

FACULTY COUNCIL MINUTES  
250 Student Union  
September 11, 2001

President Halligan called the meeting to order with the following members present: Bays, Comer, Damicone, Dickman, Ebro, Edgley, Fletcher, Fournier, Gasem, Henderson, Holcombe, Lawry, Masters, Mayer, Moder, Mokhtari, Peeper, Redwood, Sanders, Schestokat, Smethers, Veenstra, Weeks, and Weiser. Also present: J. Alexander, H. Birdwell, R. Bost, D. Brooks, H. Clements, S. Harp, L. Jones, M. Keener, G. Marshall, L. Miller, E. Mitchell, V. Mitchell, P. Moretti, N. Watkins, J. Weaver, and J. Wood. Absent: Achemire, Binengar, Breazile, Lamphere-Jordan, and Wetzel.

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Masters moved acceptance of the June 12, 2001, Minutes. Sanders seconded the motion. The Minutes were approved as written. Edgley indicated that the Agenda needed to be amended because Lance Hinkle, who was to have given the special report on the bookstore, had a family medical emergency and was unable to attend the meeting. His report will be postponed until December. President Halligan said he would like to say a few words regarding the national tragedy at the start of the meeting. Mayer moved acceptance of the September 11, 2001 Agenda as amended. Masters seconded the motion. The Agenda was approved as amended.

President Halligan then spoke about the university response to the plane hijackings and the destruction at the World Trade Center and the Pentagon. He indicated that he and his wife had interacted with all parts of the university and Stillwater communities, including the leader of the Islamic Center of Stillwater. President Halligan emphasized that it was important to remain calm and not to make judgments. He said that we are blessed with a large international community and that it was important to maintain a feeling of community and solidarity and to respect human rights. He announced that there would be an interfaith prayer vigil at 7 p.m. Tuesday on the library lawn and a blood drive on Thursday and Friday. He also said that we should be prepared to be understanding of those for

whom the tragedy has had a personal impact and that counseling services is prepared to deal with these individuals. The President also requested that any specific issues concerning the safety or other needs of members of the community be brought to his attention or to the attention of Chief Everett Eaton.

Edgley concurred with President Halligan's sentiments and added a plea for understanding. He said that we will all know someone affected by this tragedy and that we should be aware that the Muslim community is especially vulnerable to those who do not consider carefully.

**REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:**

President Halligan, Executive Vice President and Vice Presidents

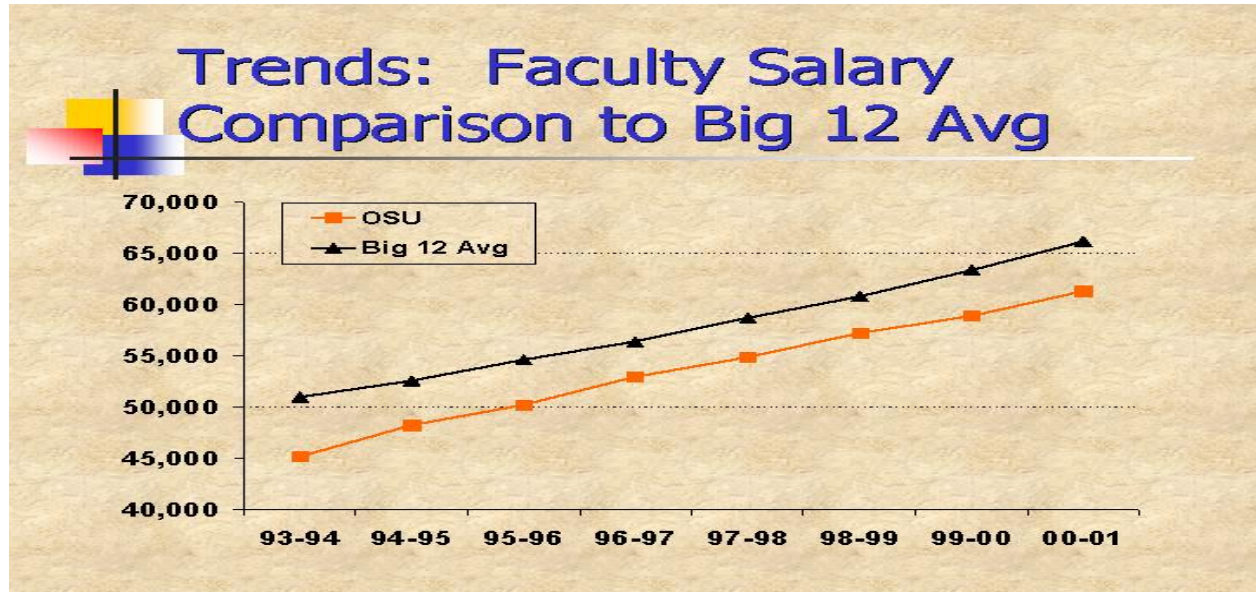
- 99-09-01-FAC ***Criminal and Credit Background Checks for Potential Staff Employees:*** Pending additional review by the Faculty Council. Meeting with reps from Staff Advisory Council and Faculty Council was held May 31. Agreement was reached on the procedural document, list of positions requiring checks, and procedures for handling records (confidentiality, custody, destruction). SAC has approved this version of the document.
- 01-02-01-ASP ***Amendment to the Academic Appeals Board (AAB) Policy and Procedure Letter 2-0821:*** Accepted (7/2/01). Modifications proposed by Faculty Council were incorporated into the policy and reviewed by Academic Affairs' administrators and by representatives of the Academic Appeals Board. The draft was also shared with Student Academic Services Directors and the Deans Council. All groups approved the document.
- 01-04-01-BUDG ***Market-Driven Salary Increase to Tenured and Tenure-Track Faculty:*** Funds not available at this time (9/5/01).
- Mayer asked if that meant the recommendation was no longer under consideration. Halligan said the merits of the recommendation had not been fully discussed and that the recommendation could remain on the list of those still under consideration.
- 01-05-01-CFSS ***Parking Policy:*** Under review. The Parking Committee will develop one-, two- and three-year plans and will develop alternative means of financing. The Parking Committee will begin considering this issues in the fall. A campus survey will be conducted.
- Dickman asked that the Campus Facilities, Safety & Security Committee be involved in the consideration of parking issues.
- 01-05-02-FAC ***Recommendations Related to the Athletics Program:*** Acknowledged, with response provided on June 28, 2001. A meeting was held on June 20, 2001, with President Halligan, T. D. Phillips, Ron Elliott, and Greg Mosier to discuss these issues. Response was sent to Faculty Council on June 28 and a confirming memo received from Faculty Council on July 12. Creation of standing committee is internal to Faculty Council through its Bylaws.
- Halligan indicated that the Big XII executives had had a conference this morning. There was some discussion of bringing the conference commissioner to the OSU campus. Edgley said he wanted to clarify the role of the new Athletics Committee. He said that the committee would be examining a wide range of issues which have been raised concerning academia and intercollegiate athletics nationwide. The committee was not formed to examine specific local issues about our athletic program.
- 01-05-03-RES ***Long-Range Research Plan:*** Under review. President Halligan and Dr. Keener are discussing.

- 01-09-01-BUDG    *Formalization of the University Raise Program:* To President Halligan
- 01-09-02-RP        *Procedures for the Establishment of the Athletics Committee:* To President Halligan
- 01-05-05-RES       *Copyrightable Intellectual Property Policy:* To President Halligan:

#### REPORTS OF STANDING COMMITTEES:

##### BUDGET — Jon Comer

In response to e-mails and phone calls from faculty concerned about the way that raise programs have been discussed and established, the Budget Committee put forward a recommendation intended to move faculty and staff salaries to a position of higher priority in the budgeting process. The recommendation follows: **Formalization of the University Raise Program (01-09-01-BUDG). The Faculty Council Recommends to President Halligan that:** 1. The University formalize the staff and faculty raise program by establishing annual raises that should, *at a minimum*, be equal to the percentage increase of “new money” received by the University each year (the Office of Planning, Budget, and Institutional Research category “adjusted funds available”). 2. The annual raise program should be effective on July 1 of each year. This is particularly important for staff employees on twelve-month appointments. **Rationale:** The administration has frequently stated that staff and faculty compensation is a high priority; Dr. Birdwell stated in Faculty Council on June 12, 2001 that “The No. 1 priority we have to provide (with new dollars) is compensation for faculty and staff.” However, in a memo co-authored by Drs. Keener and Birdwell on June 11, 2001, five “mandatory” cost increases are cited as reasons for a difficult funding picture for the upcoming fiscal year. Raises are not listed in this memo as a mandatory cost, but we feel they should be first on this list of mandatory cost increases. Annually, the staff and faculty of the University experience a period of several months (between July 1 and early September) in which the administration refuses to commit to any firm assurance of a raise program until after final fall enrollment numbers are tallied. While a chronic issue at OSU, this practice has been particularly troubling to the University community during 2001 as virtually all of the other state universities committed to raises of at least three percent during the summer, some much higher. This recommendation is also in line with long-term University goals to reach the mean Big XII faculty salary level. The attached chart [NOTE: Attached to Faculty Council Agenda. Copies available from the Faculty Council Office.] from the Office of Planning, Budget, and Institutional Research demonstrates that while funding increases at OSU have allowed the University to keep pace with the Big XII average, this is an annually increasing average of which OSU continues to fall short. A year without a raise program would cause irreparable damage to our position, and would take many more years of higher-than-average raise programs to remedy. Furthermore, the attached data table from the Office of PBIR demonstrates that the staff and faculty annually receive less than their proportional share of funding increases, as evidenced by the constant gap between the “Adjusted Funds Avail.” and “Merit Raise Program Percentage” rows across the bottom of the table. As an example, under the guidelines of this recommendation, the merit raise program in FY01 would have been at least 3.74% rather than the actual raise program of 3.0%, and in prior years would have been much higher. Finally, in April 2001 the Faculty Council recommended a market-driven faculty raise of \$2,000 to reach the mean Big XII faculty salary level. We would like to emphasize that the present recommendation neither replaces nor contradicts the April 2001 market-driven raise recommendation, and we remain committed to seeing that recommendation implemented. The implementation of both recommendations would accomplish the following: 1. Recognize the importance of staff and faculty in the success of the University, hence improving morale and further improving the University. 2. Improve the average faculty salary within our Big XII cohort. 3. Demonstrate an annual commitment to staff and faculty salaries, which would be an important recruiting tool.



There was no discussion. The recommendation passed unanimously.

#### RESEARCH — Kouider Mokhtari

It was moved by Mokhtari, and seconded by Lawry to bring the Copyrightable Intellectual Property Policy recommendation (01-05-05-RES) off the Table. The motion passed unanimously. Edgley said that the recommendation had been presented and discussed at the last two Faculty Council meetings and the current draft has been available all summer at the following web address: <http://com.net.okstate.edu/copyright/index.html>. Peeper moved and Sanders seconded a motion to accept the Copyright Policy in its current form. Edgley asked whether there had been any faculty comments on the policy since it had been posted. Mokhtari said there had been three comments. Two comments were positive and the third was concerned with the viability of the draft. Halligan said the draft would be reviewed by Legal Counsel for the Board of Regents. Edgley indicated that the policy would probably come back to Council after it had been reviewed by the administration, Legal Counsel, and the Regents. Gasem asked what policy would be in effect in the mean time. Bost indicated that the current policy would be in effect until the new policy is approved. The recommendation passed overwhelming with a vote of 23 in favor and 1 opposed.

Mokhtari announced that there had been a proposal to institute a Research Professor track and that his committee was reviewing it.

#### RULES AND PROCEDURES — David Fournier

Fournier announced that the Council had conducted a special election over the summer to fill the office of Faculty Council Secretary, from which Adrienne Hyle resigned after being appointed an Associate Dean. Over 300 votes were cast and Carol Moder was elected. The Rules and Procedures Committee then put forward a recommendation to create an Athletics Committee. The recommendation was as follows: **Procedures for the Establishment of the Athletics Committee (01-09-02-RP)** The Faculty Council Recommends to President Halligan that: In accord with the recommendation of May 8, 2001 approved by the Faculty Council to create a new "Standing Committee" of the Faculty Council, the Rules and Procedures Committee, as specified in the by-laws, recommends the following procedures for the establishment of the Athletics Committee. **ATHLETICS COMMITTEE:** The Athletics Committee is intended to formalize a regular system of communication between the Faculty Council and the Academic Counseling Office for Athletics. This committee shall formulate and recommend policies regarding the role of organized athletics, both intramural and intercollegiate, in the life of the University. The committee shall particularly monitor and report on the sources and expenditure of Athletic Department funds and assess whether academic programs undertaken by students who participate in intercollegiate athletics provide academic enrichment sufficient to prepare them for lifelong contributions to society. Committee membership shall include: two or more

members from the Faculty Council; three members from the General Faculty; one emeritus member; and, two students, one male and one female, who are attending OSU on athletic scholarships. The Athletic Director, or his/her appointee, shall act as liaison to the Athletic Department. The membership structure and terms of office are specified below:

Two or more members from the Faculty Council – 3-year terms

Three members from the General Faculty – 3-year terms

One emeritus member – 3-year term

Two students, one male and one female, who are attending OSU on athletic scholarships – 1- and 2-year terms

Athletic Director, or his/her appointee – liaison to the Athletic Department

The recommendation passed unanimously.

#### **CAMPUS FACILITIES, SAFETY, AND SECURITY — Marcia Dickman**

The committee will have its organizational meeting for the year soon. Last year they considered recycling issues and will continue to do so this year.

#### **ATHLETICS — Ed Lawry**

Lawry said that he and Edgley had been interviewed by the O'Collegian concerning the creation of the Athletics Committee, but that the report was not accurate. They had a cordial and productive first meeting and their intention is to take up the role of intercollegiate and intramural athletics in the life of the University.

#### **FACULTY — Larry Sanders**

Sanders said the issues the committee would take up this year would not be as controversial as those last year. The committee is reviewing two cases of faculty dismissal to determine whether or not Appendix D procedures were violated. They will also consider communications to the faculty related to changes in retirement and other programs. A third issue for the committee will be the planning and implementation of the raise program and faculty input into the process.

Halligan said that he had been informed by two faculty members about their concerns about possible inequities in OTR. His office made Robert White available to discuss this with the faculty members and also facilitated a meeting between them and Senator Mike Morgan. Halligan said that if others perceive that there are inequities in OTR, the university will be willing to facilitate conversations about these concerns and possible redress.

Edgley said that a committee of three past chairs of Faculty Council had reviewed the dismissal cases and that their recommendations would be forwarded to the Faculty Committee.

#### **LONG-RANGE PLANNING AND INFORMATION TECHNOLOGY — Ed Lawry**

Ed Lawry, committee member, reported in Birne Binengar's absence. Lawry said the committee was gathering information and planning to take up the new CIS policy concerning network operations and computing on campus. He requested that faculty with comments or concerns about this policy to contact Birne Binengar. Weiser said that the addition of information technology to the charge of the Long Range Planning Committee had elevated the importance of the issues. He also said that when this change was made there was agreement that ACAC, the Academic Computing Advisory Committee, would be dissolved, but that no such action had been taken. Edgley confirmed that the understanding was that ACAC would be eliminated, but said that it was not clear how this was to be done. Diane LaFollette said that ACAC was formed in 1983 as a result of a Faculty Council recommendation. David Fournier, Chair, Rules and Procedures Committee, indicated that his committee would then need to make a recommendation to dissolve the ACAC Committee.

#### **REPORTS OF LIAISON REPRESENTATIVES:**

##### **Student Publications — Bill Weeks**

Weeks reported that in spite of the aforementioned problems with the content of some of the articles, the O'Collegian is in good financial shape and is producing 11,445 copies each day and has a budget surplus of about \$300,000. Halligan quoted a friend as saying that a campus newspaper is like a chemistry lab – some of the experiments are good and some are bad. He said that the O'Collegian was the lab for journalism students.

**OSU/Tulsa — Greg Marshall**

Marshall reported that the faculty at OSU-Tulsa met a month ago. There are now 27 resident faculty and 8 additional lines being recruited for. Enrollments are up, especially in undergraduate courses. The advisors report a pent-up demand for many of the new undergraduate programs. Marshall also said there is a good spirit among the OSU-Tulsa faculty and that they are committed to the one-faculty concept.

**Athletic Council — Ed Lawry**

Lawry said that Larry Sanders was the official liaison to Athletic Council, but since Sanders was unable to attend the last meeting, Lawry attended for him. Lawry reported that the Athletic Council approved fall athletic schedules but did not approve spring schedules because they included absences not allowed by policy. The Athletics Department was \$38,000 in the black for last year. The Big XII and the NCAA are discussing possible reforms.

**Emeriti Association — Larry Jones**

Jones reviewed the purposes of the Emeriti Association for new members of Council there for the first time to acquaint new representatives with the Association. The purposes of the Association are: 1) to facilitate continuing contributions by members to scholarly and other professional activities; 2) to encourage activities that support both the University and the community through volunteer services; 3) to provide a means for continuing professional growth for Association members in retirement; 4) to sponsor programs and activities related to the interests and well-being of the membership; 5) to work to improve the welfare of OSU retirees; and 6) to work to improve the retirement programs of OSU. The principle regularly scheduled activities for the Emeriti Association are: 1) a monthly meeting of the officers of the Association to conduct the business of the Association; 2) a monthly meeting of the general membership with a featured speaker, frequently, but not always, someone from the University; and 3) a monthly dinner, called the First-Friday Dinner, in the cafeteria of Willham Hall, usually with around 80 in attendance. There are other social functions, the primary one being several trips scheduled annually with the participation being anywhere from fair to very good. Jones invited those faculty who will retire in the not-too-distant future to join the Emeriti Association at that time. The first officers' meeting and First-Friday dinner of the fall semester was held last week and the first general meeting is in the library tomorrow, September 12.

**Staff Advisory Council — Leslie Miller**

Miller announced that nominations for the distinguished service award for outstanding staff members can be made online or by calling Duane Hunt at x45371. The award includes \$500 in cash. Staff Appreciation Day will be November 1 from 11 a.m. to 1 p.m. Miller thanked Faculty Council for its support for this event. Edgley said that last year he had been horrified to discover that staff members were putting on their own appreciation day. This year members of the Faculty Council Executive Committee have volunteered to serve refreshments and help give out awards. If others on Faculty Council wish to volunteer, they should contact him. Miller then announced that the Staff Advisory Council was taking up the issue of an on-campus daycare facility. She said a survey had been done about the need for such a center a few years ago. Although OSU did not act on that survey, OU found the survey results compelling and did start a center. They now say it is a very effective recruiting tool. The Staff Advisory Council plans to conduct another survey this semester. They are working with Dr. Bird's office to include students in the survey. They hope to develop another recommendation for a daycare center.

**Graduate and Professional Student Association — John Wood**

Wood reported that more than 200 students attended the new student orientation. He said surveys indicated that the new 5-day format was well received. The GPSA has a total operating budget of \$16,000 of which \$9,000 is allotted for travel. They intend to try to increase funds available for travel awards to graduate students. They also want to work with Career Services to help them develop services that meet graduate students' needs. A third issue they will consider this year is the evaluation of the new health insurance provisions.

**A&S Faculty Council — Brad Bays**

**(Report on the May and September Meetings) — General Subject Degree** – Among the more important items examined by the ASFC since the past spring semester was a proposal for a general subject area degree in the College of Arts and Sciences. Councilors examined and discussed former degrees, which were similar in nature to

the ones proposed by Dean Dobson but are now unavailable. From this discussion emerged the priority for credibility and integrity for such degrees. Although no proposals are yet formalized, the administrative model for any new general subject area degrees appears to be that of the College's new BA in American Studies, which is coordinated by several departments with strong interests in the program. For example, a General Studies BA in the Humanities would be coordinated by History, English, and Philosophy. SGA's Proposal to Place Instructor Evaluations on the Web – Councilors discussed whether or not an official position should be taken on this proposal. Several councilors, having some familiarity with such websites at other universities, expressed concern that students might be done a disservice by allowing other students' impressions to impact decisions regarding their choice of classes. Some councilors expressed concern that the SGA proposal might lead to grade inflation. Many councilors expressed the opinion that there is no need to react to the SGA's proposal since students have a legal right to institute such a plan. The ASFC's official stance on the issue was to not take one. **(September Meeting Only)** — A&S T&P Policy Compliance with OSU Appendix D – ASFC assigned the College Policy and Planning Committee the task of reviewing the College of Arts and Sciences Tenure and Promotion Document in order to bring it into full compliance with Appendix D, *The Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty*, of the *OSU Faculty Handbook*.

**OLD BUSINESS:**

Edgley asked President Halligan if he would like to report on Orange Peel. Halligan said the rainstorm made the evening exciting. They had admitted students to the stadium and were concerned for their safety if the weather conditions worsened. However, the storm passed quickly and the event went on after a delay. He said that 22,000 people were in attendance and that the primary importance of Orange Peel was that it helped to build community on campus among students of very diverse backgrounds and interests. Between 200 and 300 students worked together in this common enterprise to organize the event.

**NEW BUSINESS:**

Chuck Edgley read the following resolution to honor Dr. Eric Williams:

**RESOLUTION OF THE FACULTY COUNCIL**

Faculty Council lost one of its most prominent legacies, and OSU one of its most revered leaders, when Dr. Eric Williams passed away on August 15.

Dr. Williams, having just been promoted to the rank of full Professor, was first elected to represent the College of Veterinary on the OSU Faculty Council in 1969. He served as chairman of the Rules Committee and was elected vice-chair in 1970. He became chair for the 1971-72 academic year. He was instrumental in initiating the first cooperative effort with the OU Faculty Senate to discuss matters of mutual concern at the state's two flagship institutions. These meetings continue annually to this day. He also served on the OSU Athletic Council from 1987-91, and was chair of the Academic Standards Committee. He also spent eight years on the OSU Publications Board.

Eric, born and raised in Wales, had a love for tradition, history, and OSU. He applied these characteristics with leadership and tireless energy to serving OSU in many ways, and, in particular, to serving the Faculty Council, even when not serving a term. Two special projects ensure his lasting memory to Faculty Council. Dr. Williams is the author of "The Role of Faculty in University Governance at OSU," a chapter in the centennial celebration series on the history of OSU. He is also the founder of the House of Lords and Ladies, a group of past Faculty Council Chairs and Secretaries who meet each semester and whose wisdom and knowledge are made available to the University Administration and Faculty Council Officers. Last year, Dr. Williams was named Great Lord Emeritus by the House of Lords and Ladies in appreciation for his special leadership to this esteemed group.

For his many contributions to faculty governance, his unflagging good humor, and his tireless service to the Faculty Council of OSU, be it resolved that Faculty Council accords posthumously to Dr. Eric Williams, its Lifetime Achievement Award.

Edgley moved and Lawry seconded a motion to approve the resolution and present it to Mary Williams. The motion passed unanimously. Edgley thanked Jim Choike for his assistance in drafting the resolution.

In another matter, Gasem mentioned the recent position of OSU in the third tier of the rankings in *US News & World Report*. He pointed out that 4 of the institutions in the Big XII, including Kansas and Missouri, were rated much higher. He asked if the problem with the OSU ranking was in the way we reported the data or if these other institutions were actually doing a better job. Natalea Watkins said that the differences between OSU and OU were in two main areas. The first is the area of "academic reputation." Since this is decided through questionnaires distributed to university presidents and other officials, it is very difficult to change in the short term. She hoped that the recent article in the *Chronicle of Higher Education* on OSU's success in winning prestigious scholarships might help. Watkins said the second area in which OSU ranked lower was the percentage of classes of 20 students or fewer. An additional category in which OSU does less well is that of "Faculty Resources." Watkins also said that the reporting could not easily be manipulated because the information had to be taken from other established reports. A further problem she cited was that extension classes do not count in the figures for land-grant institutions, but OU can count its continuing education program. Damicone observed that Texas A&M has one of the biggest extension programs in the country. Watkins acknowledged this but said that they had many other resources as well. Halligan said that the University of Texas raises as much money in a month as OSU works hard for in a year. He said OSU was behind in raising private funds. He also suggested that there might be significant differences between land-grant institutions and state universities. Gasem suggested that it was important to educate the people who distribute the surveys so that they might consider creating a separate category for land-grant schools. Halligan said that many people have no idea about Oklahoma. He cited an example of a banner welcoming OSU to the regional championships which read "Welcome Oklahoma State University." He suggested that if individuals on the east and west coast are so ignorant about Oklahoma that they don't know how it is spelled or where it is that it would be very difficult to change their views. He said that there were many other things on which he would rather spend his time. Mayer asked what specifically was included in the category of faculty resources. Did this include research or faculty development funds? He said that active, publishing faculty who present work across the country and internationally contribute to the reputation of the school, but that such trips are dependent on making adequate resources available to faculty. He also wanted to make a plug for his department. He said the English Department has been fighting a long battle to maintain small class sizes at a cost to the faculty, who teach a higher course load as a result. He said that these efforts were not appreciated by the administration and that the department has been continually pressured to increase class sizes. If small class sizes are important to the reputation of the university and its external ranking, then everyone in the university needs to know it. Halligan said that the one principal thing in improving the university was to build a strong and vibrant foundation. He said that significant improvements require private money; they cannot be done with public funds alone. Edgley said that the topic of the OSU Foundation would be taken up at the next meeting, at which Ron Area has been asked to give a special report.

Halligan reiterated his desire that we make an effort to help students keep a balanced view of what it means to have a democracy and to protect individual rights.

The meeting adjourned at 4:12 p.m. The next regular meeting of the Faculty Council is October 9, 2001.

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Carol L. Moder, Secretary