

President Halligan called the meeting to order with the following members present: Arquitt, Bertholf, Bost, Carlozzi, Cole, Daugherty, Eastman, Gregson, Hoffer, Hsu, Johannes, Kimbrell, Krenzer, Locy, Martin, Miller, Moder, Montgomery, Rhoten, Scott, Sisson, Tilley, Warde, and Wilkinson. Also present: Adams, Birdwell, H. Collins, Conway, Dahl, Davenport, Goss, Holmes, Jones, Lomenick, Magness, Matoy, Mitchell, Riffel, Watkins, Webb, and Young. Absent: Dawson, Edgley, Gedra, Hallgren, Peck and Sanders

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Dr. Warde moved acceptance of the September 8, 1998, Minutes. Dr. Moder seconded the motion. The Minutes were approved. Dr. Warde moved acceptance of the, October 13, 1998, Agenda. Dr. Eastman seconded. The Agenda was approved.

SPECIAL REPORT: Creating a Debate Society — Noah Adams and Harley Collins

Noah Adams reported that OSU does not have an academic team or a debate team. Noah Adams and Harley Collins have started a Model United Nations on campus. On November 21 there is a Model United Nations conference in Chicago but the OSU team is unable to attend since they could not get funding. Mr. Collins said that OSU is moving into a new era of excellence in many areas. OSU's athletic programs are well respected in the Big 12. However, when it comes to academic competitions such as debate, model UN and other academic competitions, OSU has no recognition. Mr. Collins was an assistant director for a debate camp at the University of Kentucky and was able to travel to several high schools across the country to recruit debaters for their camp. He learned that such programs are good recruiting tools for a university, especially when recruiting bright students. Many students assume that OSU has such a program since many other colleges do. If OSU had gotten to go to Chicago, they would have been representing Iran at the conference. In order to do this the team had to research Iran's position on global issues and their relations with other countries. Dr. Habiby and Dr. Jenswold had agreed to help train the team. The team is hoping to be able to go to the Harvard Model UN conference in March. They are still trying to raise \$700 per person needed to go but plan to go even if they have to pay their own way. This will be the first time OSU will be represented at this conference. The team is looking forward to competing with Harvard in an academic area. They are

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asking for faculty support to give the students the opportunity to compete in academic competitions. Mr. Collins also pointed out that it is not fair to have students who have participated in academic competitions in high school not be able to continue in these endeavors in college. Students and faculty will have to work together to get support for such a team. Dr. Johannes asked what an approximate cost for this would be. Mr. Collins replied that a team for Model UN involves about 12 people and there are several conferences in which they could compete. A round number for Model UN would be \$7K to \$8K and a debate team might cost \$20K for facilities, graduate assistant and faculty time. Dr. Halligan asked if they had asked SGA for support. Mr. Collins replied that the Model UN has not been organized enough years to be a recognized student organization so is not eligible for funding. Dr. Wilkinson asked if these organizations at other schools are under the SGA or are they in some department. Mr. Collins replied that at Northeastern State it is under the SGA but at the University of Kentucky it is housed in the Department of Speech Communications. Dr. Wilkinson said that debate and Model UN seem to be different activities. Are you suggesting that they be under one umbrella? Mr. Collins said that he had hoped that a department would adopt one of these activities. It would be nice if Political Science would oversee Model UN and Speech Communications oversee debate. Dr. Carozzi asked if these departments had been contacted. Mr. Collins replied that Dr. Beer had said that in the past Speech Communication has not been very interested, but they will be contacted again. The Political Science Department has been a big help with Model UN. Kristen Jones asked what other groups had been contacted to get support. Mr. Collins said that the businesses in Stillwater are asked to support many activities and are not that receptive. In order to make this an effective team there needs to be a commitment to long-term funding. Mr. Adams added that alumni support was also being solicited. Ms. Jones asked if they had contacted the Alumni Association. Mr. Collins replied that Dr. Beer was looking for alumni support. Ms. Hoffer asked if any of this would relate to classes they were taking. Mr. Collins replied that he had taken International Law last semester and that related to Model U.N. Ms. Hoffer said that since the Department of Speech Communications is considered as a possible home department which courses in that department are related to debate. Mr. Collins said that the public speaking class and some of the more advanced classes relating to argument would relate to the debate team. Dr. Tilley pointed out that each college has an OSU Foundation officer. The A&S officer will be contacting donors and looking for ideas to present to them. Dr. Warde said that Michael Sohn is the A&S officer.

REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:

President Halligan, Executive Vice President and Vice Presidents

- 96-12-04-FAC ***Changes in Appendix D:*** Under review. 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:*** Pending review by Faculty Council committee. Draft including incorporated changes from initial reviews is currently being reviewed by Faculty Council committee. Following their review, document will pass by Research Council, Dean's Council and Legal Counsel. Requires Board approval.
- 97-04-03-ASP ***Guidelines for Scheduling Common Evening and Final Exams:*** Administration agrees in principle, but defers 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 must postpone until new computer system is operating.
- 97-09-01-FAC ***Policy and Procedure Letter on Reappointment, Promotion and Tenure:*** Under review. Dr. Moder asked who is reviewing the recommendation.

President Halligan replied that he was. The history of this recommendation is that the document was prepared by Faculty Council. The Deans rewrote it. There will be a meeting at the President's house to try and bridge the differences between the two documents. Dr. Wilkinson asked any Council members who want to attend this meeting to contact her in the next few days.

- 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.
- 98-02-03-FAC ***Timing of the A&D Process:*** Not accepted; however, colleges will be given the choice of academic or calendar year sequence, with the understanding that all A&Ds must be complete by Sept. 1 each year.
- 98-03-01-FAC ***Personal Profit on Required Materials:*** Accepted in principle, pending inclusion in the appropriate university policies. Need clarification on how donation of profits will be monitored and what materials will be included, i.e., material chosen by an entire department for instructional use or used only in the instructor/author's section. Dr. Collins will coordinate review of copyright policy which will include this. The understanding is that this only affects instructors who require students to buy material which they have written. It does not affect an employee whose material is required by another instructor. Also, OSU is a community of scholars and should not have any "enforcement police." It is assumed that faculty who are requiring students to buy their books will voluntarily submit their checks to the OSU Foundation.
- 98-04-03-RES ***Research Scientist Positions be Added to the Faculty Handbook:*** To be reviewed with the Research Committee to identify how the proposed position differs from the "Research Professional" already included in the Faculty Handbook.
- 98-05-02-BUDG ***Increase in Promotion Raises:*** Under review by the Budget Committee. History of current promotional increases being researched by Academic Affairs. To be considered by the academic deans this fall.
- 98-10-01-RFB ***Equalization of Premiums for OSU Employees, Retirees and Spouses:***
To President Halligan
- 98-10-02-RFB ***Desirable Features of the OSU Health Care Plan:*** To President Halligan

REPORTS OF STANDING COMMITTEES:

ACADEMIC STANDARDS AND POLICIES — **Bill Warde** reported that the ASP committee has met and considered two topics this semester. Problems with the implementation of the new Add Policy requiring the permission of the instructor for a student to add during the second week of classes was discussed. The Registrar's Office has encountered a number of problems since it is difficult to check whether the signature on the Add card is that of the Instructor of record for the class being added. As a result, little or no checking is actually performed. The committee made no recommendation regarding these problems although a number of suggestions to help with the situation were discussed. Implications for OSU of the announced increase in admission standards for OU made by President Boren were also discussed. The administration has supplied the committee with various analyses showing the impact of various changes in policy on OSU students. The initial recommendation of the committee was that there is no reason for OSU to go along with OU in this

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change. However, since the Governor and Oklahoma State Regents for Higher Education have come out in favor of OU's change, it seems likely that OSU will be required to follow suit in some fashion. Current admission standards for Freshmen at OSU (Catalog p11) are to satisfy one of the following criteria: Either obtain a 3.00 or higher high school GPA *AND* rank in the top 1/3 of their graduating class *OR* Attain an ACT score of 22 or more *OR* SAT of 1010 or more. OU announced a plan to raise the ACT score to 24 or more and raise the high school rank to in the top 30%. Using a GPA seems to be a fairer method for OSU students. It is also making admission something that is totally within the student's power to achieve. The student has limited control over their ACT scores and significant influence on their GPA, but their ranking depends on other people. In some of the small schools, from which OSU obtains students, it has been documented that two families moving out of town can drop another student out of the top 1/3 of their class so that this criteria can also be out of the student's control. No recommendation has yet been made to the administration on this matter although the committee has consulted extensively with Dr. Dahl, Dr. Halligan and others on the subject, and fully expect to continue to provide input. The committee's next topic for discussion will be the Student Academic Reprieve Policy. Currently this allows a student to petition to throw out up to two consecutive semesters of work from their GPA computation under certain circumstances. The committee plans to review these circumstances and determine whether any changes need to be suggested. President Halligan commented that Governor Keating immediately endorsed the OU plan and will probably be serving in office for four additional years so that could have some impact on OSU. OSU is looking for admission requirements that would be more relevant to the students that OSU attracts and still have at least 66% of the students in good standing after two years. Whether or not the OSRHE will accept such a plan is problematic. It is being discussed and will continue to be discussed. By the end of this academic year OSU will be expected to have made some recommendation. The amazing fact in the data is that the high school GPA explains 37% of the variance, but a combination of the ACT and the GPA only explains 39% of the variance. Dr. Moder said that 37% does not sound very good. Dr. Johannes asked what the ACT by itself explained. Ms. Watkins said that the ACT explains about 19% of the variance. Mr. Locy asked if these figures were for the Stillwater campus or all A&M campuses. President Halligan replied that it is just for the Stillwater campus and any new admission criteria would also only apply to the Stillwater campus. Dr. Wilkinson said that there will be a meeting to discuss this item. If any Faculty Council member wants to attend to let her know.

BUDGET — **Carol Moder** said that faculty were concerned about some of the comments made when the administration explained their decision not to accept the recommendation on the computer allocation. The committee would like to meet with the appropriate members of the administration to discuss the way the computer funds will be allocated. This meeting could wait until the inventory is completed but the faculty have several issues that may not have been completely understood. Dr. Halligan said that he would ask Charlotte Razook to set up a meeting and asked if the committee wants to wait until the inventory is completed before meeting. Dr. Moder replied that there was no need to wait unless the outcome of the inventory will change how the administration thinks the allocation should be made. Dr. Johannes said there are concerns about how the inventory is being taken. The survey is on a disk and is being inserted into machines and could possibly spread viruses. The second problem was that it was tried on a few isolated machines in his area and it only worked on one out of three. It did not work well on the new machines.

RETIREMENT AND FRINGE BENEFITS — **Ed Arquitt** announced that the TIAA-CREF annual teleconference, Reaching Your Financial Goals, will be presented on Wednesday, October 28, 1998 from 1:00 to 2:30 p.m. All members should be getting a letter from TIAA-CREF announcing this. This year there will be a representative from TIAA-CREF present to answer questions. Dr. Arquitt also announced that The Segal Company, the consultants on the benefits package, have issued a report. The Health Care Committee, HCC, will be looking at the report and will be meeting with the consultants during the early part of November. The RFB will also be studying the report and respond when appropriate. President Halligan asked Dr. Birdwell to comment on how the report will be

handled on campus. Dr. Birdwell replied that it would be taken as an information item to the Regents and then it will be distributed on campus by putting it on the Web. The HCC and the RFB will be asked for their input and there will be forums on campus. It is hoped that Segal will come to campus to answer questions before a final recommendation is made. Their view is that we should operate our current system through June 30, 1999, and make changes at that time. There is probably 90 days before a decision has to be made. Anne Matoy said that the consultants would be on campus the first week of November to hold two different group meetings to present their report and be available to answer questions. Once these dates are established the report will be released. The dates will be put on the Web and will be mailed to employees possibly in the form of a notice in the "Benefits Extra" or in the "Employee News Flash" and it will be posted on the Bulletin Boards. Dr. Krenzer said that none of the general populace covered by this plan had been interviewed or asked for their input and the consultants have already issued a report. Ms. Matoy replied that the report is a review of the benefits structure in comparison with some other similar plans. It is intended to be a preliminary report to help determine where to go next. It has set out a couple of alternatives and some long-range perspectives for discussion. The reason they will be coming on campus is to review what they learned from a base level. Dr. Krenzer said that the meetings will be the faculty and staff's opportunity to express concerns about the program. Ms. Matoy said it is important for them to come to campus to present their analysis of the program. Dr. Moder said it does seem a little strange that the consultant is not consulting any of the people covered by the plan. Even if it is a preliminary report how do they know what the needs of the people are if they have not talked to them. Ms. Matoy replied that the consultant went through all OSU's benefit programs and analyzed what the weaknesses were and how they compared to other programs. Dr. Moder asked who they were compared with. Ms. Matoy said they were compared to other governmental plans of like size, to industry standards, to what is done by other employers, and used bench marking figures to look at what is possible. They have, in some cases, made comments concerning regulations like the rule that if the university provides you with more than \$50,000 in life insurance then you have to pay tax on the taxable value of the extra insurance. One way some universities have handled this is to give employees more flexibility in the amount of life insurance they can choose. They have put together parameters for discussion rather than outlining what should be done. The report gives a destination for where OSU's program should be rather than saying how to get there. Dr. Moder said that the point is that the people who are covered by the plan should have a voice as to where the destination should be and asked the purpose of the meetings and who was going to be at the public meetings to determine the general reaction and input of the employees. Ms. Matoy said the purpose is to offer the employees an opportunity to question the consultants on what they have found and to see if they considered questions that the employees think are important and also to give feedback. There will be people in the meetings from the HCC and several administrative offices to take the feedback. We could get lucky and have a consensus. Dr. Moder said it will not be known if there is a consensus unless there is some method for people to express their opinion in a way that will actually make a difference. Ms. Matoy said that the HCC and RFB will be making recommendations and Staff Advisory Council will probably have similar input. Dr. Arquitt said that the RFB plans to study the report carefully. Dr. Johannes asked if the report could be put on the Web right away. Ms. Matoy replied that as soon as a date for the meetings is determined it will be put on the Web. The report is about 18 pages long. Dr. Arquitt said the report compares OSU's program to other comparable institutions. It shows how we spent in comparison to them. The report will be useful but we have a long way to go. Dr. Arquitt brought the recommendation: **The Faculty Council Recommends to President Halligan that: Health insurance premiums for OSU employees, retirees and spouses of employees and retirees should be the same.** Until one year ago, these premiums were the same. Under the pretense of cost cutting, the actuarially correct determination of premiums was adopted. Presently the premium paid by the university for each employee is \$170.88. The premium for a spouse is \$205.56, for a retiree without Medicare is \$260.88 and for a retiree's spouse without Medicare is \$290.02 per month. In the present situation if the premiums were equalized they would be \$180.53. Under our present plan if a person who was married and whose spouse was not an employee were to retire before he/she was covered by Medicare then their health insurance costs would go up \$4144.08 per year. The basic concept of health insurance is spreading the

risk of extreme health care costs over a large group. Whenever the pool of covered individuals is divided into groups charged different rates, this basic concept is violated. The variables of employment status and marital status are not appropriate for such divisions. The cost per employee would increase about \$115 per year so the total cost to the university would increase about \$650K. Dr. Wilkinson asked if the recommendation would affect the rates for children. Dr. Arquitt replied that the recommendation does not address the rates for children. Drs. Krenzer and Rhoten said that the increase to the university is actually one that the university just transferred to the employees a few months ago. Mr. Locy asked if it is wise to make a change now when in six months another new program will be adopted. Dr. Arquitt said that the idea was not to make a change immediately but to make this change in the new program. Dr. Wilkinson said that if the entire plan was considered and the university had \$650K to add to the plan then there may be other options like lower deductibles or something else that the employees would like to have rather than this recommendation. So, there should be more consideration as to how the \$650K should be allocated. Dr. Johannes said that one of the precious assets of the university is its emeriti faculty. It is bothersome for them not to be treated as well as possible. There will be another plan introduced in a few months to help them in another way but this is one step to help. There is no mandatory retirement age so things have to be made acceptable for faculty members to retire. Dr. Rhoten said that as a retired faculty member the university does not pay any of the health care premiums for either the employee or his spouse. He has to pay much more for his wife than Dr. Johannes pays for his wife even though Dr. Rhoten's wife is only marginally older than Dr. Johannes' wife. Dr. Arquitt said that the use of age and marital status as a way of determining premiums seems to be very superficial. Dr. Carlozzi asked if the decision which was made a few months ago was discussed by the RFB. Dr. Arquitt replied that they did discuss the changes. OSU basically changed the premium structure to that of the "State Plan." Dr. Warde said that the RFB recommended a different solution. The current temporary plan came from the HCC. Dr. Halligan added that the current plan came before the Faculty Council and was narrowly approved. Dr. Moder added that there was considerable discussion about this shift of costs at that time. Tonya Magness, SAC representative, said are you asking that faculty and staff have equal premiums even in light of the differences in salaries. Dr. Arquitt said that there was discussion of having health care premiums based on classification or income. Dr. Moder said the current recommendation reduces the cost to all employees. Dr. Eastman said that it would be possible that the shift of \$650K to the university will be shifted back to the employees. Dr. Arquitt said proposed changes would treat people with different incomes more equitably than the current plan. Since salaries are typically increased by percentage, the higher paid people get the bigger increase in dollars. Ms. Matoy asked if the recommendation took into account the \$75 offset given by OTRS to retirees. Dr. Arquitt said that it did not. Dr. Warde said the \$75 could be viewed as a partial offset for the loss of university paid premiums for employees. Ms. Matoy pointed out that the first time retirees paid a different premium than employees started in August 1996 when employees were given a 5% reduction in premiums and retirees were not because the claims for retirees and their spouses were considerably greater than the claims for employees and their spouses. The HCC did not want to raise the premiums on the retirees at that time since there was a surplus in the system. Dr. Johannes asked if secretaries are a part of OTRS. Ms. Matoy said that OTRS definitely covers all faculty and A&P and some of the classified staff who meet the OTRS qualifications. The **recommendation passed**, not unanimously. Dr. Arquitt brought the following recommendation from the RFB. **The Faculty Council Recommends to President Halligan that: The following elements should be considered for inclusion in the OSU health care plan: 1. A strong health promotion program including "no cost" or "low cost" annual physical exams. 2. Maximum coverage for catastrophic illness. 3. Where legally permissible, coverage options for participants. 4. Maximum choice of health care personnel used by participants. 5. Smaller co-pays for maintenance drugs. 6. Provision of the same coverage at same cost for employees, retirees to the age of 65 and spouses.** Dr. Halligan asked if number 3 is the cafeteria plan. Dr. Arquitt said it would give some options similar to those in the "State Plan." There are some different choices for people with different health needs. Dr. Halligan asked if costs were considered. Dr. Arquitt replied that they did not and realized that some of these items might not be included because of cost. Dr. Eastman said he had seen a study that showed that actuarially the cost increase for

number 2 is quite small, but that insurance companies try to keep this number down to reduce their maximum exposure. Dr. Arquitt said he has no data to support his feelings but believes that number 1 will reduce the long-term expenses. Dr. Wilkinson asked if there were other items that the committee discussed but elected not to include on the list. Dr. Arquitt replied one item was the possibility of basing premiums of dependents on ability to pay. Ms. Magness said that when OSU was paying \$55 to pass a wellness screening you only had to pass some of the qualifications to get the money. The Wellness Center said that OSU staff were not healthy but they were all getting their incentive payment. If OSU is going to implement this type of program it needs to specify that you only get the reward if you follow a healthy maintenance program. Dr. Johannes said that paying people to be healthy never works. Dr. Moder said that the RFB committee is recommending that people can get yearly physical exams at no cost or reduced cost and not that they be paid to get a physical exam. Dr. Arquitt said the \$55 incentive payment was a bad idea. Dr. Wilkinson asked if the deductible was discussed. Dr. Arquitt said that it was. This recommendation came out of a request that the RFB develop a philosophy statement concerning health care and this was as close as the committee could come to a philosophy statement. Dr. Krenzer said that options on deductible could be part of the number 3. **The recommendation passed.**

REPORTS OF LIAISON REPRESENTATIVES:

ATHLETIC COUNCIL — Dennis Bertholf reported that the AC met September 17 and the new officers are Maryanne Mowen, chair, John Catsis, vice chair, and Tina Beverage, secretary. Tom Johnson gave a report on the Ticket Office move to the old Bank NA building and the addition of new telephone services. In early September reserved ticket sales for football were up 3,000 over last year. The AC recommended that Dr. Keener approve a women's basketball game the Saturday between pre-finals week and finals week. The Athletic Department has made a decision to add women's equestrian as a new team sport. They anticipate having 60 participants. The Athletic Department is working with the College of Agriculture to share some facilities for keeping the horses and is working with Agriculture to hire a coach who can also teach in the college. The next meeting is Thursday, Oct. 15. Mr. Locy said that last year they were thinking of adding women's crew. Was that done also? Dr. Bertholf replied that equestrian was chosen instead of crew. Dr. Halligan said that he was also surprised by the choice of equestrian but OSU already has some horse barns and a College of Veterinary Medicine and the additional facilities cost is relatively minimal. There have been several people who have said that their daughter is interested in equestrian. Dr. Kimbrell asked if this will bring OSU up to the numbers needed to meet the Title IX guidelines. Dr. Bertholf said probably not but it will depend on the number of participants the sport attracts. Dr. Halligan replied that OSU is committed to come into compliance with respect to Title IX. OSU has added soccer and it is a fun game to watch.

STUDENT PUBLICATIONS — Steve Locy reported that Heather Lloyd was voted chair of the committee for this year. There was a discussion about a conflict of interest clause in the policy statement to make it more clear who can serve on this committee. Jack Lancaster talked about his duties as advisor to the student newspaper. There was an article in the Chronicle of Higher Education, July 1998, about a number of advisors who have been fired due to student publications. Most of these had to do with smaller colleges. Mr. Lancaster's role as advisor is not to read every article but to advise the writers when they are having problems. The newspaper does carry libel insurance. A spring editor will be chosen at the October meeting.

EMERITI ASSOCIATION — Don Holmes reported that Dr. Keener was the speaker at their last meeting and stayed to answer many questions.

STAFF ADVISORY COUNCIL — Tonya Magness reported that SAC is currently working on Staff Appreciation, Awards and Recognition Day which will be Nov. 3. Please give your staff members the opportunity to attend. The SAC has made a request to the HCC for the number of people who dropped

the health insurance program after the change in premiums. The Shared Sick Leave Bank Committee has been formed. The faculty representatives on this committee are Al Carlozzi, Janet Kimbrell and Heidi Hoffer.

GRADUATE STUDENT ASSOCIATION — **Jennifer Webb** reported the GSA will have an open house Friday, Oct. 16, for graduate coordinators, administrators and graduate student representatives to continue to improve communication this year. A representative met with Dr. Mitchell to ask for his assistance in planning an event for the M.L. King holiday and he agreed to give his support.

STUDENT GOVERNMENT ASSOCIATION — **Kristen Jones** reported that SGA is working on Camp Cowboy, a summer camp for freshman. SGA is doing a lot of community service this year. The Big Event is also starting. The Senate is working on legislation to help student groups. OSU is hosting a workshop and presentation at the Big 12 meeting for the first time in several years. OSU hopes to host the conference in the next two years. Homecoming has already started with a lot of activity underway. Keep this in mind as you schedule your tests. Mr. Locy asked what is "Camp Cowboy?" Ms. Jones replied that it has been in the planning stages for a couple of years. There are a couple of other universities, Arizona and Texas A&M, that have had success with a similar program. The idea is to unite incoming freshmen. You will meet people in the summer before school starts. It is like Alpha. It will teach some of the traditions, college songs, etc., in a camp-like atmosphere. It gives students from small towns a chance to meet people and make friends. There will be help in deciding what activities they might be interested in joining and how to study. This will be very important since many of the freshmen do not have any idea of the difference academically between high school and college. Dr. Krenzer said he is an avid football fan and thinks homecoming is a great event but there has been concern among faculty that students need to realize that their primary responsibility at OSU is not homecoming.

A&S FACULTY COUNCIL — Heidi Hoffer reported as a follow-up to the problem of the Journalism and Broadcasting Building being surrounded by cement. The ground plan shows that, in fact, it will be surrounded by pavement except for a couple of planters. The Campus Facilities, Safety, and Security Committee is going to find out the construction schedule and see if the parking lot that is proposed can be altered or removed from the plan. The A&S Faculty Council endorses the resolution submitted by the Journalism and Broadcasting Faculty and it is hoped that the Faculty Council will also endorse the resolution. Dr. Halligan acknowledged receipt of the resolution.

NEW BUSINESS:

Dr. Johannes said OSU faculty members pay dependent insurance for their daughters/sons who attend OSU and they also are charged a Health Center Fee. OSU faculty and staff educational benefits are minuscule at this university. For example, if a faculty member takes a class he/she would be charged for it. Who should be consulted about this? Dr. Halligan said probably Anne Matoy. Ms. Matoy said you need to look at what a student is getting for their Health Center Fee. The understanding is that when a student goes to the Health Center they are charged at a highly discounted rate since the Center is subsidized by the fee. The insurance still covers them but the charge is discounted. It is not a duplication of benefits. Ms. Webb added that she has used the clinic. Each student is charged a \$46 or \$47 fee and there is a \$5 charge per visit but the cost of drugs, lab work, x-rays, etc., are reduced drastically. Her charge for a 7-day supply of antibiotic for strep throat was \$4. Ms. Webb was happy with the service she received.

Dr. Carlozzi moved for adjournment. The meeting adjourned at 4:40 p.m. The next meeting of the Faculty Council is November 10, 1998.