

FACULTY COUNCIL MINUTES
250 Student Union
April 13, 1999

President Halligan called the meeting to order with the following members present: Arquitt, Bertholf, Bost, Cole, Daugherty, Dawson, Eastman, Edgley, Gedra, Gregson, Hallgren, Hoffer, Hsu, Johannes, Krenzer, Martin, Miller, Moder, Sanders, Scott, Sisson, Tilley, Warde, and Wilkinson. Also present: Beer, Birdwell, Clark, Collins, Goodman, Harp, Holmes, Jones, Keener, Kletke, Matoy, McCann, Robinson, Traynor, Watkins, and Woodward. Absent: Kimbrell, Locy, Montgomery, Peck, and Rhoten

HIGHLIGHTS

Faculty/Staff Parking	1
Report of Status of Faculty Council Recommendations.....	3
Reports of Standing Committees	4
Budget	5
Long-Range Planning	5
Retirement and Fringe Benefits	5
Recommendation: Increase in University Contribution to Employee Retirement	5
Rules and Procedures.....	6
Reports of Liaison Representatives	6
Emeriti Association.....	6
Staff Advisory Council	7
Graduate Student Association.....	7
Student Government Association	7
Graduate Faculty	7
New Business.....	7
Faculty Committee.....	7

Dr. Warde moved acceptance of the March 9, 1999, Minutes. Dr. Krenzer seconded the motion. The Minutes were approved. Dr. Warde moved acceptance of the April 13, 1999 Agenda. Dr. Krenzer seconded. Dr. Halligan amended the Agenda to move the report of the Faculty Committee to the end of the meeting and to add Dr. Johannes to the New Business. The Agenda was approved as amended.

SPECIAL REPORT: Faculty/Staff Parking — Geary Robinson, OSU Parking Manager

Mr. Robinson reported that the department is planning on changing all the staff lots to one color starting Fall '99. This will allow the staff who have business across campus to park in any staff lot without going to the Police Station to get a temporary permit. This will also benefit staff and faculty at OSU-Tulsa, OSU-OKC or OSU-Okmulgee since they can park in staff lots. Other items under consideration are the development of a faculty/staff permit which would limit faculty from parking in student lots. The students would appreciate this change. In the spring there will be some temporary and new permanent lots constructed to replace the parking lost due

FACULTY COUNCIL MINUTES

April 13, 1999

Page 2

to construction. There has been some discussion of the construction of parking decks. OSU faculty and staff pay the lowest parking fees of any Big 12 University. The bursar has been approached with the plan to pay for parking by payroll deduction rather than by paying at the beginning of the semester. There is a possibility that permits can be purchased with pretax dollars. The University of Arkansas is going to do this in the fall '99. There will have to be some bold and innovative ideas tried in order to build parking decks. Part of that will have to involve an increase in parking fees since a deck will cost somewhere between \$10K and \$16K per space. OSU should try to do this without incurring long-term debt. Most decks being built are with 25 to 30 year bonds so once the bonds are repaid the deck will be in constant need of repair. A parking deck should also fit architecturally into the campus. The small lot near the Student Union that is currently being used for construction will be converted to reserved spaces which could be rented by faculty or staff. Some Big 12 universities reserve spaces for 10 hours per day 5 days a week, whereas others reserve spaces for 24 hours per day 7 days per week. At KU a space can be reserved 24 hours per day 7 days per week for \$600 per year. Dr. Wilkinson asked how much the fee would be increased. Mr. Robinson said the current consideration is to charge a monthly fee of \$9 per month which would allow the construction of a deck by issuing a \$500K to \$600K bond. The hope is that every employee would participate in the program. At the current time only 50% of the faculty and staff buy permits. There have been 12,900 permits sold for 11,555 spaces and there are approximately 24,000 people here. Prof. Hoffer asked whether the new reserved spaces would be in addition to the current reserved spaces for Physical Plant vehicles and if a person would reserve a single space. Mr. Robinson replied that the lot would be the one currently being used by the construction company. Dr. Hallgren asked if there could also be a discussion of bicycle parking since they do not cost \$16K per space. Dr. Tilley asked if there would still be separate faculty parking after the changes in the staff parking. Mr. Robinson replied that there would be. Dr. Johannes said that if the plans are to remove faculty parking privileges in student lots and increase the parking fees then why would faculty be expected to support this? Mr. Robinson said this would mean there would be a multilevel multi-use parking facility centrally located on campus. As an example, there are approximately 500 places in the Cordell area, by building a deck in that area the number of spaces could be tripled and during the week one floor could be designated as faculty parking. Dr. Johannes asked if new faculty and staff parking is needed. Mr. Robinson replied that the current spaces are in use 90% of the time. It would be desirable to have room for faculty, staff and students to park without all the hunting. Ms. Jones said that many campuses do not allow freshman to bring cars to campus. Is that a possibility here? Mr. Robinson said that would not be possible at this time since most of the population is accustomed to having their own car. Ms. Jones asked if it is possible to question students who live off campus or in the residence halls to see how much they use their car. Mr. Robinson said that one problem that will be addressed next year is to change the parking permits of students who cancel their dorm contracts so that they will be assigned to the correct lots. Dr. Daugherty asked if the cost increase would be for staff as well as faculty. Mr. Robinson replied that it would but a final decision has not been made as to what it takes to make this work. Dr. Moder said that it would not be fair to make such a deduction for all employees since many of them use alternative ways of reaching campus and do not buy a permit. Mr. Robinson said that the plan would be to have each employee contribute to a parking and transit fee and develop a transit system that is capable of going off campus to provide transportation to campus as well as improving parking. At some point in time everyone will use

either the transit system or the parking. Dr. Moder said that would not necessarily be true. Dr. Martin said that this was only to be one-third of the plan. Does that mean there will be more costs? Mr. Robinson said the other two-thirds would be the assistance from the students and from athletics. Dr. Tilley said that if a garage is planned then the best location should be carefully studied. There are currently plenty of spaces available as far away from where most of the faculty and staff work as Cordell. Dr. Wilkinson said that when increases are considered please keep in mind the percentage increase for some of the low paid staff because for some staff this could be more than a years raise. Dr. Sisson said that a central garage may help some people but would not help people who need to haul things back and forth between a lab and an office. The second concern is that currently in the evening it is very hard to find a place near his work, especially during sporting events. Also, it is impossible for him to get to his studio on many Saturdays during the fall because there is an RV parked in his area. Dr. Halligan said that Mr. Robinson has taken on an exciting challenge and asked how faculty can contact him. Mr. Robinson said his email address is Rgeary@okstate.edu. Dr. Moder asked what process is being used to make these decisions. Dr. Birdwell said there is a parking committee and any decisions will go through that committee. Mr. Robinson said at this point all that is being done is to open a dialog. Dr. Moder said that dialog is useless unless it has some effect. Dr. Halligan said that the parking office will develop a plan which will go to the parking committee then to the Faculty Council, the Staff Advisory Council, the SGA, the E-Group and eventually to the Regents.

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. President Halligan reported that a draft of a P&P letter has been received from Legal Counsel and will be shared with the Faculty Council Chair.
- 97-02-02-ADHOC *Patent Policy 1-0202:*
98-12-03-RES *Changes to OSU Policy 1-0202:* Under review. Draft approved on 2/11/99 by the Research Council, reviewed on 2/12 by the Deans Council, and sent to Legal Counsel. Deans Council and Faculty Council Chair have requested review of Legal Counsel's final draft before policy is submitted to the OSU Board of Regents.
- 97-04-03-ASP *Guidelines for Scheduling Common Evening and Final Exams:* Administration agrees in principle, but defers decision awaiting new (SCT) 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 (SCT) is operating.
- 97-09-01-FAC *Policy and Procedure Letter on Reappointment, Promotion and Tenure:* Under review by Faculty Council. Revised draft

FACULTY COUNCIL MINUTES

April 13, 1999

Page 4

recommended by the Ad Hoc committee was reviewed and approved by Deans Council on 2/12/99. President Halligan has sent the proposed draft back to FC for their review, per 97-09-02-FAC. Legal Counsel is also reviewing.

98-04-03-RES

Research Scientist Positions be Added to the Faculty Handbook: Accepted. Academic Affairs and Research offices discussed revision of the description of "Research Professional" title, included in the Faculty Handbook, to include Research Scientist. Meeting was held with Personnel Services to discuss handling new title within HRS. At 3/11/99 Deans Council meeting, deans endorsed use of Research Scientist title within the context of current policy. Title description will be modified at next printing.

98-05-02-BUDG

Increase in Promotion Raises: Under review. History of current promotional increases has been researched by Academic Affairs and discussed with academic deans in Nov. '98. At February's University Budget Committee meeting, the Office of PBIR was asked to survey Big 12 schools and ascertain practices for promotional increases given outside typical merit programs.

98-10-01-RFB

Equalization of Premiums for OSU Employees, Retirees and Spouses: Under review. The cost for equalization of premiums in the State Plan has been calculated to be \$702,000 per year. This will be considered by the University Budget Committee as priorities are set for FY '00.

99-02-01-FAC

Addition to Faculty Handbook, Appendix D, Sec. 3.2 on Sabbatical Leaves: Accepted. Recommendation discussed and approved by Deans Council at their 3/11/99 meeting. New wording will be incorporated when policy documents and forms are reprinted.

99-02-03-SALR

Administrative Review of the Distribution of Revenues from Royalty Monies Generated by Sales of Products Using Licensed Name and Marks: Under review. Administration is reviewing current practices at other institutions and recommendations will be made as appropriate.

99-03-01-ASP

University-Wide Course Prerequisites: Accepted. Recommendation was discussed and approved by the Student Academic Services Directors during their 3/10/99 meeting. The recommendation was approved by the Deans Council on 3/11/99.

99-04-01-RFB

Increase in University Contribution to Employee Retirement:
To President Halligan.

Dr. Johannes asked if the recommendation, 96-12-04 FAC (Changes in Appendix D) was still apropos. Many times things that were important are no longer important. If a recommendation is no longer appropriate then the committee that made the proposal should withdraw it.

REPORTS OF STANDING COMMITTEES:

BUDGET — Carol Moder

Dr. Moder reported the committee is continuing to work on issues concerning the funding of Tulsa. Any questions on funding for teaching in Tulsa should be forwarded to a member of the committee. Also, at the next Faculty Council meeting the committee intends to bring a recommendation concerning the third month of summer salary for people on 9 month appointments.

LONG-RANGE PLANNING — Janet Cole

Dr. Cole reported that last fall the committee was asked to consider the definition of scholarship. This started a discussion between the LRP and the Faculty Committee which resulted in the establishment of a Task Force to study the issue. Drs. Weiser and Oriard were brought to campus in March and spoke to the faculty at the Spring General Faculty Meeting. Dr. Wilkinson said that the Task Force members are: President Halligan, Jack Vitek, Joe Williams, Chuck Edgley, Gerald Frank, Chris Cashel, Alan Tree, Renée Daugherty, David John, Dale Maronek, Margaret White, Nancy Wilkinson, Ron Moomaw, Charles MacAllister, and Debra Jordan. There was a good turn out and a good discussion at the faculty meeting. The task force has not set a target date to end their discussion but hopes to complete their work within a year. The goal is to possibly redefine the university's definition of scholarship in terms of the reward system. That is, to see if the reward system is actually rewarding the kinds of work faculty are involved in or work that is necessary as part of the universities mission. If any other faculty member is interested in working with the task force please contact Dr. Wilkinson. Several universities that have undertaken such discussions have been pleased with the results. Dr. Halligan said that a meeting should be arranged at the house to discuss the issue.

RETIREMENT AND FRINGE BENEFITS — Ed Arquitt

Dr. Arquitt said that hopefully most faculty were able to attend the information sessions on the health care choices. Evidently, many people have seen a list of HMOs that have been approved to do business in the Stillwater area. This list gives several choices. However, the only one that is actually operating in the Stillwater area is Community Care. Dr. Kletke was introduced to present the recommendation: **The Faculty Council Recommends to President Halligan that: the University contribution to employee retirement be increased by 1% of salary. This would change the current 7-11 plan to a 8-12 plan where 8% of the first \$11,520 of salary and 12% of all salary greater than \$11,520 would be contributed to retirement.** Dr. Kletke said the current plan is for the university to contribute 7% of the first \$11,520 and 11% of salary greater than \$11,520 for retirement benefits. OTR takes its share off the top and the remainder goes to TIAA-CREF. Since this system was adopted OTRS has made two changes. First they increased the 6% of salary and benefits to 7% of salary and benefits. This increase took away from the faculty's contribution to TIAA-CREF without giving any additional benefits. The second change was to change the coverage level from \$40,000 to full salary. This further

reduces the amount going to TIAA-CREF. Dr. Kletke presented two examples showing the changes in the retirement system over the past few years. A faculty member making \$40,000 and having 10% paid in benefits would, under the 7-11 plan, have \$3,939.20 paid for retirement. Before the OTR changes \$2,400 would go to OTRS and \$1,539.20 would go to TIAA-CREF. After the changes \$3,080 goes to OTRS and \$859.20 goes to TIAA-CREF. The 8-12 plan would send \$3,080 to OTRS and \$1,259.20 to TIAA-CREF. The \$60,000 salary person would get an extra \$600 paid to TIAA-CREF. If TIAA-CREF grows at a 10% rate then a \$400 per year deposit would be worth \$126,555 after 35 years and a \$600 deposit would be worth \$189,832 after 35 years. Reasons for not desiring the change are that salary and benefits come from the same pool so salary increases may be 1% less in the year the change is made and a second reason is that many people believe employees should make their own retirement allocation decisions instead of the university making them. Dr. Gedra said the amount to OTRS went up more than 1%. Dr. Kletke said that is because OTRS is figured on salary and benefits. On the positive side when they figure your retirement benefits they will also use salary and benefits. Dr. Sanders said there has been some discussion of using the cigarette money to help OTRS. If this were to happen then would there be a chance of the percentage being reduced? Dr. Kletke said that it would not. What would be reduced is the amount that is assessed to the university based on the number of employees. Dr. Keener asked if this would have any effect on the SRA limit. Anne Matoy replied that calculation used is very complicated so it is hard to tell. The best guess is that it will have an effect but not a major effect. **Recommendation passed unanimously.**

RULES AND PROCEDURES — Gene Krenzer

Dr. Krenzer reported that the elections have been completed and the winners are: Vice Chair, Bill Warde; Secretary, Adrienne Hyle; Biological Sciences, Jacqueline Fletcher; Humanities, Robert Mayer; Physical Sciences, Brenda Masters; Social Sciences, Larry Sanders; Teacher Education (3-year term), Marcia Dickman; Teacher Education (2-year term), Malatesha Joshi; Agriculture, William Weeks; HES, David Fournier; Veterinary Medicine, James Breazile.

REPORTS OF LIAISON REPRESENTATIVES:

Emeriti Association — Don Holmes

Don Holmes reported that the election of officers will be Wednesday, April 14. The Emeriti Ambassadors assisted in the SGA elections and observed that the participation is like that of the city council elections. President Halligan shared that the Alumni Association executive board voted to initiate a campaign to raise funds for an alumni center on campus and they were encouraged to have quarters for the Emeriti Association. The target is \$8M as recommended by the consultant. Dr. Tilley asked if there is an emeriti center included in the facility then could people donate money earmarked for that center. President Halligan said that people should talk to Jerry Gill about this since the Alumni Association is separate from the university.

Staff Advisory Council — Myra Traynor

Ms. Traynor reported that the council is sponsoring a carnation sale for National Secretaries Day. Carnations are \$2 each and come wrapped with greenery, ribbon and note card. Funds from this sale go to the SAC Scholarship Fund.

Graduate Student Association — Al Woodward

Mr. Woodward reported that he was elected as the Communications Officer and will be attending the FC meetings this year. The other new officers are: President, Kim Suedkamp; Vice President, Rick Jones; Treasurer, Dale Engle and Secretary, Andrea Smith.

Student Government Association — Kristen Jones

Ms. Jones reported that the elections were supposed to be over three weeks ago. She brought a copy of the Supreme Court decision and the petition for people to read if they wished to see why the election and decision have been postponed. The senate has been elected but everything else is at a stand still, so not much will be happening until fall. President Halligan asked when a decision will be forthcoming. Ms Jones replied that there was an independent committee appointed to investigate the election. Dr. Beer said that the committee will report on April 21.

Graduate Faculty — Bill Warde

Dr. Warde reported that the Graduate Council meets on the third Friday of each month. They will be looking at time extensions for graduate students and waiver of rules concerning degrees. This meeting will be concerned with membership and a consideration of the Fire Protection and Management programs.

Heidi Hoffer said that she had been both a member of the Faculty Council and the A&S Faculty Council liaison to Faculty Council. The new A&S Faculty Council liaison will be Mindy McCann from the Statistics Department.

NEW BUSINESS:

Dr. Johannes said that there is a problem with the clocks in the classrooms since they all are set for different times. Many students are misled when taking tests as to the amount of time left since the classroom clock and the chimes are set to different times. Someone should be in charge of trying to synchronize the clocks. Dr. Birdwell said that he would look into the problem.

REPORT OF THE FACULTY COMMITTEE — Chuck Edgley

Dr. Edgley reported that the Faculty Committee is still talking to faculty who are teaching in Tulsa. The committee is also working on the Promotion and Tenure document that was returned from the Dean's Council. The committee hopes to have resolutions concerning both documents at the May meeting.

NEW BUSINESS (continued):

Dr. Wilkinson and President Halligan presented framed certificates to the following outgoing Faculty Council members: Janet Cole, Carol Moder, Margaret Scott, Eugene Krenzer, Renée Daugherty, Lionel Dawson, Dennis Bertholf and Nancy Wilkinson.

Dr. Wilkinson congratulated Bill Warde, Adrienne Hyle and all the new members on their election to Faculty Council.

FACULTY COUNCIL MINUTES

April 13, 1999

Page 8

The meeting adjourned at 4:07 p.m. The next regular meeting of the Faculty Council is May 11, 1999.

Dennis Bertholf, Secretary