowered morale of employees which translates into less effective service to customers.

To rebuild trust, each party must shift its focus to their shared customer.

To rebuild trust, each party must shift its focus toward the greater good – the shared customer. The labor summit called for by Mr. Mark Shutes, former faculty union president, and which is being organized by recently installed President Sweet and scheduled for this Spring could be an excellent start toward building trust. Management and labor must be full partners in the vision, strategy, and budget development processes. Both management and labor must spend more time listening and less time explaining their motivations or concerns. By doing this, each party will be practicing the key skill necessary to

develop empathy. An immediate opportunity for constructive and civil dialog and empathy development is the survey published by YSU's faculty union soon after President Sweet's installation, which, among other concerns, reported that 88% of faculty believe the administration is unaware of the serious problems faculty face, and 82% believe the administration is not responsive to faculty concerns.

"We must improve the quality of discourse between the administration and the unions."

Dr. David Sweet

The University should consider obtaining the help of an outside facilitator in the trust building process. Key ingredients in rebuilding trust are time and a civil discourse. Without them, trust cannot develop. Labor and management must be willing to engage in a trust building process without acrimony and the expectation of immediate results. Outside facilitation can be an effective strategy in achieving understanding and cooperation between labor and management. As Dr. Sweet has stated on many occasions, "We must improve the quality of discourse between the administration and the unions." We could not agree more.