

# University Council Executive Committee

MINUTES

MARCH 19, 2019

2:30 – 3:30 PM

LEIGH HALL 413

<b>MEETING CALLED BY</b>	Phil Allen, chair	
<b>TYPE OF MEETING</b>	Monthly Meeting	
<b>PRESIDER</b>	Phil Allen, chair	
<b>NOTE TAKER</b>	Tonia Ferrell, secretary	
<b>ATTENDEES</b>	<p><b>Attendees:</b> Phil Allen, Jeanette Carson, Tonia Ferrell, Marjorie Hartleben, Ruth Nine-Duff, Rex Ramsier, Linda Saliga, Harvey Sterns</p> <p><b>Absent with notice:</b> Taylor Bennington</p> <p><b>Absent without notice:</b> Hailey Cargill</p>	
<b>Agenda topics:</b>		
2:33 – 2:38	CALL TO ORDER	PHIL ALLEN
<b>DISCUSSION</b>	<ol style="list-style-type: none"> <li>The chair called the meeting to order and asked for additions to the agenda. There were additions to New Business, adding the topics of VSRP and Campus Free Speech. The agenda was approved as revised by unanimous consent.</li> <li>The chair asked for additions or correction to the February 19 Executive Committee minutes. There being none, the minutes were approved as distributed by unanimous consent.</li> </ol>	
2:38 – 2:38	TOPIC SUBMISSIONS	PHIL ALLEN
<b>DISCUSSION</b>	None	
2:39 – 2:39	UNFINISHED BUSINESS	PHIL ALLEN
<b>DISCUSSION</b>	None	
2:40 –	NEW BUSINESS	PHIL ALLEN
Discussion	<ol style="list-style-type: none"> <li>The April 9 UC agenda was not distributed for review prior to the meeting. It will be provided and approved via email prior to the April 9 meeting.</li> <li>VSRP – The University of Akron announced the availability of the Voluntary Separation or Retirement Program (VSRP) this week. UCEC discussed the program. <ul style="list-style-type: none"> <li>This program is being offered to a targeted group of faculty. The program provides a window of opportunity for them to decide if separation or retirement is a fit for them at this time in their careers.</li> <li>VSRP is a salary only offer (no cap on payout). It does not include a guarantee of teaching part time and does not include a healthcare offer.</li> <li>About 340 faculty members are eligible for the program, with about 95 meeting retirement eligibility criteria.</li> </ul> </li> </ol>	

- The program provides UA with about 15 months to plan and strategize about staffing. Historically, hiring due to separations and retirements has been done largely without a university-wide plan, but VSRP will give us an opportunity to do so with an eye to our key areas of investment.
- TARP will still be available as an option for faculty members.
- Phased retirement for staff employees and contract professionals is still available as an option. There will not be a similar voluntary retirement or separation program for these employees.
- A suggestion was made to offer retirement seminars for those eligible for VSRP or TARP so they understand their options with the program, allowing them to fully think through issues before deciding to take either offer.
- Individuals can access resources about retirement on the STRS website, including finding local seminars hosted by STRS.

3. Campus free speech – The State of Ohio has drafted a bill in the House of Representatives (H.B. 88) that aims to protect free speech on public college and university campuses. Cleveland State University has adopted their own “Expressive Activity Policy.” The attached documents ([H.B. 88](#), [CSU](#), [Ohio Faculty Council](#)) were shared with UCEC by Linda Saliga, UCEC member and chair of Faculty Senate.

- Universities are known for free, open conversation and expression. However, given the current climate, how do we protect this tradition and First Amendment rights without hurting students, faculty, staff or community members in the process?
- It was recommended to create a joint ad-hoc committee between UC and Faculty Senate made up of members from both bodies to discuss the issue and develop a campus free speech/expressive activity policy for UA. Chairs of each body will appoint members and seek nominations for members, if needed.
- John Reilly, VP and General Counsel for UA, should be invited to advise the joint committee as the policy is created.
- Once a policy has been crafted, it should then be presented to each governance body to have an open campus conversation about the topic and seek endorsement of the policy before being forwarded to the president and the Board of Trustees.

4. The meeting was adjourned at 3:35 p.m. by unanimous consent.