Ohio Northern University
MEMORANDUM

April 8, 2010

To: Faculty and Staff

Re: University Faculty Meeting

The regular meeting of the Faculty for April will be held Tuesday, April 13, 2010 at 4:00 p.m. in the Activities Room of McIntosh Center. The agenda is as follows:

1. Call to order.
2. Invocation – Dr. Sunny Zank.
4. Unfinished business.
5. Questions for the President – Dr. Kendall Baker.
6. Report from University Council – Dr. Sunny Zank.
   a) Nominations for Faculty committee at-large positions (Attachment A)
7. Reports from Constitutional Committees
   a) Budget and Appropriations – Professor Ron Beaschler
   b) Academic Affairs – Professor Laurie Laird
   c) Student Affairs – Dr. Andrew Roecker
   d) Personnel – Dr. William Theisen
8. Reports from Operational Committees
   a) Athletic Events - Professor Thomas Simmons
   b) Cultural Events – Dr. Laurie Bell
   c) International Affairs – Dr. Julie Hurtig
   d) Religious Affairs – Chaplain Vernon LaSala
   e) Information Technology – Mr. George Gulbis
9. Other reports.
11. Announcements.

David R. Sawyers
Dr. David R. Sawyers
Secretary
Tuesday, March 30, the University Council met. There was discussion of the three attachments concerning Sabbaticals on Semesters. (Attachments B, C, and D). Council will meet on Thursday, April 8, at 11:45 a.m. in McIntosh Rooms 7&8.

CONSTITUTIONAL COMMITTEES

Budget and Appropriations
Prof. Ron Beaschler
Committee met on March 30. Discussed current budget and projections for the remainder of the budget cycle and how the projections for the 2010-11 budget are coming along. Followed up discussion from the previous meeting concerning work study budgets. Main discussion for the meeting was centered around section 5.5.2 of the Faculty Handbook that identify the function/responsibilities of the Budget and Appropriations committee. This section was last updated in 1984.

Academic Affairs
Prof. Laurie Laird
No report.

Student Activities
Dr. Andrew Roecker
No report.

Personnel
Dr. Bill Theisen
The committee sent three motions to University Council concerning sabbatical leave. The committee is discussing the issue of “phased retirement” for certain situations. The committee is also discussion a “telecommuting policy” for certain situations.

Committee on Athletics
Prof. Thomas Simmons
No report.

Cultural and Special Events
Dr. Laurie Bell
No report.

Information Technology
Mr. George Gulbis
No report.

Religious Affairs
Rev. Vern LaSala
The new Student Senate representative to the committee is Megan Beckemeier, a sophomore language arts education major from Oxford, Ohio.

International Affairs
Dr. Juliet Hurtig
Shuhaibar scholarship applications were reviewed at the last meeting. The scholarship recipients will be announced at the Multicultural Fair on April 19.
Faculty At-Large Positions, May 2010 Elections

University Council

Chair (1 position, one-year term)
Terry Keiser
Lisa Robeson

At-large member (3 positions, two-year term)
Nathaniel Bird
Keith Durkin
Bruce French
Firas Hassan
Harold Putt
Yousif Rojeab
David Smith

Other Committees

Committee on Athletics (2 positions, three-year term)
Alisa Agozzino
Justin Bergman
Firas Hassan
Kevin Hill
Sami Khorbotly
Dave Kisor
Jennie Kline
Paul Nutter

Religious Affairs Committee (1 position, three-year term)
Bob Carrothers
Alfred Cohoe
Dave Kisor
Lou Lobenhofer
DeeDee Myers

Undergraduate Faculty Promotion and Tenure Appeals Committee (2 positions, two-year term)
Khalid Al-Olimat
David Bright
Mark Olah
Kay Zekany
Faculty Grievance Committee (3 positions, two-year term)
Bob Carrothers
Jill Christopher
Jed Marquart
David Mikesell
Traci Moritz
Kofi Nsia-Pepra
Boyd Rorabaugh
Jeff Talbot
Steve Veltri

Review Committee on Dismissal of Faculty (5 positions, two-year term)
Ahmed Abdel-Mohti
Nathaniel Bird
Kim Broedel-Zaugg
Dave Kinder
Jennie Kline
Lou Lobenhofer
Ray Person
JoAnn Scott
Bryan Ward
Srinivasa Vemuru
John-David Yoder

Hearing Committee on Dismissal of Faculty (5 positions, two-year term)
Jeff Allison
Druann Bauer
Joanne Brant
Jeff Christoff
Bruce French
Firas Hassan
Sami Khorbotly
Dave Kinder
David Retterer
Yousif Rojeab
JoAnn Scott

University Board of Appeals (2 positions, one-year term)
Rebecca Brooks
Natalie DiPietro
Bill Fuller
Michael Lewis
David Retterer
Boyd Rorabaugh
JoAnn Scott
David Smith
Roger Young
Tuition Exchange Selection Committee

Alisa Agozzino
Khalid Al-Olimat
Mihai Caragiul
Jill Christopher
Cecily Crider
Abbas Jarrahian
Laurie Laird
Tarek Mahfouz
DeeDee Myers
Jon Smalley

(1 position, two-year term)
To: Dr. Zank, Chair University Council
From: Dr. Theisen, Chair Personnel Committee
Re: Sabbaticals on Semesters 1 – ONU Compensation
Date: 03/26/10

Appendix 10.III Option 1.

III. Options available to Applicants

Option I: Sabbatical Leave may be for:

a) three consecutive quarters at an annual salary of two-thirds of the annual full-time contract salary.
b) two consecutive quarters at an annual salary of two-thirds of the annual full-time contract salary.
c) one quarter at the annual full-time contract salary.

a) One semester at the annual full time contract salary.
b) One year at two-thirds the annual full time contract salary.

VI. Miscellaneous Requirements and Information Concerning Sabbatical Leaves

1. In each year, the University grants undergraduate sabbatical leaves for up to ten (10) eight (8) quarters semesters of leave distributed among four (4) or more faculty members provided favorable recommendations are received from the Personnel Committee for such leaves. Denial of sabbatical leave is not subject to the grievance procedures contained in this Handbook. Additional leave may be granted at the discretion of the Administration provided favorable recommendations are received from the Personnel Committee.

Rationale:

The requested sabbatical leave compensation is in line with current practice at the College of Law.
To: Dr. Zank, Chair University Council
From: Dr. Theisen, Chair Personnel Committee
Re: Sabbaticals on Semesters 2: Non-ONU Compensation
Date: 03/26/10

Appendix 10.III Option 1.

VI. Miscellaneous Requirements and Information Concerning Sabbatical Leaves

7. The payment of normal sabbatical leave compensation by ONU is based upon the assumption that the individual receiving the leave will not receive other compensation during the leave period. However, a fellowship or scholarship that requires no service from the recipient and/or a travel grant that does not conflict with the intent of the sabbatical leave may be accepted. Research grants, fellowships, and other positions that do require service during the sabbatical leave are encouraged but may require additional compensation. These may be accepted only after the approval of the Department Chair (if any), Dean or Head Librarian, and the administration of the University. This is to assure that the period of the sabbatical leave will be used for the intended purposes.

Rationale:
Faculty should be encouraged to pursue off campus sabbatical leaves. Acquisition of grants, fellowships, and similar compensation to help defray the cost of sabbatical leaves should also be encouraged as done at many institutions.
To: Dr. Zank, Chair University Council
From: Dr. Theisen, Chair Personnel Committee
Re: Sabbaticals on Semesters 3 – Deletion of “Option 2”
Date: 03/26/10

Appendix 10.

III. Options available to Applicants

Two different options are available for faculty when applying for sabbatical leave. Faculty may apply for up to a total of three quarters of sabbatical leave which may be taken at one time (Option I) or spread out over several years (Option II). Regardless of the option chosen, faculty members must follow the Handbook as it relates to the application process for sabbatical leave. All applications must indicate whether the application is made pursuant to Option I or Option II. See IV.3. (e).

Option I: Sabbatical Leave may be for:
   a) One semester at the annual full time contract salary.*
   b) One year at two-thirds the annual full time contract salary. *

   — a) three consecutive quarters at an annual salary of two-thirds of the annual full-time contact salary.
   — b) two consecutive quarters at an annual salary of two-thirds of the annual full-time contact salary.
   — c) one quarter at the annual full-time contract salary.

Option II: Sabbatical Leave may be for:

If undergraduate faculty members decide to complete nonconsecutive quarters, they must apply separately for each nonconsecutive quarter following the sabbatical timetable and guidelines for each year. They must follow the Handbook as it relates to the application process for each nonconsecutive quarter. Once a nonconsecutive quarter has been awarded there is not an established waiting period until the next application process unless three nonconsecutive quarters have accumulated. Once three quarters have accumulated, a six year waiting period will start for the next application. If six years pass from the last awarded nonconsecutive quarter, then the faculty member becomes eligible to apply for sabbatical under either Option I or Option II. Previously awarded nonconsecutive quarters must be reported on the application form when applying for other nonconsecutive quarters. Compensation for nonconsecutive quarters will be full salary of the annual full-time contract for the first quarter taken, one-half salary for the second quarter taken and one-third salary for the last quarter taken. There is no implied guarantee that other nonconsecutive quarters will be awarded. Once a faculty member has completed three quarters of sabbatical leave whether it is consecutive or nonconsecutive, a six year waiting period is required before applying for another sabbatical leave.

* See attachment 1
Rationale:

With the change to semesters the committee believes option 2 is no longer needed. Option 2 has only been used once since it was implemented a number of years ago and does not appear among any of the peer or aspirational institutions studied.