

**FACULTY COUNCIL MINUTES**

250 Student Union

October 10, 1995

President Halligan called the meeting to order with the following members present: Ackerson, Allen, Allison, Anderson, Bertholf, Dolezal, Finn, Horn, Knobbe, Lau, Lawry, Marks, Moretti, Morgan, Paustenbaugh, Peters, Richards, Schwarz, Scott, Stone, Tilley, Trapp, Warde, White, Wilkinson, and Williams. Also present: Birdwell, Collins, Darcy, German, Grantham, Harmon, Keener, Keys, Watkins, and Watson. Absent: Harris, Henry, Mayer, and Smith

**HIGHLIGHTS**

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Governor’s Commission on Reinventing State Government.....	1
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Increased Undergraduate Membership on Academic Appeals Board .....	3
Salary Program Guidelines .....	3
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Dr. Peters moved acceptance of the September 12, 1995 Minutes. Dr. White seconded the motion. The Minutes were approved. Dr. White moved acceptance of the October 10, 1995 Agenda. Dr. Peters seconded the motion. The Agenda was approved.

**SPECIAL REPORT: Governor’s Commission on Reinventing State Government — Harry Birdwell**

Governor Keating appointed a Blue Ribbon Task Force to study how to restructure state government to improve efficiency. They hired Peat Marwick to assist them in drafting policy or statutory changes to implement their recommendations. Two sections of the report of particular interest to OSU are a section on education and a section on state public retirement funds. The section on education discusses alternative organizations of boards of regents. Alternatives considered include having one board of regents for the entire state or having two state boards (each covering approximately one-half of the state). Interestingly, none of the discussions have considered the optimal number of institutions. An early draft of the report also discussed tenure. The section on public retirement funds says Oklahoma has five funds with a total unfunded liability of nearly \$6 billion. Questions under discussion include: Whose liability is this? Is it the liability of the state

or the institution? What should we do about the liability? Should anyone be allowed to leave the system and chose an alternative system? We will be watching those reports. The final draft is due December 1 and then legislation will be introduced to implement the recommendations. A copy of the previous draft is available on the Internet on the State of Oklahoma pages which may be accessed from the OSU homepage.

**REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:**

**President Halligan**

1. 92-03-01-FAC      ***Fixed Terms for Administrators:*** Still under study. President Halligan is discussing the issue with the candidates for Executive Vice President.
2. 94-12-01-SALR      ***Composition of Future Information Technology Committees:*** Vice President Collins reported that the committee will meet October 19. Meg Kletke and Peter Moretti are members.
3. 95-03-02-FAC      ***Selection and Appointment of University Ombudsperson:*** Still under study. A new Affirmative Action Director has been hired. She has a background in mediation and President Halligan is considering whether she could also serve as an Ombudsperson. OU still has not provided a report on their Ombudsperson position.
4. 95-06-01-ASP      ***Graduate Student Appeal Process Recommendation:*** The Graduate Faculty Council made some minor changes in the policy but did not approve Faculty Council's committee recommendation to add an appeals process for applicants to graduate school.
5. 95-05-01-AR      ***Motion to Recommend Completion of Academic Program Review:*** Approved. The Provost's Office is in the process of making copies for distribution to colleges. Copies will also be available in the library.
6. 95-06-02-RP      ***Motion to Temporarily Accept the Conflict of Interest and Conflict of Commitment Draft Policy as Modified:*** The Office of Legal Counsel has approved the temporary draft policy.
7. 95-06-03-SALR      ***Motion to Accept the Policy on Use of Electronic Mail:*** Proposed policy is still under evaluation by the Office of Legal Counsel.

**REPORTS OF STANDING COMMITTEES:**

**A. ACADEMIC STANDARDS AND POLICIES: Joe Williams — Update**

Last Spring Council passed 95-03-05-ASP recommending an increase in membership on the Academic Appeals Board. Recently, Dr. Becky Johnson asked to increase the undergraduate representation from three members to four members so that the board could be easily divided into two functioning units. The committee concurs with this recommendation. The committee is also discussing academic integrity of courses.

**B. BUDGET: Don Peters — Update**

V.P. Birdwell and Joe Weaver met with the committee and shared the salary program guidelines and the Indirect Cost Sharing plan. Dr. Peters distributed summaries of these plans to the Council members. Deans will receive 50% of the amount generated by their college or division, but assume greater responsibility: 1) in assuming cost share and startup commitments, 2) for using additional dollars to support sponsored programs and to generate additional sponsored activity, and 3) to provide 10 percent of the total indirect costs collected by the university to the units generating the indirect cost reimbursement. Dr. Peters thanked V.P. Birdwell for his time and expressed appreciation for the administration's attempt to return part of the indirect costs to the unit. V.P. Birdwell reported that in going from 40% to 50% of indirect costs that are distributed to colleges, approximately \$250,000 of additional money will be distributed. Other issues discussed included OTR and future funding and liabilities, salary compression, and student retention.

**C. CAMPUS FACILITIES, SAFETY, AND SECURITY: Lynne Richards — Update**

Don Pierce, Physical Plant Environmental Health Services met with the committee. The committee discussed issues related to snow and ice removal. Mr. Pierce reported that a new Physical Plant policy provides that a standby crew will be called in for early morning snow and ice removal, before the arrival of students and employees. Classroom building areas will receive first priority; parking lots will be cleared last. The committee is also considering safety training for lab students and faculty, and concerns about balancing lab security needs with the need for student lab access. There appears to be no Oklahoma law or university policy that currently deals with laboratory safety training. Dr. Richards also announced that Everett Eaton would be conducting a safety walkabout on campus at 7:30 p.m., October 10. The purpose of the walkabout is to identify locations for placement of additional security phones.

**D. FACULTY: Ed Lawry — Update**

The committee is continuing its study of temporary titles on campus. The issue is more complicated than they originally thought. Anyone who has suggestions or information on this

subject should contact committee members or a Faculty Council representative. Dr. Lawry announced that the National President of AAUP will speak at Applewoods Restaurant in Oklahoma City on November 3 at 6:30 p.m. on the relationship of tenure to academic freedom. Ron Rosenfeld from the Governor's Commission on Higher Education will also be present to respond to the comments.

**E. LONG-RANGE PLANNING: Peter Moretti — No Report**

**F. RETIREMENT AND FRINGE BENEFITS: Steve Marks — Update**

Dr. Marks noted that we have been able to save money in our health care system as a result of our managed health care program. The committee is considering issues related to E-mail services for Emeriti faculty, accumulation of annual leave and the requirement that employees be 26 years of age and have one year of service before they can participate in OTRS.

**G. RULES AND PROCEDURES: Glen Dolezal — Update**

Dr. Dolezal announced that the committee plans to contact the college faculty councils for additional input on the Conflict of Interest Policy. Dr. Ed Knobbe will represent the Council on the Compliance Committee this year so comments or suggestions regarding the Conflict of Interest Policy or other compliance issues should be addressed to him or to Dr. Dolezal.

V.P. Collins noted that there is a fair amount of confusion about the policy. V.P. Collins said we may need a more clear definition of potential conflicts. If a faculty member owns a farm and is also working in Agriculture at OSU, that in itself does not represent a conflict. If you are using your cattle in your research project, that may be a conflict which needs to be managed. If you think you have a potential conflict, it is up to the administration to help you resolve the problem in a timely manner. Some faculty have suggested that we need a better adjudication process so they are looking at that issue. They are also looking at whether the issue of textbook use in the classroom should be handled in a separate policy that does not have a \$10,000 minimum trigger. The issue will be discussed further at the graduate faculty meeting October 12.

Dr. Allison asked why the Conflict policy says all faculty must sign the statement. He cited three examples of situations where he felt one or more university administrators had acted in a dictatorial manner that alienated faculty. He said this heightened faculty concerns about heavy-handed administration of the policy, particularly when the policy says failure to comply may constitute grounds for dismissal. V.P. Collins said he would meet with departments that have concerns about the policy. Dr. Allison said all departments in Engineering have concerns. Dr. Knobbe said he believed there were other departments that also had concerns. Dr. Lawry said he thought the biggest source of concern was the fact that everyone is required to sign. V.P. Collins said he believes we all should sign it, but it is open to debate. Dr. Dolezal said part of

the problem is that other universities are using a grant-specific compliance policy rather than a blanket approach. V.P. Collins said he would be glad to contact other universities about their policies. He said we may be ahead of other universities in approaching this issue. Dr. Peters suggested that Dr. Collins ask the members of the NCA review team what their institutions are doing. Dr. Allison asked what the administrative cost of administering this program will be. V.P. Collins believes most potential conflicts can be resolved fairly simply.

#### **H. STUDENT AFFAIRS AND LEARNING RESOURCES: Dennis Bertholf — Update**

The committee discussed a problem with access of international students to long-distance telephone service. They are working with the Graduate Student Council and University Administration to resolve this problem. The committee also discussed problems advisors are having reaching their freshmen advisees because the Registrar's computers and the Residential Life computers do not communicate with one another. When students move, their new address is often not readily available.

V.P. Beer met with the committee and discussed several issues. He is working on a document concerning the Greek System. The combined counseling and placement services are working well. They are discussing possibly combining the Wellness Center and Health Center as well. Dr. Beer also discussed the possibility of remodeling Camp Redlands as a leadership center and student orientation center and plans to remodel the Student Union for one stop shopping for student services. They plan to recommend an architect to the Board of Regents at the October meeting. The architect will help develop a program statement about what services should be provided and a plan to provide them.

#### **LIAISON REPORTS:**

##### **Jackie German — Staff Advisory Council**

They have passed a recommendation that all nonresidential buildings on campus be tobacco free and are waiting for a response. She encouraged faculty to nominate staff members for distinguished service awards. They are also looking at the possibility of shared sick leave for catastrophic situations. President Halligan said New Mexico State had a sick leave bank policy. SAC has an ad hoc committee to consider how staff members might become more involved in student recruitment.

##### **J. O. Grantham — Emeriti Association**

The Association has 440 members and is growing. Last week 68 members attended a potluck supper. They are very interested in benefits issues. They are still working on the possibility of a retirement center and are discussing expansion plans with the owner of Woodridge Village.

##### **Margaret White — Athletic Council**

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Three issues under consideration by the Athletic Council include: 1) Scheduling and missed class days. The NCAA requires that we have a policy which we enforce. Failure to do so would amount to a lack of institutional control. The Athletic Council has asked Bob Burton, NCAA Compliance Coordinator, to review this issue. Dr. Peters said since our policy allows requests for exceptions, it seems that the problem may only be a matter of the coaches learning to make requests for exceptions. Dr. White said that they would prefer that the coaches learn to count missed class days. 2) Three teams have away trips scheduled the weekend between dead week and finals week. One of the justifications for this is the fact that commencement activities are utilizing Gallagher-Iba so home games are not possible and it is too difficult for the teams to go two weeks without a game. 3) A subcommittee is considering possible revisions to the Constitution of the Athletic Council.

**OLD BUSINESS: None**

### **NEW BUSINESS:**

Dr. Trapp announced that the next Faculty Council meeting will be moved to November 21. The General Faculty meeting scheduled for that date will be moved to another date. He is working on arrangements for President Boren to address OSU faculty and President Halligan to address the OU faculty.

V.P. Birdwell said the Financial Systems Task Force is trying to develop a way for the five business systems to communicate with one another. The money for all those systems has been identified. The training for Lotus Notes is not yet funded but will be needed.

Dr. Allison moved that the meeting be adjourned. The meeting adjourned at 4:00 p.m. The next meeting of the Faculty Council is November 21, 1995.

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Marcia L. Tilley, Secretary