

David Buchanan called the meeting to order with the following members present: Ackerson, Arquitt, Bertholf, Bice, Bierman, Cole, Dawson, Edgley, Farr, Finn, Gedra, Horn, Hsu, Kimbrell, Krenzer, Lawry, Locy, Martin, Moder, Montgomery, Richards, Robinson, Schwarz, Scott, Sisson, Smith, Warde, and Wilkinson. Also present: Beer, Collins, Hromas, Jardot, Keener, Knottnerus, Lingelbach, Mitchell, Najd, Vitek, Vuong, Watkins, Weaver, Weber, and Wettemann. Absent: Miller

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President Halligan was unable to attend the meeting because of a previously scheduled out of town trip. The Faculty Council officers were told of this conflict several months ago but elected not to change the date of the meeting because of the number of people involved. Dr. Warde moved acceptance of the October 14, 1997, Minutes. Dr. Horn seconded the motion. The Minutes were approved. Dr. Bice moved acceptance of the, November 11, 1997, Agenda. Dr. Arquitt seconded. The Agenda was approved.

SPECIAL REPORT: WESTERN GOVERNORS UNIVERSITY — John D. Vitek

Dr. Vitek gave some background on why OSU is involved in this organization and some of the reasons why Gov. Mike Leavitt of Utah is such a strong supporter of the concept. Governor Keating committed \$100K to allow the State of Oklahoma to be involved in the WGU and the State Regents for Higher Education have asked OSU to be the pilot university within the state. Gov. Leavitt says that technology is changing the way we learn whether we like it or not. This technology has to be grasped as an outreach tool. Utah can not afford to build a new campus to deal with the clientele even if the people would attend this new campus. It is much more efficient to use technology to take the knowledge to where the people are. The obstacles are not technical but social. The WGU should not replace the universities in the state but as population continues to grow, it will absorb some of that growth. There are already many forms of information currently on the Web and the WGU is an association of universities with common interests who can come together to solve some of the problems presented by this form of information dispersal. The process of looking at the organization to see if OSU wants to participate is just beginning. A hand out was distributed giving the Western Governors University Focus Group members and problem areas.

Student Records, Robin Lacy; Fee Issues, Bob Dixson; Articulation and Internal Marketing, Jack Vitek; Local Centers from the Educational Providers' Perspective and Affiliated Status, Jim Hromas; Library Service, Anne Prestamo; Disability Issues, Debra Swoboda; Content Solicitation, Bill Cooper; Delivery Methods, Robert Brown; and Faculty Council Representative, David Buchanan. Simple things like who keeps student records has to be decided. Looking at what has happened in Tulsa, where only four universities are involved, shows how complicated some of these problems can be. WGU will involve three programs. The first is competency based skill acquisition in which certificates and degrees can be awarded. There are two programs starting that will give associates degrees. OSU-OKC and Okmulgee have been invited to participate in the discussion of an electronics degree. The second is an open college that will not award degrees. All the participating universities can list their courses as part of WGU. Students can enroll in these courses but which of the courses OSU allows students to transfer in will be up to us. The third is a clearing house to list all Web-based courses and programs. If OSU develops a Web-based program the WGU will list it and advertise it for us. OSU plans to have 10 courses listed by Nov. 14 and is developing four degree programs. There are issues of state policy that will need to be changed to allow us to participate in parts of the program. Please contact members of the Focus Group if you have any suggestions or concerns about WGU. Dr. Vitek pointed out that the University of Phoenix is the second or third largest private college in the nation and it has no campus. Its stock is selling for \$40 per share. Dr. Ackerson asked who gives the degree. Dr. Vitek replied that in some cases it will be our degree and in some cases it will be WGU that gives the degree. WGU will be accredited. Dr. Moder asked about faculty workload and remuneration for these courses. Dr. Vitek replied that we have a University Extension model already and there are ways to pay faculty that are involved. It is possible that a faculty member could have two thousand students on the Web and that would be their total job. Dr. Moder said that it is possible that the extension model is not the ideal one since on campus students may be taking the course also. Dr. Vitek said that some of these issues, especially the academic problems, will be addressed in the Instruction Council. Mr. Locy asked if different universities will be offering the same classes and a price competition will develop or if there will be an effort to prevent duplication of classes. Dr. Vitek said that such competition could develop but also quality could play a role. Dr. Edgley said that there was an article in the *New Yorker* about Phoenix University and that it is thought of as a degree mill and is having difficulty getting accredited. Many of the students who choose this university are not concerned about getting an education but only want a degree. In view of this, is there a discussion about whether OSU should participate in WGU and if so how we can keep it from deteriorating into a degree mill. Dr. Vitek replied that we are asking the questions now and are not committed to anything in the long term. Dr. Ackerson asked about what resources were committed at this time. Dr. Vitek said all that is currently committed is time. We have been trying to hire a distance education coordinator who might take the lead in looking at WGU but have not been successful. Faculty will be given the opportunity to develop such courses and will have to make decisions as to whether it is worth their time. Joe Weber has developed a Web-based course FRCD 5423, *Research Literature in Gerontology*. Dr. Weber said that he attended the Technology 2000 conference and spent the entire time demonstrating his course. There seemed to be a feeling among the people present that their university needed to get this type of material ready quickly or they would be left behind. FRCD is also offering Nutrition for the Elderly as an internet course, are teaching some other courses by compressed video, and considering developing some other Web-based courses. Dr. Ackerson asked what seems to work well on the net. Dr. Weber replied that he has seen demonstrations of some chemistry and physics courses. Some courses in Sociology involve discussion where others require students to submit assignments. Dr. Edgley said he is still concerned by the big picture. This is designed to reach out to the non-standard student but what would keep a traditional student from enrolling in these courses on the cheap by staying home. Why should the state of OK support the infrastructure? Why not have the students take the course from Harvard? Dr. Vitek asked, "what will it cost the state to build another free-standing university in Tulsa?" Dr. Lawry agreed with Dr. Edgley that we do not know what is going to happen once these programs are out there. If the courses are as good as or better than those offered on campus, and possibly cheaper, then a person would be stupid to go to an on-campus course. Dr. Vitek pointed out that people are assuming it is less expensive but currently it is much more expensive to offer such courses. Dr. Moder asked if resources have not been committed to this then is the technology in place to do the delivery and design of these courses. Dr. Vitek replied that currently we do not have the equipment to do this but that we are evolving toward computer systems with the proper capabilities regardless of our participation in WGU.

Dr. Lawry pointed out that many resources are being committed in the form of faculty and staff time and this is probably the most important resource at OSU. Dr. Vitek said that this thing is out there and OSU needs to deal with it up front and not after the fact. In this way OSU is a participant in determining some of the parameters. Dr. Horn encouraged the committee to consider questions concerning who teaches the traditional students and who teaches in the virtual classroom. If more faculty are teaching in the virtual classroom then does it mean residential students will be taught by more TA's and temporary faculty? In an earlier discussion it was suggested that it could take up to five times as much effort to prepare a Web-based course as an on campus course. Dr. Finn said that there are also questions in terms of promotion and tenure. At the medical school several courses are being taught as a pilot by "intranet." Courses are being developed and taught on campus using Web technology before they are released beyond the school. Dr. Vitek said that there are many questions and that faculty have to be involved. This can not be imposed by the administration. Without the faculty this is nothing. Dr. Keener said at meetings involving vice presidents the feeling is that use of the Web in education will continue to expand however the future of courses totally delivered on the Web is still uncertain. Should OSU not participate because it is not clear how this will play out or should OSU continue to investigate and see what the issues really are. Many of you have asked questions starting with "has anyone asked" and the answer to this is probably "yes" but there probably have not been solutions found. The OSRHE asked OSU to participate. We have agreed to donate some time to research many of the types of questions asked here today. Depending upon the answers to these questions and whether or not the faculty wants to participate, OSU will decide whether to continue in the project or not. Dr. Lawry asked if the FRCD course was going to be done completely by computer. Dr. Keener replied that the student can not register or pay fees using the computer. Even though the course material is Web based there are still parts of the process of taking the course that can not be done in our current system. Ms. Watkins said that Rogers University had a booth at the Technology 2000 Conference and currently has 20 courses on line this semester and plans to have 20 more next semester. These 40 courses would essentially complete the General Education component at OSU. Rogers had contracted with a third party to produce these and many of them were not well done. It makes it more important that we get involved when you see what else is out there. Dr. Scott asked if OSU will be transferring these courses for credit. Dr. Keener said that we only accept courses that are transcribed by an accredited institution. If Claremore transcripts the courses then we have to accept them. Dr. Edgley said that it is possible that at some time in the future people may get enough of "virtualness" and want the "real thing." If that comes to pass then OSU should be in a position to be a real place.

REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:

President Halligan, Executive Vice President and Vice Presidents

Dr. Keener distributed a report on the status of the current recommendations and on the disposition of former recommendations.

- 94-12-01-SALR *Composition of Future Information Technology Committee:* Under review. Some input regarding committee charge and membership has been received from the Deans, and Drs. Moretti and Buchanan. Final draft is being prepared for final reviews.
- 96-12-04-FAC *Changes in Appendix D:* Under review. Legal Counsel has reviewed. Dr. Keener will work with Legal Counsel to draft wording changes to more clearly delineate the role of Ombuds and provide additional specifics regarding membership to the Informal Review Committee. Requires Board approval.
- 97-02-02-ADHOC *Patent Policy 1-0202:* Under review. Dr. Collins is coordinating review by Research Council, Dean's Council, and Legal Counsel. Draft including incorporated changes from initial reviews will require another round of reviews. Final revisions require Board approval.

- 97-04-03-ASP *Guidelines for Scheduling Common Evening and Final Exams:* Defer decision awaiting new computer system. Dr. Vitek has coordinated this review with the Registrar and the Faculty Council committee. Draft revisions are being considered. Because of the extensive computer reprogramming involved, CIS requests postponing until new computer system is operating.
- 97-04-04-ASP *Guidelines for Requesting Common Evening and Final Exams:* Accepted, with the understanding that requests for common exams can only be approved if time and space are available. Dr. Vitek has coordinated this review with the Registrar and the Faculty Council committee.
- 97-09-01-FAC *Policy and Procedure Letter on Reappointment, Promotion and Tenure:* Under review. September 9, FC approved the draft P&P as revised by the Faculty Committee. The draft has been forwarded for review, to include Deans Council.
- 97-09-02-FAC *Return of Policy and Procedure Letter on Reappointment, Promotion and Tenure to Faculty Council Before Action by the President:* Pending review of draft P&P Letter.
- 97-10-01-ASP *Change in How Grade Point Average is Accumulated in Establishing the Eligibility of Part-time Students for the President's and Dean's Honor Rolls:* Accepted. Dr. Vitek has reviewed with Registrar. Office of Academic Affairs will ensure implementation for Fall, 1997 grade reports.
- 97-10-02-ASP *Preparation of Common Exams for Multiple Sections of the Same Course with Multiple Instructors:* Accepted. Recommended statement has been reviewed and determined appropriate for including in the guidelines. Office of Academic Affairs will appropriately communicate this statement to the faculty.
- 97-11-01-EXEC *Appointment of the Dean of the Graduate College:* To President Halligan.

REPORTS OF STANDING COMMITTEES:

Dr. Buchanan turned the meeting over to the Vice Chair, Nancy Wilkinson.

A. EXECUTIVE COMMITTEE — David Buchanan

Dr. Buchanan read the following statement: Challenging a decision made by a president, or others in the upper administration, is not something that should be done lightly but it is the responsibility of the Faculty Council to mount such a challenge when the facts dictate it. It is, perhaps, important at the beginning to point out what this is not. It is not about something which happened last year, or five years ago or about something which might happen next year. It is not a broader statement about this president's leadership or his relationship with the faculty. President Halligan's accomplishments at OSU are numerous and everybody in the OSU family, including the faculty, has benefitted from his leadership. He has been open with the faculty about the opportunities at OSU and equally open about the challenges that face us. However, his fine record as president should not deter us from facing the current topic head on. I have visited with many members of the faculty, from all over the campus, about this in the last two weeks. It is clear that there is a wide spectrum of opinions about how we should respond to this decision. However, three themes have emerged and I believe that all three are important. First, the Graduate College is important. The members of the OSU faculty are very serious about the importance of graduate education and the centrality of the Graduate College in the life of both graduate and undergraduate students and the university as a whole. It is one of only a few academic units which directly affects nearly every faculty member. It lends structure and a voice to that point where scholarly activity and education meet. As such, it is vital to the life of a comprehensive university like OSU. It deserves the very best leadership. Protestations have been made that this appointment means "there's been absolutely

no change in his duties.” While this might be true from a mechanistic standpoint, it cannot and should not be true from a leadership standpoint. When assuming the title of Dean a person should assume a voice and a vision which were not possible previously. If there is no difference between an Associate Dean and a Dean then this change was not even necessary. Secondly, it is clear that Dr. Powell is well liked and respected on this campus. People generally enjoy working with him and value the work that he does. It is unfortunate that he has been denied the opportunity to articulate the case for his candidacy for the Dean position in an open forum. I believe that one of the many things which have contributed to the success of President Halligan's tenure is the fact that he was able to make the case for his presidency in an open faculty forum during the interview process. Dr. Powell has not been afforded a similar opportunity. The admiration and affection that members of the faculty feel for Dr. Powell make it tempting to just let this go. That would be the easy thing to do in this situation. However, the third theme is that rules matter. The rule, in this case, is in Section 1.9 of Appendix D of the Faculty Handbook. Appendix D was birthed through a long, and at times, difficult process which occupied this body for several years. Section 1.9 says the following: “An appropriate national search and faculty consultation shall precede recommendation of appointment to administrative positions which entail direct or indirect supervision of faculty members or which have a direct bearing on the work of the faculty, including president, vice-presidents, registrar, director of admissions, assistant vice presidents, deans, librarians or directors of comparable rank, associate and assistant deans and unit administrators. The requirement for faculty consultation shall apply to all permanent appointments and to temporary appointments to fill a vacant position or to replace an administrator who will be absent for more than one semester.” There is a footnote which offers a qualification: “In the appointment of administrators, faculty consultation is included and shall be provided by faculty members who are either elected by the faculty of the administrative units involved or appointed from a list of faculty members nominated by the faculty of these units. Exceptions to the national search, in the case of unit administrators or college-wide administrators will be allowed on recommendation of the dean after consultation with the faculty of the department or college and final approval by the PVPAA.” This policy certainly indicates that a national search should be the norm for senior administrative positions and the Dean of the Graduate College is one of the most important senior administrative positions at OSU. Furthermore, the exception, described in the footnote, may be made only upon recommendation of a Dean, with adequate faculty consultation. This suggests, to me, that exceptions to a national search are permissible only below the level of Dean. Determining the proper response to this situation has not been simple or altogether pleasant. However, after considerable thought and consultation with many different faculty members, the Executive Committee brings this recommendation for your consideration and encourages you to support it. **The Faculty Council Recommends to President Halligan that: The recent appointment of Wayne Powell as Dean of the Graduate College is inappropriate, in violation of the rules pertaining to the appointment of administrators articulated in the Policy Statement To Govern Appointments, Tenure, Promotion and Related Matters of the Faculty of Oklahoma State University, and is ultimately unfair to Dr. Powell; and that therefore, we respectfully request that the President issue a formal statement of explanation of how the appointment came to be made in this fashion and a reassurance of his commitment to the principles of shared governance embodied in the Policy Statement; furthermore, we request that the appointment be nullified or changed to an interim appointment and that a proper search be undertaken, including serious faculty consultation, to fill permanently the position of Dean of the Graduate College.** Dr. Keener said that almost constantly, over the last three and one half years, the EVP's office has been involved in a search for a dean or vice president. In almost every case national searches were conducted. Appendix D anticipates times when you do not do national searches for vice presidents or other administrators. Dr. Keener has always supported Appendix D and was one of the authors, so is familiar with the existing policy. Dr. Keener believes that the recommendation was not a recommendation to create a new position or to fill a vacancy. It was to clarify a person's position to reflect what they had been doing for over a year and one half. This did not make a radical change in the person's duties. The Graduate College was not restructured, its functions were not changed and its relationship with the research function of the university was not changed. The affirmative action officer for the university was consulted and agreed that no affirmative action rules were being broken. The Graduate Faculty Council was consulted about the decision and there were members who were against the change but others agreed with the change. Dr. Keener went on to explain that OSU has made a commitment not to invest a lot of money in administrative positions at the

central level. In order to run an honest national search there has to be an expectation of hiring someone from outside. Dr. Keener made the decision not to have a national search and recommended to the president that Dr. Collins recommendation to appoint Dr. Powell as Graduate Dean be accepted. Dr. Halligan accepted the recommendation because it seemed to be in line with the type of title changes that are not uncommon at other universities. Dr. Lawry asked Dr. Keener if anyone had pointed out this conflict with Appendix D before the recommendation was taken to the Regents. Dr. Keener replied that Dr. Buchanan had talked to them the day before the Regents meeting and thought it was a violation of Appendix D. Dr. Moder asked why this is not thought of as a new position. Dr. Keener replied that "we had two people and we still have two people." Dr. Moder asked if the Associate Dean was selected by a national search. Dr. Keener replied it was a campus search. Dr. Moder said that the position of Associate Dean was eliminated and a position of Dean was added. Dr. Keener said "we had two people and we still have two people, only the titles have changed." Dr. Powell was functioning as the Dean. When people come from off campus to discuss certain issues they want to talk to the Dean. Dr. Lawry said that it is very worrisome that the administration does not see this as an action that is technically illegal. Searches for deans are part of the agreement of the Regents made with the faculty as spelled out in Appendix D. There are parallels between this action and the action the Regents took several years ago to not allow a movie to be shown on campus. That action violated a federal law, however agreements in Appendix D are as important to us as some of the laws of the nation. In the case of the movie it was the principle that was important not the movie. The same is true here. Dr. Powell may be a wonderful dean but if the principle goes unchallenged then it will be a major blow to the faculty. Dr. Warde affirmed that Dr. Keener had consulted the Graduate Council and had represented their reaction fairly. Dr. Wettemann, Chair of the Graduate Faculty Council, added that there was no notification of why Dr. Keener had asked to address the Council so most members were taken by surprise. Some members may have been reluctant to comment before they had a chance to think through what was being proposed. Dr. Krenzer said that it is important that if we have rules then we should follow the rules. However, the comments indicate that there is support for Dr. Powell. Also asking for a nullification of the appointment or changing it to an interim appointment will not look good. Dr. Krenzer proposed an amendment to the recommendation: **Delete everything after the underlined "Policy Statement."** Dr. Warde seconded. Dr. Lawry said he is sympathetic with this point but it is more problematic if the FC does not ask the administration to show by their actions, not just by their words, that they are in favor of the rules of the university and the shared governance concepts embodied in these rules. In spite of the fact that there could be some embarrassment, it could be worse for the faculty if the FC does not take this stand. Dr. Moder said that if Dr. Keener and the faculty do not agree about this being a violation of the rules then the only way for the faculty to make a clear statement of their concerns is to ask the administration to nullify or change this appointment. Dr. Edgley added that the way appointments are handled by central administration becomes a model for how they are handled by the rest of the university. This gives carte blanche for people at the college level to ignore this appendix. After more discussion concerning how faculty input was solicited and statements reportedly made at various meetings, the **amendment was rejected** by a voice vote. The **recommendation passed** on a voice vote.

B. RETIREMENT AND FRINGE BENEFITS — Ed Arquitt

There were about 80 people at the TIAA teleconference plus those that watched from other sites. We hope to be a part of this again next year. Last month a list of possible changes in the Prescription Card Service was circulated. The Health Care Committee supported only the recommendation to allow mail order purchases. As a result Personnel did not make a recommendation to the Regents so there were no changes. The committee did not want to make changes in one part of this large package without looking at the rest of the package. There will probably be changes in July 1998.

C. RULES AND PROCEDURES — Gene Krenzer

It is time to start thinking of candidates for next years election. Vacancies will be as follows: Group I—Biological Sciences (three year term); Group II—Humanities (three year term); Group III—Physical Sciences, (three year term); Group III—Physical Sciences (two year term); Group IV—Social Sciences, (three year term); Group V—Teacher Education, (three year term); College of Business, (three year term);

College of Education, (three year term); College of Osteopathic Medicine, (three year term); OSU-Oklahoma City, (three year term); Multicultural Representative, (three year term). There were a lot of problems last year with the lists of eligible candidates and voters. There were people listed that were no longer university employees and several that were deceased. There were also eligible candidates who were not on the list. The committee will get proof lists from Personnel and distribute to Faculty Council members for review.

D. STUDENT AFFAIRS AND LEARNING RESOURCES — Gretchen Schwarz

Dr. Beer was invited to address the committee about alcohol abuse on campus. Dr. Beer is on the National Task Force on Substance Free Housing. OSU policy prohibits alcohol use on campus, so the question is how do you enforce this policy. Dr. Beer is proposing a task force of students, alumni, advisors, faculty, staff, and parents to look at issues concerned with substance-free housing, rush activities, and hazing. Anyone interested in serving on the task force or who have additional concerns for the task force should contact Dr. Beer. Other items mentioned by Dr. Beer were: improvements in the Placement Office, the installation of an elevator in the Colvin Center, OSU is still waiting for a response from the contractors on repairs to the pools and the soccer fields, and Student Life is doing a lot of leadership training. Next month Chief Eaton will address the committee concerning the arrest of the student at one of the football games and what policies we have in place.

REPORTS OF LIAISON REPRESENTATIVES

Athletic Council — Dennis Bertholf

The Athletic Council met on October 16. It was reported that the method of distributing student basketball tickets will be changed from the lottery system to a first come system for all sports ticket holders. Rick Allen from the University of Illinois is the new compliance officer. Marilyn Middlebrook reported that the big study hall had been split into three smaller study areas to try to improve the study atmosphere. The staff is working on a strategic advisement plan to get the students placed in appropriate courses in order to improve their success rate.

Student Publications — Steve Locy

The committee met November 11. The editor reported that the O'Colly will be printed in color for the rest of the semester since the NewPress, which does the printing for the O'Colly, is now printing in color and it is easier to print the O'Colly in color than to switch to black and white. However, the O'Colly can not develop color picture so they are using Wal-Mart.

Emeriti Association — Dan Lingelbach

They are working with students and staff of Bennett Hall on their holiday dinner scheduled for December 11. This is a charity fund raiser and everyone is invited. The Ambassadors helped with Staff Appreciation Day. The Investment Club is having an exciting time.

Staff Advisory Council — Camille Jardot

SAC is sending a memo to President Halligan concerning the Sick Leave Bank suggesting that a committee be formed to determine whether such a bank should be formed and if so to draft a policy for the bank. SAC has also looked at the shadow sick leave policies that some departments have which are different from OSU's policy. Dr. Halligan is being asked his opinion about these. A committee has been appointed to develop an employee's handbook. The council has a vacancy in an A&P position representing the general university and is having trouble filling this position.

Graduate Student Association — Nizam Najd

The Ninth Annual Graduate Student Symposium will be March 23-27, 1998, and will overlap with the South Central Regional Conference of the National Association of Graduate and Professional Students which is March 22-24. The SGA and GSA offices are expected to be ready by the first week of classes in the spring.

New Business:

Dr. Wilkinson presented the following resolution:

Whereas Ann Halligan has provided extraordinary service to Oklahoma State University by generously and willingly giving her time, talents and interest to help the university grow and

Whereas she has presented a positive and progressive public and private image for the university,

Be it resolved that the OSU Faculty Council recognizes her value and expresses its thanks to her with deep appreciation and affection.

Dr. Lawry seconded. The resolution passed. Dr. Wilkinson also stated that a plaque in recognition of Mrs. Halligan's service to the university will be presented to her at the Fall General Faculty Meeting November 25, 1997.

Dr. Vitek said that fall grades are due at 5:00 p.m. on Tuesday, December 23. The Registrars Office will work that night to run grades assuming that all grades are turned in. It will be next to impossible to find faculty, whose grades have not been submitted, if they have to wait until Tuesday night or Wednesday. Consequently, the administration would like to move the time for when grades are due up to noon on Tuesday. In this way the staff could hopefully finish on the morning of the 24th. Classes start on January 12 so in order to meet deadlines for loans, honor rolls, veterans, suspensions, etc., the Registrars Office needs to get grades completed as quickly as possible. This will be taken to the Deans Council but they wanted to ask the faculty about it also. Dr. Horn pointed out that the Faculty Council passed a recommendation last year on the timely reporting of grades. So the faculty do believe it is important to get grades out as soon as possible. If this change is going to be made faculty should be informed of it as soon as possible.

Ms. Watkins apologized for the comments that she made which were quoted in the O'Colly that may have communicated a cavalier attitude on the part of the administration about Appendix D. Her intent was not to suggest a lack of respect of Appendix D, but to say that the resolution was not a statement about Dr. Powell or his performance over the last 18 months.

Dr. Buchanan announced that the faculty is in charge of the Red Cross Blood Drive on December 5 and that the Fall General Faculty Meeting will be on November 25.

The meeting adjourned at 4:36 p.m. The next meeting of the Faculty Council is December 9, 1997.

Dennis Bertholf, Secretary