

FACULTY COUNCIL MINUTES  
250 Student Union  
June 10, 2003

Carol Moder called the meeting to order with the following members present: Arquitt, Austin, Bays, Bilbeisi, Chaney, Damicone, Edgley, Fullerton, Gasem, Gelfand, Henderson, Johannes, Lamphere-Jordan, Lehenbauer, Martin, Mokhtari, Morgan, Mott, Murray, Phillips, Raff, Redwood, te Velde, Terry, Van Delinder, and Weiser. Also present: T. Agnew, S. Beeler, R. Beer, D. Bosserman, D. Buchanan, G. Gates, S. Harp, M. Heintze, B. Henley, E. Lawry, H. Le, E. Mitchell, V. Mitchell, J. Moss, J. St. John, N. Watkins, J. Weaver, G. Wiggins. Absent: Ebro, Greiner, and Sirhandi

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Henderson moved acceptance of the May 13, 2003 Minutes. Lamphere-Jordan seconded. The Minutes were approved. Weiser amended the Agenda to move the Long-Range Planning and Information Technology Standing Committee Report to 6.a. Lehenbauer seconded. Henderson moved acceptance of the June 10, 2003 Agenda as amended. Weiser seconded. The Agenda was approved as amended.

**SPECIAL REPORT: Strategic Planning – David Buchanan, Co-Chair, OSU System Strategic Planning Committee**

David Buchanan reported strategic planning efforts are underway. The System Committee has been established with representation from each of the OSU campuses. Raj Basu from OSU-Tulsa is the other Co-Chair. The committee has had two meetings. In addition, the chairs met

with the Regents and System Leadership and all Stillwater committee members met with the leadership of the Stillwater campus. The committee has come together quickly such that committee members have been willing to express their own views and to appreciate and promote the different views of other members. These early indications suggest that it will be an effective committee. The strategic planning consultant, Mary Chicoine, has worked well with the committee. The Regents and the System Leadership held a two-day retreat in April to examine system priorities, and to assess strengths, weaknesses, opportunities and threats to the OSU System. A similar retreat was held for administrative, faculty and student leaders for the Stillwater campus, although it was interrupted by a tornado warning. Both of these retreats accomplished much including drafts of mission, vision, strategic goals and core values. Mary has met with all agency, area and unit leaders to explain the process and timeline. Mission, vision, goals and values from each agency, area and unit are due on October 15 and Mary will assist in developing those as appropriate and as desired by the various groups. There will be considerable opportunity for input from all members of the OSU Community. These opportunities will be available through information on a website and through a series of Town Hall meetings. Strategic Planning is important to OSU. The two retreats have illustrated the importance of gathering people with diverse views but a common desire for excellence in the university. Buchanan hopes that further meetings within the areas and units will be similar. This is also an important opportunity for all in the OSU System to make better use of the fact that we are part of a system with five campuses and an office in every county. In addition, OSU is preparing for its 10-year accreditation review by the North Central Association. Brenda Masters is chairing the committee for that preparation. Early interactions with NCA make it obvious that clear evidence of strategic planning is critical to the success of the review. Buchanan encouraged everyone to take part.

#### **SPECIAL REPORT: Budget – Joe Weaver**

Joe Weaver presented “draft” slides giving an overview of which direction the university is going. He stressed these recommendations were draft and preliminary and the budget would not be finalized until the June 20<sup>th</sup> Board of Regents meeting.

For fiscal year 2003, OSU had a total of three budget cuts of approximately \$8.6 million dollars. Weaver said he had just received word that May collections were sufficient so another reduction would not be required. OSU is still short approximately \$5 million.

Short-term actions for FY04 include the following. An agreement was reached with the OSU Foundation to eliminate the annual contract for services provided by the OSUF. The annual savings to the general university will be \$524,000. In a similar action, the annual contract for services to the Alumni Association will be reduced by approximately one-third, for a savings of \$100,000. Discussions to completely phase out this support over a three-year period will continue. Prior year balances in University Extension and the college extension programs will be used to partially fund their FY04 budget. This will equate to approximately \$2 million. The mission of the Environmental Institute will be changed from the awarding and administration of internal grants and fellowships to the raising of funds from external sources. While this action targets the internal grant programs of the Energy and Water Center, current fellowships and graduate students’ stipends will continue throughout their award period. The first-year savings to OSU will be approximately \$683,686. A reallocation of funds in the Stillwater campus

research administration will also achieve a savings of \$500,000. This savings will be accomplished by replacing the reallocations with facility and administrative (F&A) cost reimbursements. A planning effort will be conducted in the coming months, after the Vice President of Research and Technology Transfer has been selected, to ascertain if any duplication of administrative effort in research administration might yield additional savings for future fiscal years. The library materials budget will be reduced by \$350,000. Educational Television Services budget will be reduced by an additional \$97,226. The Center for Laser Research will lose 100 percent of the remaining general university funding in the amount of \$234,368, and will be closed as a University Center. Equipment that can be used by other research units across the campus will be transferred. Equipment that cannot be used will be disposed of in accordance with existing surplus property policies and procedures. The budget for maintenance of grounds and buildings at OSU will be cut by \$240,790. On-campus, credit Extension courses will receive no funding from the General University Fund and courses critical to student matriculation will be funded through resident instructional programs. Shifting these courses from Extension to Resident Instruction is expected to achieve a savings of \$400,000.

Actions beyond FY04 include short-term financial issues including an Academic Advising Fee and Classroom Facilities Fee that will generate about \$1.2 million. The Oklahoma State Regents for Higher Education "Brain Gain" allocation will be approximately \$300,000 and those funds will be available to the Provost to use as she so determines. Those funds, or any fees, are not to be used for revenues used to balance the budget. They are all earmarked and allocated.

Van Delinder asked about the Graduate Tuition Waivers since this is an incentive for her department to recruit graduate students from out-of-state. Weaver said these programs would stay as they were last year. The only change would be for undergraduates. Damicone asked for further clarification on the reorganized research administration. Weaver replied there was an allocation determined from each college that would be taken back and there has been significant growth in F&A collections in each of the colleges due to the increase in research activity. The Deans were asked to "trade out," to put research administration on the F&A, and let OSU pull back the allocation. Arquitt asked if this meant a change in the allocations of F&A funds. Weaver replied, "no, it is the remaining 50/50 but the colleges would have to take from their share 'X' amount of their funding. That 50% share will be larger next fiscal year than it is this fiscal year so they can take it from the revenues they will receive." One analysis Weaver saw suggested it really would not even impact the department or individual faculty. F&A used to be relied on at the general university level. Grant overhead – \$3 million – that number use to say \$1.5 million. Research has generated enough F&A to where general university 50% share is \$3 million. Johannes asked if one-half million dollars would really be saved or was it just moving from one hand to another. Weaver replied, "Yes, it is a financial shift." He continued, "Deans are happy to pay their administrative staff from this 'bucket' instead of that 'bucket' because this 'bucket' got that much." Weiser brought up the question of the Athletic budget owing the university quite a large sum of money that was supposed to be paid back and the reason there was this deficit was because they had some years that were not so good and last year was a pretty good year yet he had not seen anything about the repayment. Bosserman replied the agreement was to wait until after this budget session because it was a complicated issue. Weaver replied that Athletics was not reduced, like some of the other units, in addition to their normal cuts to help balance this budget. te Velde asked to what extent enrollment was being calculated.

Weaver replied they were not budgeting a significant enrollment increase at all because they do not know what impact the tuition increase will have. Bays asked where the \$400,000 for faculty adjustments came from. Weaver replied that was just an estimate and it has not been decided how or where it will go. The new Provost will decide those kinds of things. The deans had concerns over losing key and productive faculty to other universities and at the January Faculty Council Meeting President Schmidly said he wanted something done about this at the first opportunity. Fullerton asked Weaver to elaborate on “reallocating faculty positions to high enrollment programs.” She added, “you teach what you teach.” Weaver replied there would be discussions and continued, “if we can only afford what we can afford will we have to make choices to offer this and not that. That is the idea. We are at a place where we have to make choices.” Edgley asked about the changes that were announced last week in regard to the Retirement Plan. When are those going to go into affect and how were they calculated...that is another \$800,000. Weaver said to make these cuts there were savings to the benefits because this represented a lot of faculty and staff positions. We were ready and able to make an additional reduction if necessary. Those funds were there and earmarked for fringe increases for reallocation in '04 assuming the budget passes. They just found out last week what the budget was going to be. Luckily it was a 9.9% cut and they had planned on 10%. If it had been 11% there would have been some additional cuts. Bosserman said it would be taken to the Board on June 20 and if accepted go into affect July 1. Johannes said he believed in tuition waivers but why the huge increase? Weaver replied part of it ties into the tuition increase itself. Weaver gave the example that if you were a junior and you had a contract for a certain waiver it would be honored to get the current students “through the pipeline” and phase the new program into multiple classes before multiple savings are seen. But, for this fiscal year it was decided to honor the offers made to the continuing students. If they were promised a full tuition waiver that waiver is being honored. Johannes said he had heard that if enrollments go up the deans would be given money to hire temporary faculty and that bothers him. He worries about the quality and continuity of faculty. Edgley commented on low enrollment in academic programs and said in his department there were various kinds of options and if you looked at them on paper there might not be very many students in these classes, but keeping them costs nothing and cutting them doesn't save a nickel – you would simply reduce the flexibility of the students in that program. Weaver said Statistics was an example where there were not many majors but this department was a vital part of the university. Edgley hoped administration would look at this situation closely. Weaver said he was sure the new Provost would lead any discussion regarding this. Bosserman added she had been briefed on the slides and that she was told this was something she would have to address next year.

Moder encouraged Councilors to contact her or Scott Gelfand, Chair of the Budget Committee, with any questions or comments and they would forward them on.

Johannes asked why the University Budget Committee meetings had been getting cancelled. Weaver replied the last meeting was cancelled because they had been through a number of discussions with the vice presidents and deans collectively and individually and it was decided to meet with faculty and staff as individual groups so they could be brought up to date without having a general meeting. There might be a meeting the last week in June. This is one area that they might recommend to the Provost to periodically update the campus as a whole regarding progress being made and disseminate information in a more open way. Lamphere-Jordan asked

if the dean's decisions were being scrutinized, outside the dean's office, in regard to cutting low-enrollment programs and Weaver replied that in the past the Provost, administrative staff and each dean would meet twice a year and this year they were asked what cuts they were making and why, and what the impact would be. Weaver said the deans were encouraged to talk to their unit heads in their academic units to make sure what they were proposing and, in turn, let their people know what they are proposing.

The slide presentation will be posted on the Budget Office web page on Monday, June 23<sup>rd</sup>.

**REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:  
President Schmidly, Executive Vice President, and Vice Presidents**

- 01-04-01-BUDG     ***Market-Driven Salary Increase to Tenured and Tenure-Track Faculty:*** Funds not available at this time (09/05/01). Recommendation referred to University Budget Committee for consideration. Schmidly reported at 02/11 meeting that the proposal needs further evaluation and the administration will continue to look at faculty salary issues.
- 01-05-01-CFSS     ***Parking Policy:*** Pending. Campus Facilities, Safety, and Security Committee reviewed survey results and have provided written commentary to the OSU Parking and Traffic Rules Committee.
- 02-12-01-ASP     ***Policy on Final Exam Schedule for Distance Delivered Courses:*** Pending. Modifications to the original recommendation suggested by the UEIED Credit Course Committee were provided to the Academic Standards and Policies Committee Chair for consideration. A response from the ASP Committee has been shared with the Interim Registrar and will be discussed with Instruction Co. on June 13.
- 02-12-04-RFB     ***Maternity/Family Leave Recommendation:*** Pending. The Leave Task Force of the Flexible Compensation Benefits Committee is considering this and other recommendations on leave.
- 03-02-01-ASP     ***Revision of P&P Letter 2-0206 Dropping and Adding Courses and Withdrawing from the University:*** Pending. Proposed revisions were reviewed by the Council of Student Academic Services Directors and discussed with Student Government representatives. Policy revisions will be considered at the next Deans Council meeting.
- 03-02-02-ATH     ***Tracking Athletes:*** Pending. Recommendation referred to Athletic Director, Athletic Council, Alumni Association and Career Services for input.
- 03-02-04-RFB     ***Change to the Employee Sick Leave Cap:*** Pending. Administration is reviewing input.
- 03-02-06-EXEC     ***Tulsa Bus Policy:*** Pending. A business plan for the Tulsa bus system is being developed by Bosserman, Huss, and Robinson, and will include examination of issues such as expansion and financing.
- 03-04-01-EXEC     ***Martin Luther King Day as Additional Paid Holiday:*** Pending. The administration supports the concept of MLK Day as an additional paid holiday. However, final approval will be deferred until the VP for Inst. Diversity has been hired and has presented a program whereby MLK Day

will be celebrated. In the meantime, the administration will obtain information concerning the impact on the academic calendar.

03-06-01-FAC

***NOC/OSU Exclusion from General Education:*** To President Schmidly.

Moder ask that the following Memo from President Schmidly be recorded in the Minutes:

June 6, 2003

TO: OSU Faculty Council

FROM: David J. Schmidly  
System CEO/President 

As I mentioned last month, my service as Treasurer and a Member of the Executive Team of the Big 12 Conference will prevent my attendance at the June 10<sup>th</sup> meeting of Faculty Council. In addition to the regular agenda, the Big 12 Presidents will be considering a conference television package that affects OSU's athletic budget. Leveraging resources for OSU continues to be one of my top priorities.

I know you will be getting a budget update from Joe Weaver at your meeting, but I would like to point out some highlights of the recently completed legislative session. Two pieces of landmark legislation should not be lost in the budget angst. First, the deregulation of tuition, allowing institutions, rather than the legislature, to set rates in a peer context, is very important to OSU's future. Even with the tuition increases under consideration, OSU will remain a "best buy," but we will generate some of the resources needed to protect the classroom experience of our students and their ability to graduate in a timely manner. Second, the legislature made three adjustments to the Oklahoma Teacher's Retirement System (OTRS.) Those three moves, to loosen participation requirements at OSU and OU, shorten the vesting period, and apply interest earlier, represent the first adjustments to the plan in many years. I hope it opens the door to future discussions. We owe a debt of gratitude to Senator Mike Morgan and Representative Terry Ingmire for their current and future assistance on OTRS issues.

I appreciate the efforts of the legislature to protect higher education to the degree they did. Many OSU students, faculty, staff, and alumni told lawmakers it would be unfair to ask students to pay higher tuition in the face of significantly reduced state allocations. That message made a difference. While our FY2004 appropriations will be 10.5 % less than we received in 2003, it is a reprieve from the 13% reductions we feared. Across the OSU-System, Cooperative Extension and the Agricultural Experiment Station received slightly smaller cuts in lieu of a tuition offset and OSU-Tulsa had some one-time funding annualized.

The State Regents were successful in maintaining funding for the OHLAP Scholarship program that supports 471 students at OSU, but the cost to a number of other programs was high. I was surprised and disappointed that OSU's Fire Service Training was cut 55%. This OSU division plays a critical role in firefighter, HazMat, and EMT certification with a direct impact on Homeland Security and safety issues across the state. Volunteer fire departments throughout rural Oklahoma stand to lose millions of dollars in grant funds without the accredited programs

Fire Service Training provides. The Teacher Residency Program, Summer Academies, and OTAG grants for graduate students will receive no funds at all. At OSU, 337 graduate students received OTAG grants last year. The endowed chair program was reduced by \$2 million. We have our work cut out for us next year, but OSU will survive and move forward. We're preparing budgets that focus on our priorities, our students, our faculty, and our ability to grow.

Later this week, we will submit our tuition and fee proposals for next fall. I believe the average OSU student will incur about \$800 in additional costs. Because that is a significant amount to many, I am very pleased the OSU Foundation has funded President's Opportunity Scholarships to begin this fall. This program will provide more than 300 need-based scholarships to incoming freshmen and transfer students and currently enrolled non-traditional students who display a high level of unmet need. Special consideration is also given to first-generation students. The scholarships are valued at \$1,000 per year and are renewable for a total of four years. My goal is to raise a \$50 million endowment for opportunity scholarships.

I'll close with the story of another legislative victory that is likely to affect only some of you, your students, or your colleagues. On your behalf, we "licked the stamp law." There is now an exception to the stamp limit that requires the use of postage meters for most state business -- but only researchers conducting mail surveys are allowed to use more than a few real stamps. Congratulations!

Thank you for the counsel you've provided in the past few months. I look forward to joining you again next fall. Enjoy the summer!

## **REPORTS OF STANDING COMMITTEES:**

### **LONG-RANGE PLANNING & INFORMATION TECHNOLOGY — Mark Weiser**

Weiser wanted to dispel Information Technology rumors that J. L. Albert, James Alexander and Dan Carlile had been fired. J. L. Albert is on Family Medical Leave. Weiser, reporting from a draft "flow chart, said the Information Technology division has been restructured and there are eight top-level directors planned and no Associate Vice President, which was J. L. Albert's position. Alexander and Carlile are still in place. One of the eight positions is filled and the other seven are either vacant or have interim placements. The sub-levels will largely be set by the directors and approved by the Vice President. Two of the top-level areas include Educational Television Services, which is very much under review, and High Performance Computing. The latter is not looking for a director at the present time because that is a future element in IT. Questions have been raised about how this is saving money. Weiser understands there will be some saving under the VP level with some of these changes and over the longer time frame there should be some savings in efficiency and some increase in effectiveness. Weiser turned the remaining portion of his update over to Dr. Wiggins, VP and CIO of the IT Division. Wiggins said there had been many concerns in regard to the area of security over the past several months. OSU is probed or attacked dozens or hundreds of times each morning. Usually these do not get through but occasionally they do. They also have a very heterogeneous environment for supporting servers on this campus and throughout the other campuses in the system. Wiggins is proposing that a University Security Committee be created. That it be convened this summer and broken into three subcommittees; one for network security, one for server security and the

third for physical security and business continuity and that these subcommittees be charged to make a report back to the University Security Committee before the end of the fall semester and that the Security Committee be charged with making a recommendation in a general way to the university community based on reports of those subcommittees by sometime in February 2004 and then that is used as a basis for creating security policies and practices for OSU. He feels this should be done in a very deliberative and collaborative manner and that Faculty Council should be well represented on the committee. One case that might need to be moved on sooner is clarification on internet practices and this should be independent of this committee. Weiser said Faculty Council did not meet in the summer and how would Council involvement be sought. Wiggins replied he would be willing to work with Weiser or whoever should be involved. Moder said this would be delegated to Weiser to appoint members from the LRP&IT committee or other appropriate faculty. Gasem, who chairs the Campus Faculty, Safety and Security Committee, said this was part of this committee charge and Weiser said to work through him regarding possible committee participants.

Wiggins asked if there were any questions. Johannes asked about the dilapidated e-mail system. Wiggins said discussion began last week with the people supporting the Lotus Notes environment in the IT Division and in the Colleges seeking their input and suggestions and soon information will be gathered from others on campus. The students will also be heavily involved.

Gasem said in the many years he had been on campus he had seen services provided by a centralized organization and also by a local service hub where problems are solved and would the proposed changes envisioned change that. Wiggins said some changes would occur. There are certain things that colleges and departments are doing now that they are comfortable with. Some things they were forced into doing because they could not get centralized help. He hopes with the new system the IT Division can be trusted and prove trustworthy. This will not be an across-the-board decision. Things will be looked at reasonably as to what makes the most sense and is most effective. Gasem asked once it has been established what should be centralized and what will be provided as a local service he knows the staff will be involved but will faculty? Wiggins replied it was absolutely essential. Decisions cannot be made about what services are most important without what is needed locally. Arquitt stated the Faculty Support Center was absolutely wonderful. Their attitudes could not be better and their only problem is that there are not enough of them. Wiggins said they were working on this.

Moder suggested contacting Mark Weiser with any further comments or suggestions regarding Information Technology.

### **BUDGET — Scott Gelfand**

Gelfand wanted to reiterate the Budget Committee's concern regarding Tuition Waivers. He said, as Joe Weaver had pointed out earlier, that 22.4 million dollars in with a total tuition of 70.9 million dollars meant that more than 30 percent of possible tuition is given back in waivers and he felt this was thoroughly significant. The Budget Committee plans to look into this for the second year in a row. He added this was complicated because there is always the fear that if you cut out the tuition waiver you might lose the student which would lower the overall numbers as well. Gelfand said if anyone had any ideas or comments in this regard to get in touch with him,



Moder or Weaver. Secondly, the committee is planning to meet the first Monday preceding the first Tuesday of each month.

**FACULTY — Linda Austin**

Austin presented the following recommendation to Council.

**Title:** NOC/OSU Exclusion from General Education

**The Faculty Council Recommends to President Schmidly that:** general education courses not be included in the NOC/OSU curriculum.

**Brief Rationale:**

If OSU is to be recognized as a comprehensive university of quality, one that fulfills its responsibilities to the students, parents, and citizens who support and maintain the institution, we the faculty must guarantee that all general-education courses endorsed by OSU adequately prepare students for work in the upper division. There is no provision in the NOC-Stillwater agreement for ensuring equivalent quality. Nor is there provision for maintaining fiscal support of graduate students who, under faculty supervision, often teach these courses.

Moder stated this was a motion from the committee and no second was required and then asked for any discussion. Terry asked if General Education courses had been discussed as part of this agreement and Austin replied “yes, by administration, but that no formal agreement had been formed as of yet.” She continued that the thought is there would be by September and that was why the motion was being presented at the June FC meeting because Council does not meet in July and August and this would be the only opportunity to go on record against this possible proposal. Terry said would it not be better to discern this in the event this happens rather than at this point and Austin replied that this was not the committee’s feeling. They felt it would be better to go on record against it before it was a “done deal.” Johannes said what bothered him about administration was they tell you one thing and then do something else. When the NOC/OSU issue began in regard to remedial courses it didn’t bother him but now that General Ed courses are being brought into the issue he feels the quality of this university is at stake. Van Delinder added that in Sociology there are a lot of General Education courses taught and this is a significant way in which their graduate students are trained but they also supervise those students and she feels if these courses are taught at NOC they will lose a sense of control over those courses. Moder asked for a vote. The motion carried with one abstention.

**REPORTS OF LIAISON REPRESENTATIVES:**

**Emeriti Association — Ron Beer**

The new officers and three new council members for 2003-04 are: Officers – Ron Beer - Pres; Joann Seamans - Vice Pres for Activities; Mary Alice Foster - Secretary; Bob Hendrickson - Treasurer. New Council members – Max Craighead – Forestry; Ted Nelson - Ag. Econ.; and George Waller - Biochemistry. A task force will meet this summer to review and evaluate the functions/programs of the Emeriti Association and consider, among other business/organizational matters, such things as: a proposal to enter into an agreement to create a full-fledged retirement community; to collaborate with other community agencies/associations to offer intellectually stimulating and informative programs open to members of the larger community; to determine how emeriti might provide various services to and participate in activities of the OSU community; and to pursue aggressively legislative issues related to retirement and other senior benefit issues.

**Staff Advisory Council — Sheryl Beeler**

Staff Advisory Council has had a very busy year. They are ending the fiscal year by preparing for the election of new officers at their meeting June 11<sup>th</sup>. They will have a luncheon at noon welcoming new members followed by the meeting at 1:15 p.m. There are two ongoing issues that are now in the hands of Administration. One is the OSU Day Care Facility Proposal, which has been reviewed by President Schmidly and the E-Team. It is SAC's understanding that they are in favor of the Day Care Facility and will be researching ways to implement it as soon as possible. The second is the Martin Luther King Day proposal requesting that MLK Day be added as an additional holiday for Faculty and Staff. They have not heard anything back from Administration on this issue since the first counter proposal was made. The Policies, Benefits, and Budget Committee is in the process of studying the Performance Evaluation process. It is quite clear that there are numerous issues with this process. This will be the first item on the agenda for the PB&B committee in the new fiscal year. Staff Advisory Council is looking forward to serving Staff in the upcoming fiscal year.

**Graduate and Professional Student Government Association — Justin Moss**

Justin introduced himself as the new GPSGA President. He said they had not had a meeting but would this month and thanked Council for allowing GPSGA representation at their meetings.

**Women's Faculty Council — Jean Van Delinder**

Van Delinder distributed a "Task Force Report on the Status of Women Faculty at OSU 2003." The report briefly stated that women faculty at OSU have slipped from 25% in 2001 to 23% in 2002. The student body is 56% female and varies by college. She added a comment that was not in the report that once women faculty are tenured they are less likely to put themselves on the job market and therefore less likely to get the salaries at the assistant and full professor level. However, at OSU, if women faculty are promoted and tenured like men their salaries are still below the average of the Big 12. Johannes asked why the percentage of women faculty decreased? Van Delinder replied partially because women are not being promoted and tenured and they tend to leave at the assistant level more often than men because of family pressures. Johannes asked if this was something we should worry about and Van Delinder replied she felt this was something that could not be handled broadly but should be handled at the college and departmental level.

**Student Government Association — Huy Le**

Huy introduced himself as the SGA President for 2003-04. Joe St. John introduced himself as the SGA Vice President and thanked Council for including SGA in their meetings. He added to notify SGA if students were needed on committees and said students and faculty are working for the same thing and he felt it was very important for them to come together. Huy said SGA is very excited about working on "Lights on Stillwater" which will occur the first week of school. Joe added they were looking at a different location and having live bands, about 150 food vendors and more of a fair atmosphere. Moder added that Council would look forward to working with them. Lamphere-Jordan said as Chair of the Students Affairs and Learning Resources Committee she would definitely like representation at their meetings at both the graduate and undergraduate level. They actively seek student input and had no input last year. Diane LaFollette will work with SGA to correct this problem.

**OLD BUSINESS:**

Moder asked Bosserman to comment on the June 6, 2003, Memo that was addressed to the OSU Faculty and Staff regarding the OSU Retirement Program. Bosserman reported that the President had asked if there was a way to improve the retirement program in an effort to move the institution forward. Some legislative successes this year included reducing the age requirement for mandatory participation in OTRS from age 55 and under to age 45 and under, reducing the vesting period for OTRS from 10 years to 5 years, and changing policy so that interest will begin to accumulate at year one instead of after seven years of OTRS participation. Due to the current financial situation everything desired could not be obtained. In future years the plan is to improve the retirement program by seeking legislation to make participation in OTRS optional, or to allow existing employees the choice of withdrawing from participation and eliminating any new hires from mandatory participation. In addition, administration will press for a new retirement benefit schedule that is more closely aligned with the contributions paid. There will be another legislative initiative next year. The Flexible Compensation Benefits Committee has also recommended that OSU contributions to retirement increase from the current schedule of 7% of the first \$11,520 of pay and 11% of pay over \$11,520 each year to a straight 11%. This change would alleviate the need for some employee contributions to OTRS when OSU contributions are at the 7% level; and will simplify understanding of the program; while enhancing retirement benefits for all eligible employees. Bosserman will make this recommendation to the Board of Regents at their June 20<sup>th</sup> meeting. Some employees expressed that they preferred the retirement plan in which they participated prior to July 1, 1993. This plan provided 6% of the OTRS low base of \$25,000 as OSU-paid OTRS member contributions and 10% of regular pay over \$7,800 to TIAA-CREF. While emphasis is on building for the future, OSU will allow anyone who was in the prior plan to return to that contribution schedule. The matching employee contribution of 5% of pay over \$7,800 to TIAA-CREF will not be required. Employees may use OSU contributions to pay the required OTRS member contributions. This will also be presented to the Board on June 20<sup>th</sup>. There will be a web site where you can insert your identification number, if you were here in 1993, enter the site and see the impact of the 11% plan versus the 1993 plan and you will be able to make the election that best suits you. Another thing that will be looked at is increasing the retirement contributions to 11.5% in Fiscal Year 2005 and to 12% in Fiscal Year 2006. Bosserman added they appreciated the Chairs dealing with them in this process. Lehenbauer asked if the new legislation passed would be retroactive for existing OSU employees or just to new employees in the future. Bosserman replied, "new employees in the future." Damicone said he understood when OSU made the switch in 1993 that part of the problem was increased OTR costs and a decrease in contributions to TIAA-CREF. If an employee reverts to the old plan will they revert to their old TIAA-CREF contributions? Bosserman said you would go back to a 6%, 10% funding. That will be what goes into your retirement pool. Under the law the OTRS portion has to be covered first. He added that employees had said they were "maxed out" and Bosserman said to remember that on July 1 the 457 plan kicks in so an additional \$12,000 of tax-sheltered funds will be available to you. Moder gave an example. If you went back to the old system what you would be getting is \$1,500 toward OTRS. OTRS costs more than \$1,500 depending on what you made but this might be another \$2,000-\$2,500 per year more. You have two choices: either pay that yourself out of your own salary as a deduction and then you get your full 10% into TIAA-CREF or you say just take the whole money in a lump sum, take out the OTRS contribution and whatever is left goes

to TIAA-CREF. If you do that you will still get more then you get under the current plan. If you make less than \$70,00-\$72,000 you will get more than under 11% plan too. Presumably, that is what will be on the calculator on the web site. Henley asked what information would be needed to put into the calculator. Bosserman replied it would be a basic calculation on your salary. Example: You take \$50,000 per year times 11% and that is what you would get under the new plan. If you take 6% of \$25,000 and 10% over \$7,800 that is what you would get under the old plan and you decide which one you pick.

In additional Old Business Moder said at the last Faculty Council Meeting it was recommended that Council meetings be moved to a larger location to accommodate everyone more comfortably. She would like to hear from Council members regarding this matter. Please e-mail her your suggestions.

#### **NEW BUSINESS:**

Ed Lawry, former Faculty Council Chair, reported that last fall the Faculty Senate Chair from the University of Indiana contacted him. He was gathering together a group of Faculty Senate/Council Chairs from all over the nation to form a coalition on intercollegiate athletic reform. The group, including Lawry, met in Chicago in late March. The next meeting will be in October at the NCAA headquarters in Indianapolis with members of the AAUP organization. Lawry distributed a "Proposed Statement on the ACC Expansion Plan (2 June '03)" to Councilors for their review. It stated "the Coalition on Intercollegiate Athletics urges the presidents of universities in the Atlantic Coast Conference to reconsider their recent decision to invite three schools currently in the Big East Conference to join the ACC, creating a 'super-conference' with enhanced tournament schedules and marketing opportunities. The Coalition has joined recent initiatives for reform of college sports, refocusing attention on the primacy of the academic mission, and the need to step back from an 'arms race' that has blurred the line between college and professional sports. We see the ACC proposal and other moves towards the consolidation of super conferences as in direct conflict with reform goals." Lawry said this was a national issue and the feeling of the coalition was that they should take a stance as opposing this and ask the presidents of the ACC institutions to reconsider this issue and go on record as opposing this by showing this is counterproductive to the reform movement particularly with regard to run-away costs in athletics. They believe that if various faculty groups on the campuses support this issue as well it would be an even stronger statement. He was asking Faculty Council if they would be willing to go on record as supporting this statement. Murray (as Chair of the FC Athletics Committee) moved this recommendation be Tabled until the committee could review it next fall. Weiser seconded. Motion to Table was 12 for and 8 opposed. Motion was Tabled.

The meeting adjourned at 4:35 p.m. The next regular meeting of the Faculty Council is September 9, 2003. Faculty Council does not meet in July or August.

Respectfully submitted,  
Chuck Edgley, Interim Secretary