

FACULTY COUNCIL MINUTES
250 Student Union
September 14, 1999

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

HIGHLIGHTS

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Dr. Eastman moved acceptance of the June 8, 1999, Minutes. Dr. Breazile seconded the motion. The Minutes were approved.

SPECIAL REPORT: Research Park and Campus Plan — Harry Birdwell

The Council was updated on two initiatives: economic development and OSU campus review. Six strategic initiatives in economic development, although not yet funded in their entirety, were presented: 1) Starclusters - groups of first-rate researchers who could generate intellectual property which would enhance not only their own reputations but that of OSU and Oklahoma [not yet funded]; 2) Office of Intellectual Properties - partially funded, this office is designed to capture OSU's intellectual products for the good of Oklahoma; 3) the Vice President for Research is working to promote shared use of research equipment with faculty and Oklahoma businesses as well as generate economic development ideas for the faculty, university and state;

4) Propositions 680 and 681 have enabled intellectual properties to be economically profitable for faculty, thereby keeping high tech initiatives in Oklahoma; 5) venture capitol pool - monies to help in the movement of ideas and patents from prototypes into use; and 6) Smart Park - linking Meridian Technology and the City of Stillwater with OSU through a technology research park for businesses. Work has begun on this.

In terms of campus review, a parking consultant, in conjunction with campus committees, is to develop a parking plan beginning next month. Bicycle and pedestrian plans are also being revised and incorporated in the campus master plan. Lighting on Monroe, from Hall of Fame to 6th Street, is another "in process" project. The Student Services Center will be completed and in use by the end of the semester. An anonymous donor gave a first-rate sound system to be used in the atrium. Gallagher-Iba construction is on schedule for completion in December 2000, in time for the basketball season.

REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:

President Halligan, Executive Vice President and Vice Presidents

- 96-12-04-FAC ***Changes in Appendix D:*** Accepted. P&P letter will be developed and distributed to academic departments. Dr. Keener reviewed changes with Legal Counsel and a document has now been drafted to include ombudsperson in the process. Draft has been reviewed and approved by Hernandez, Wilkinson and Keener. The draft was shared with the deans and approved at the 6/10/99 Deans Council meeting.
- 97-02-02-ADHOC ***Patent Policy 1-0202:***
98-12-03-RES ***Changes to OSU Policy 1-0202:*** Under review by Legal Counsel. 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 recommended by the Ad Hoc committee was 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 Faculty Council web site for review with input to Chuck Edgley. Legal Counsel is also reviewing. Tabled by Faculty Council 6/8/99. To be considered at 10/12 Faculty Council Meeting.

98-05-02-BUDG

Increase in Promotion Raises: Accepted in principle. Promotional stipends increased to: \$3,750 for promotion to full professor; \$2,500 for promotion to associate professor; and \$1,000 for promotion to assistant professor. History of current promotional increases was researched by Academic Affairs and discussed with deans in Nov. '98. Survey conducted by Office of PBIR was discussed at May's University Budget Committee meeting. Committee supports increased stipends. Implemented for promotions effective 7/1/99.

99-02-03-SALR

Administrative Review of the Distribution of Revenues from Royalty Monies Generated by Sales of Products Using Licensed Name and Marks: Accepted. 65-35% allocation between athletics and general scholarships, effective next fiscal year, with the 35% for greatest need as determined by the Exec. Vice President. Administration is reviewing current practices at other institutions. A meeting was held on May 12 to discuss this with Legal Counsel.

99-05-01-ASP

Changes in Honorary Degree Policy: Accepted. Proposed changes have been reviewed by Academic Affairs and were approved by the Deans Council on 9/9/99.

99-05-03-BUDG

OSU-Tulsa Commuting Faculty Compensation: Under review. Proposal will be reviewed by Academic Affairs and discussed with the Deans Council this fall.

99-05-04-BUDG

Guidelines for Third Summer Month Salary for 9- or 11-Month Appointments: Under review. Proposal under review by Research Directors. Recommendation to be sent to Deans Council at a future meeting.

99-09-01-FAC

Criminal and Credit Background Checks for Potential Staff Employees. To President Halligan

REPORTS OF STANDING COMMITTEES:

BUDGET — Janet Kimbrell

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The Budget Committee is planning the following for this year: Prepare a comparative report on salary with respect to the Big XII; investigate TIAA-CREF and OTR contributions (with Retirement and Fringe Benefits Committee); investigate use of student fees; investigate reimbursement for extension work/extension courses across colleges; investigate a tuition/fee waiver for faculty/staff dependents (with Retirement and Fringe Benefits Committee); and follow-up on pending recommendations: Third Summer Month Salary for 9- or 11-Month Appointments and OSU-Tulsa Commuting Compensation.

FACULTY — Chuck Edgley

Dr. Edgley reminded the Faculty Council that the Proposed Policy & Procedures Letter for Reappointment, Promotion and Tenure Process for Ranked Faculty would be taken off the table in October. All were reminded to encourage their colleagues to read the document. It can be found in its entirety on the Faculty Council web page: http://www2.okstate.edu/fac_council/. At this site as well are faculty reactions to the proposed P&T letter.

At the next Council meeting, the OSU-Tulsa Faculty Report will be presented. The research is complete, but those who provided information for the report still need to review the document prior to dissemination. Faculty resident at OSU-Tulsa have different problems and concerns than those resident in Stillwater and teaching at OSU-Tulsa.

Moved by the Faculty Committee, Recommendation No. 99-09-01-FAC, titled Criminal and Credit Background Checks for Potential Staff Employees, asks that the OSU administration abandon its plan to conduct criminal and credit background checks for all potential staff employees scheduled to go into effect in January 2000. In presenting rationale for the recommendation, Dr. Edgley noted that the Faculty Committee recognizes that some employees of OSU might need to be checked, e.g., those carrying guns. In summary, the Faculty Committee believes this is “an ill-conceived plan,” even if legal. The entire recommendation follows:

Title: Criminal and Credit Background Checks for Potential Staff Employees

The Faculty Council Recommends to President Halligan that: the OSU administration abandon its plan to conduct criminal and credit background checks for all potential staff employees scheduled to go into effect in January 2000.

Rationale:

1. The plan, even if legal, is indecent in its invasion of the privacy of the many applicants for jobs at OSU.

2. It is not clear that merely turning up some past criminal activity or some difficulty on a credit report should disqualify a person for employment.
3. Such a check infuses a chilling shot of suspicion into an already mostly loyal and hard working staff.
4. Given that it is patently obvious that faculty and administration have as many opportunities for dishonesty as staff, the plan contains the slippery slope of being applied to other employees as well.
5. The plan is not needed. It is impossible to eliminate all traces of dishonesty from a group as large as the staff at OSU. Even if the plan stopped a few incidents from happening, it would be at the expense of spreading the aura of "big brother" through the ranks of employees.
6. The plan was poorly conceived and devised, without appropriate counsel or publicity. It was released in the press and has yet to be disseminated to the staff.

A number of councilors discussed various aspects of the plan. A. J. Johannes noted mixed emotions initially. Intellectually he agreed with the recommendation 100% asking "What does a credit check have to do with anything?" He also noted that if faculty, staff and administrators were to be checked, students should probably be added to the list as well. Ken Eastman indicated that he could see the employers perspective and why they would support such a plan. He wondered what criteria would be used in deciding who was checked, what information would be looked for and what would be done with the information once it was obtained. Steve Hallgren asked what the justification was for the plan and how would it be paid for? He also noted that this screen would not reveal realities about current employees. The recommendation passed unanimously.

RETIREMENT AND FRINGE BENEFITS — Ed Arquitt

Retirement (not fringe benefits or health care) will be the focus of the committee this year. In conjunction with Dr. Arquitt also serving as a member of the Health Care and Flexible Benefits Committee, he reported they plan to review the Segal report, looking at new flexible fringe benefit plans. Faculty can contact the following representatives, on the committee, with concerns and ideas related to the creation of a flexible benefits (cafeteria) plan. They are John Wilguess, Accounting; Billy Barfield, Biosystems and Ag Engineering; and Ed Arquitt, Sociology.

RULES AND PROCEDURES — Alexandria Miller

This year the Rules and Procedures Committee will be looking into ways to revise membership to Faculty Council. The last revision was in 1970 when "Groups" were added to the 1953 academic unit representatives.

REPORTS OF LIAISON REPRESENTATIVES:

Emeriti Association — Audrey Oaks

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There are 390 life members of the Emeriti Association. After having moved from East Bennett Hall to the Willham Cafeteria, they are now looking for a more permanent space, possibly in the new Alumni Building, if “we live that long.”

Staff Advisory Council — Sally Knott

Staff Appreciation Day is scheduled for Thursday November 4th in the Starlight Terrace. Award presentations will be made in the Student Union Theatre. The Policy, Benefits and Budget Committee of the Staff Advisory Council plan to present a recommendation at their upcoming Executive Committee meeting noting that background and credit checks be required for all, not just staff. Chuck Edgley informed the group of recent communication with Tonya Magness, Chair of the Policy, Benefits and Budget Committee, which will hopefully result in a resolution more consistent with that just passed by the Faculty Council.

Graduate Student Association — Al Woodward

Three forums have been set. The first will be an open forum on health insurance issues. The second an open forum to discuss general concerns. The third is with Dr. Halligan.

Arts and Sciences Faculty Council — Mindy McCann

They are pleased to have welcomed their new dean.

NEW BUSINESS:

The November Faculty Council Meeting has been changed from November 9th to the 23rd, and will be held in the Oklahoma Room, so that President Halligan can attend.

Dr. Halligan informed the group that he has tendered his letter of resignation from the Board of the NCAA after having served five years and last year as chair of that group.

The meeting adjourned at 4:20 p.m. The next regular meeting of the Faculty Council is October 12, 1999.

Adrienne Hyle, Secretary