

FACULTY COUNCIL MINUTES
250 Student Union
June 8, 1999

President Halligan called the meeting to order with the following members present: Arquitt, Bost, Breazile, Dickman, Eastman, Edgley, Fournier, Gedra, Gregson, Hallgren, Hsu, Hyle, Johannes, Locy, Martin, Masters, Mayer, Miller, Montgomery, Rhoten, Sanders, Sisson, Tilley, and Warde. Also present: Birdwell, Collins, Harp, Keener, McCann, Mitchell, Rouse, Satterfield, Watkins, Wilkinson, and Woodward. Absent: Fletcher, Hoffer, Joshi, Kimbrell, Peck, and Weeks

HIGHLIGHTS

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Dr. Rhoten moved acceptance of the May 11, 1999, Minutes with one change in the Athletic Council report (“gambol” to “gamble”). Dr. Gedra seconded the motion. The Minutes were approved. Dr. Breazile moved acceptance of the June 8, 1999 Agenda. Dr. Mayer seconded. The Agenda was approved.

**SPECIAL REPORT: Summary of Past Year Faculty Council Activities —
Nancy Wilkinson**

Dr. Wilkinson began her summary by noting a strong sense of faculty governance at OSU through the Faculty Council and its committees as well as through faculty representation on other university-wide committees. She noted that Faculty Council was advisory to the administration and that administration was present at FC meetings as well. She believes that administration is open and wants Council input. The relationship with administration is not adversarial, as all are committed to working hard and solving problems. She also noted that faculty governance can not work unless people are committed to working hard. In fact, faculty do work hard and she believes has a voice.

In terms of what has happened this year, the Council has been informed by administrative reports at almost every meeting: Joe Weaver (Planning, Budget, and Institutional Research) provided a budget update, Jim Hromas (University Extension) described the School of International Studies which became a reality this Spring, Randy Dahl (Associate Vice President for Academic Affairs) apprised Council of calendar problems with the start of school and Martin Luther King Day,

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Harry Birdwell (Vice President for Business and External Relations) gave an update of building plans on campus and in Tulsa, Ed Johnson (Library Dean) reported on the rising costs of academic journals and issues associated with Internet publications, and Geary Robinson (OSU Parking Manager) presented plans for parking next year. The dispute resolution process, a safeguard of faculty rights, dealt with four cases (down from 9 last year). One went to a full grievance, two were resolved by a committee of past chairs of Council and one is still pending.

Council committee work has been very important this past year. The Faculty Committee reviewed reappointment, promotion and tenure decisions given them by Dr. Keener. Retirement and Fringe Benefits Committee helped design a solution to healthcare problems by working with administration and outside consultants. This was the subject of the Fall General Faculty Meeting. In this way, faculty and staff were given the opportunity to know what was going on. The Research Committee has helped develop and promote the Patent Policy and is currently working on a Copyright Policy. The Budget Committee prepared a survey to get a sense of faculty priorities in terms of computer support, retirement, raises and benefits. This was very valuable and responsible work. Dr. Moder represented Council well on the University Budget Committee too. Smaller but successful issues included the amicable resolution of the Arts and Sciences Faculty Council referral of the parking lot in front of the Journalism Building and the resolution of the OSU logo free used by student organizations.

Next year proves to be exciting as well. A continued review of "scholarship" and how it is evolving is planned. A Task Force on Scholarship Committee was established and will be exploring the topic further next year. A Sabbatical Leave Review Committee is also in the works. Rules and Procedures Committee will be reviewing FC "group" designations as the best way to organize and describe faculty on campus. Council will also need to keep on top of parking, fees and possible new structures. Salaries and differentials for entering faculty as well as compression in salaries need to be reviewed too.

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. The draft has been shared with the deans and will be discussed at the 6/10/99 Deans Council meeting
- 97-02-02-ADHOC
98-12-03-RES ***Patent Policy 1-0202:***
Changes to OSU Policy 1-0202: Under review. Draft approved on 2/11/99 by the Research Council, reviewed on 2/12/99 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 recommended by the Ad Hoc committee was reviewed and approved by Deans Council on 2/12/99, and it was forwarded to FC for their review, per 97-09-02-FAC. At May meeting, it was announced that the draft has been posted to the FC web site for review with input to Chuck Edgley. Legal Counsel is also reviewing. Tabled by Faculty Council. To be considered at second meeting in the Fall.
- 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. Survey conducted by Office of PBIR was discussed at May's University Budget Committee meeting. Committee supports increased stipends. Effective date determined by outcome of FY'00 budget.
Additional comments: When you look at schools in the Big 12 that give raises like this, the K-State model seems the closest: National averages for ranks for promotion to full professors are 7% and for associates 5%. That would change OSU's figures to \$2,500 for "associates" and \$3,750 for "fulls." These figures would be reviewed every three years. Dr. Halligan is overly cautious about committing to this until he sees enrollments for the Fall and these raises will not be retroactive.
- 98-10-01-RFB ***Equalization of Premiums for OSU Employees, Retirees and Spouses:*** Will not be implemented for FY'00, but will be considered by the University Budget Committee for future years.
- 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. A meeting was held on May 12, 1999, to discuss this with Legal Counsel.
- 99-04-01-RFB ***Increase in University Contribution to Employee Retirement:*** Will not be implemented for FY'00, but will be considered by the University Budget Committee for future years.
- 99-05-01-ASP ***Changes in Honorary Degree Policy:*** Under review. Proposed changes will be reviewed by Academic Affairs and discussed with Deans Council in July.
- 99-05-02-ASP ***Change in Courses Allowed for Retention GPA Computation:*** Accepted. Reviewed and approved by the Student Academic Services Directors and the Deans Council in May 1999.
- 99-05-03-BUDG ***OSU-Tulsa Commuting Faculty Compensation:*** Under review. Proposal will be reviewed by Academic Affairs and discussed with the Deans Council in July.
- 99-05-04-BUDG ***Guidelines for Third Summer Month Salary for 9- or 11-Month Appointments:*** Under review. Proposal will be reviewed by Research Directors and discussed with Deans Council at a future meeting.

REPORTS OF STANDING COMMITTEES:

CAMPUS FACILITIES, SAFETY, AND SECURITY — Stephen Hallgren

New chair, Dr. Hallgren, wanted all to know that the committee will be tackling at least two issues next year: bicycle tracks and parking lots. Any other issues of concern to Councilors are welcomed.

FACULTY — Chuck Edgley

A number of items were reported. The committee reviewed 13 split-verdict reappointment, promotion and tenure decisions given them by Dr. Keener. At the September meeting, a statistical report of this review will be provided.

Dr. Edgley then reported on a meeting with Drs. Halligan, Keener, Tilley and Scott Fern (University Legal Counsel Office) about the university Ombudsman. The deans are to consider the proposal at their meeting later this week. A summary of cases for the year indicated that grievances were down and that staff use these services more than faculty, probably because faculty concerns are centered around reappointment, promotion and tenure issues.

The Tulsa Project (an examination of experiences and problems with OSU-Tulsa) will be expanded to include resident faculty issues and concerns. A full report will be given at the September meeting of Faculty Council.

Dr. Edgley then recommended the approval of the Policy and Procedure Letter on Reappointment, Promotion and Tenure (99-06-01-FAC). He noted that the document was flawed but many believed this was the best that FC will get. Specific issues of concern included the deans role in the process as evaluators of faculty or evaluators of the process, a change in the probationary period from 4-2 to 4-3 years, and the requirement of external peer review. A wealth of discussion followed.

Peer Review — Dr. Johannes asked about the procedure to table. Dr. Rhoten noted concerns about external peer review including grandfathering issues, variable weight given for poor or exemplary reviews, the lack of faculty response opportunities to external reviewer critiques, how demeaning it was to require validation from external sources, and that faculty at OSU knew more about their colleagues than did faculty from other institutions. Dr. Mayer indicated that in his discipline (English) external letters were always used and that the numbers had increased recently from two to three. He then asked about the use of external letters in other departments. Dr. Johannes indicated that it was not a practice in Engineering. Dr. Mayer also wondered if this were a common practice at research institutions? Dr. Johannes thought that it was a common practice but that it “was not everything.” Dr. Breazile noted that in Veterinary Medicine letters were solicited by the candidate and that “bad” reviews were typically canned. He liked the idea of peer review but wanted to define who peers were. Dr. Edgley concurred. He wondered if peers were Big 12 institutions only and if letters from lesser institutions would count less. He noted that peer review was of a discipline and scholarship was not tied to schools. He continued by noting that it was one thing for faculty to use peer reviews at the department level and another thing to have peer reviews used at higher levels. Dr. Hallgren noted that in Forestry it was common practice to require international recommendations. Dr. Bost wondered if previous discussions about an evolving scholarship were related to this discussion. Dr. Breazile continued by noting that grants and articles were considered peer review in the sciences. Discussion then turned to the role of deans.

Role of Deans — Dr. Montgomery questioned the propriety of the change in the policy from “process evaluation letter” to “evaluation letter.” Dr. Edgley concurred. He felt this gave the deans too much power in the process. In fact, the deans may be unqualified to do evaluations of faculty scholarship. He questioned whether they should be able to use their “yes” or “no” recommendations in this way.

Departmental Policies — Dr. Sanders wondered about the clarity of departmental policies. He noted that they should be very clear. Dr. Edgley indicated that it was the role of the dean to work with departments to have policies with integrity and that deans should not go against policy.

Dr. Rhoten inquired about the procedural actions if there were a motion made against the recommendation. Dr. Johannes cautioned against that because this was good work and a move in the right direction for faculty. Dr. Breazile indicated that he believed part of the policy was missing - one that placed a campus committee above the dean’s level in the decision process.

Dr. Johannes then moved to table the recommendation until the second Fall Faculty Council meeting to give the Faculty Committee time to review again and make minor revisions for the deans to consider. It was seconded by the majority and the motion carried. Discussion then focused on a forum to discuss the policy letter or having this be the focus of the Fall General Faculty Meeting in November. Dr. Edgley indicated that the committee would take these suggestions under consideration.

RESEARCH — Richard Bost

Among other groups, the university-wide Copyright Task Force, chaired by Dr. Carol Olson of the Office of Research, is working on a consensus draft policy.

REPORTS OF LIAISON REPRESENTATIVES:

Emeriti Association — Roscoe Rouse

The Creative Retirement Committee reported that land has been offered to the Emeriti Association for a retirement facility. All are excited about the possibilities.

Staff Advisory Council — Craig Satterfield

Staff Advisory Council supports the 8-12 plan and will be electing new officers next month.

Arts and Sciences Faculty Council — Mindy McCann

The Arts and Sciences Faculty Council web page is being designed and should be ready in the fall. Check it out!

NEW BUSINESS:

Dr. Earl Mitchell informed the Council that the Women’s Council was newly reestablished and will be called the Women’s Faculty Council. By-laws had been reviewed and updated. Their concerns were with academics, specifically women’s studies and gender equity.

Dr. Tilley presented four resolutions to Council as follows:

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Whereas Dr. Nancy Wilkinson has rendered dedicated service to the faculty during this past year in serving as Chair of Faculty Council at Oklahoma State University and *whereas* her thoughtful insights have contributed to overall communication between the faculty and administration and *whereas* her leadership of the Faculty Council has been exemplary, *therefore be it resolved* that the members of the OSU Faculty Council, on behalf of the faculty, express our appreciation for her efforts.

Whereas Dr. Dennis Bertholf has rendered valuable service to the faculty by serving as Secretary of the Oklahoma State University Faculty Council for the past three years and *whereas* Dr. Bertholf has provided timely, useful and accurate minutes of the Council meetings and has provided dedicated service as a member of the officer team, *therefore be it resolved* that the members of the OSU Faculty Council, on behalf of the faculty, express our appreciation for his efforts.

Whereas the outgoing members of the Oklahoma State University Faculty Council: Janet Cole, Carol Moder, William Warde, Larry Sanders, Margaret Scott, Eugene Krenzer, Renée Daugherty, and Lionel Dawson have rendered valuable service to the Council over the past three years, *therefore be it resolved* that the members of the OSU Faculty Council, on behalf of the faculty, express our appreciation for their efforts.

Whereas Diane LaFollette has rendered valuable service to the officers of the Oklahoma State University Faculty Council in providing administrative support, *therefore be it resolved* that the members of the OSU Faculty Council express our appreciation for her efforts.

All resolutions passed unanimously with rounds of applause.

The meeting adjourned at 4:27 p.m. There will be no Faculty Council meetings in July and August. The next regular meeting of the Faculty Council is September 14, 1999.

Adrienne Hyle, Secretary