

FACULTY COUNCIL MINUTES

250 Student Union
December 12, 1995

President Halligan called the meeting to order and wished everyone a happy holiday season. The following members were present: Ackerson, Allen, Allison, Bertholf, Dolezal, Harris, Knobbe, Lau, Lawry, Marks, Mayer, Moretti, Morgan, Paustenbaugh, Peters, Richards, Schwarz, Scott, Smith, Stone, Tilley, Trapp, Warde, White, Wilkinson, and Williams. Also present: Albert, Barth, Collins, Darcy, Grantham, Hernandez, Keener, Watkins and Watson. Absent: Anderson, Finn, and Horn.

HIGHLIGHTS

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Dr. Allison moved acceptance of the November 21, 1995 Minutes. Dr. Peters seconded the motion. The Minutes were approved. Dr. Warde moved acceptance of the December 12 Agenda. Dr. Allison seconded the motion. The Agenda was approved.

SPECIAL REPORT: Affirmative Action — Carolyn Hernandez

Dr. Hernandez introduced herself to the Council. She was born in Texas and served as Manager of Affirmative Action for Kraft Foods for ten years. During that time, she was responsible for working with 250 Kraft locations. In 1989-90, she began work on a Master's degree in Human Relations at Loyola University. In January 1995, she completed her doctorate in Comparative International Education. While working on her doctorate and since completion of her degree, she worked with a faculty member at Loyola in setting up an alternative dispute resolution program in Chicago. This organization dealt with corporations and charged a slight fee for mediation and arbitration services. Most people preferred mediation. Once parties agreed to mediate, that was a commitment. The Employment Commission provided several cases because they were trying to alleviate a large backlog of cases.

She has been at OSU for about three weeks. Her duties include responsibility for development of the university's affirmative action plan and government reports. She will also conduct informal investigations of complaints. She sees herself as an advisor to the Colleges and Deans on recruitment. Her office is 408 Whitehurst and she has an E-mail address.

Dr. Lawry asked about the current status of affirmative action given recent court decisions and the University of California's new policy. Dr. Hernandez said the University of California's policy will initially impact students and will be extended to employees at a later date. Other states, such as Arizona are looking at affirmative action, but they are not talking about eliminating it.

Instead, they want to evaluate their strengths and weaknesses. Dr. Hernandez prefers a proactive approach rather than a reactive approach to California's policy. It is still too early to tell what will happen.

REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:

President Halligan

1. 92-03-01-FAC *Fixed Terms for Administrators:* President Halligan has made a New Year's Resolution to resolve this issue.

2. 94-12-01-SALR *Composition of Future Information Technology Committee:*
Dr. Collins reported that the committee has been meeting and anticipate having a preliminary report sometime in mid-January. They are writing vision statements and position descriptions for committee membership.

3. 95-03-02-FAC *Selection and Appointment of University Ombudsperson:* Still under study.

4. 95-05-01-AR *Motion to Recommend Completion of Academic Program Review:* Approved. Dr. Keener's office will have the report ready by early January.

5. 95-06-03-SALR *Motion to Accept the Policy on Use of Electronic Mail:*
Scott Fern has drafted revisions and the new draft document is being circulated for review. State laws and Regents' policies will impact this. If a state auditor asks to see information, we would have to let them see it.

REPORTS OF STANDING COMMITTEES:

A. ACADEMIC STANDARDS AND POLICIES: Joe Williams — Update

The committee has been focusing on academic integrity of courses, particularly extension courses. They are also looking at commencement and convocation activities. President Halligan said he would like to visit with the committee about commencement because he has some views on that subject.

B. BUDGET: Don Peters — No Report

C. CAMPUS FACILITIES, SAFETY AND SECURITY: Lynne Richards — No Report

D. FACULTY: Ed Lawry — No Report

E. LONG-RANGE PLANNING: Peter Moretti — Update

The committee is talking about how a long-range process might be structured, what the role of the faculty is, and how issues of broader vision can enter into strategic planning. They are looking at what other universities are doing. The committee will meet again the first week of January. Any input from faculty would be appreciated.

F. RETIREMENT AND FRINGE BENEFITS: Steve Marks — Update

The committee continues to monitor developments concerning OTRS. The perspectives of new hires may be different than those of faculty who are nearing retirement. Information regarding supplemental annuities has been distributed and faculty should have received that information. Dr. Marks asked Council members for feedback about whether the committee should consider the issue of annual leave accumulation further. Faculty who have annual leave can only accumulate 22 days. The unused days are forfeited. Some argue that the purpose of a policy of non-accumulation is so that faculty will use their vacation each year and return refreshed. In contrast, administrators and A&P personnel can accumulate up to 44 days. Should we have one system for administrators and a different policy for faculty? Although many faculty members do not have annual leave, it may be an issue for those who are on 10 or 12 month appointments with annual leave. In particular, it probably affects many faculty in the colleges of Veterinary Medicine, Agriculture, and the Library. Some faculty in Vet Med are required to be on call so that it is difficult, if not impossible, for them to use their vacation. Although faculty who do not take 22 days probably would not use 44 either, it would make a difference when the faculty member leaves the university and might make a difference sooner if the faculty member experiences a change in his/her situation. Feedback on this issue should be forwarded to Dr. Marks.

G. RULES AND PROCEDURES: Glen Dolezal — Update

They have received the faculty listings to update the voting roster for the upcoming elections. Dr. Dolezal also reported that last Friday the College of Engineering Faculty Council unanimously passed a resolution to recommend revision of the Conflict of Interest Policy. Dr. Dolezal's committee is contacting the other college councils and will meet in January to discuss how to proceed on this issue.

Dr. Trapp asked Council members to submit nominees for the positions of Vice Chair and Secretary for the upcoming academic year.

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

The Computer Center has acquired a CD-Rom writer which is available for creation of CD's for classroom use. The committee is looking at training that is available for students concerning how to access electronic information. The Library Committee reported that the North Central Accreditation team gave the Library a clean bill of health and a good report.

LIAISON REPORTS:

Sandy Barth — Staff Advisory Council

The Staff Advisory Council is developing a proposed shared sick leave policy. Dr. Marks said his committee would like to review the proposal to see whether it is something faculty would also support.

J. O. Grantham — Emeriti Association

Eighty-four members attended the most recent pot-luck supper. They are continuing to work with the new owners of Woodridge Village (now Golden Oaks of Stillwater) to consider plans for further development. Over 50 people have expressed interest in information about the development plans.

Margaret White — Athletic Council

The Athletic Council will meet next Thursday to review NCAA proposals and to consider possible revisions of the role of Athletic Council.

Robert Mayer — Board of Student Publications

The Board has selected the O'Collegian editor for the Spring semester. The editor for fall semester will continue in that role during Spring semester.

Joe Williams — Honorary Degree Committee

The committee has met and identified a person who will be recommended to University Administration and the Board of Regents to receive an honorary degree.

OLD BUSINESS:

Diane LaFollette reported that the Faculty/Staff Blood Drive held on December 7 resulted in 108 people donating blood and of that total, 98 units of blood were accepted.

NEW BUSINESS: None

Dr. White moved that the meeting be adjourned. Dr. Allison seconded the motion. The meeting adjourned at 3:45 p.m. The next meeting of the Faculty Council is January 16, 1996.

Marcia L. Tilley, Secretary