

FACULTY COUNCIL MINUTES  
250 Student Union  
September 9, 2003

President Schmidly called the meeting to order with the following members present: Arquitt, Austin, Chaney, Damicone, Ebro, Edgley, Fullerton, Gasem, Gelfand, Greiner, Henderson, Johannes, Lamphere-Jordan, Lehenbauer, Martin, Moder, Mokhtari, Morgan, Mott, Murray, Raff, Redwood, Sirhandi, te Velde, Terry, and Van Delinder. Also present: T. Agnew, R. Beer, L. Bird, D. Bosserman, G. Gates, A. Goodbary, S. Harp, M. Heintze, B. Henley, E. Johnson, S. Johnson, B. Krottinger, E. Mitchell, V. Mitchell, J. Moss, M. Strathe, K. Tanner, J. Weaver, and N. Willison. Absent: Bays, Bilbeisi, Phillips, and Weiser.

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Henderson moved acceptance of the June 10, 2003 Minutes. One correction was noted on page 9 under the Faculty Committee recommendation entitled “NOC/OSU Exclusion from General Education” and corrected to read, “the motion carried with one ‘no’ vote instead of ‘one abstention’”. Redwood seconded. The Minutes were approved as amended. Moder moved acceptance of the September 9, 2003 Agenda. Edgley seconded. The Agenda was approved.

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

- 01-04-01-BUDG      ***Market-Driven Salary Increase to Tenured and Tenure-Track Faculty:*** Administration will continue to look at faculty salary issues. Considering special award program in Fall 2003, and funding for salaries will be a legislative priority for next year.  
[Schmidly added they were in the process of hiring a faculty salary expert from outside of the state. Bosserman added the contract with this person should be finalized in the next two weeks and he should visit campus before the end of October. The President said this person would also visit with the Chair of the FC Budget Committee. Raff asked if the President thought this would be of any use to the Legislature and Schmidly replied, “yes” and added that independent assessment from someone not from the State of Oklahoma would be of benefit. Morgan asked if this person would also look at staff salaries also and Bosserman replied, “yes.” Schmidly said the intention was to have this report completed by the end of the fall semester.]
- 01-05-01-CFSS      ***Parking Policy:*** Accepted. A memo was sent from Bosserman in response to the Campus Facilities, Safety, and Security Committee.
- 02-12-01-ASP      ***Policy on Final Exam Schedule for Distance Delivered Courses:*** Accepted. 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 was shared with the Interim Registrar, discussed with Instruction Co. on June 13 and approved by the Deans Council in July. OSU P&P letters will be updated as appropriate.
- 02-12-04-RFB      ***Maternity/Family Leave Recommendation:*** Pending. Big XII survey on leave policies was coordinated by Human Resources. The results of that survey are being evaluated and will be presented to the FC committee.  
[Johannes asked why the Big XII was being surveyed. Bosserman added that when a fringe benefit was taken to the Board of Regents to be changed they always wanted to know what other schools do.]
- 03-02-01-ASP      ***Revision of P&P Letter 2-0206 Dropping and Adding Courses and Withdrawing from the University:*** Accepted. Proposed revisions were reviewed and discussed with the Council of Student Academic Services Directors and Student Government representatives. Policy revisions were approved by the Deans Council in July. OSU P&P letters will be updated as appropriate.
- 03-02-02-ATH      ***Tracking Athletes:*** Accepted. Survey to be developed to track former scholarship athletes to assess academic progress and job history after leaving OSU.
- 03-02-04-RFB      ***Change to the Employee Sick Leave Cap:*** Pending. Policy developed to track sick leave for OTR.
- 03-02-06-EXEC      ***Tulsa Bus Policy:*** Pending. An interim procedure on commuting to/from Tulsa on a “walk-up” and “space available” basis has been implemented.

Discussions remain on going regarding these procedures. Consideration is also being given to providing a shuttle bus to OKC with possible Jan. 1 start up date.

[Schmidly suggested that Faculty Council appoint one or two members to work with Jim Hess (OSU-Tulsa) and David Bosserman to provide a bus policy that people feel is fair and equitable for everyone and that meets IRS policies.]

03-04-01-EXEC ***Martin Luther King Day as Additional Paid Holiday:*** Accepted. MLK Holiday approved by Board of Regents on July 25, 2003.

03-06-01-FAC ***NOC/OSU Exclusion from General Education:*** Not accepted. A MOU was drafted identifying a limited number of gen ed courses that could be offered by NOC in 2004, along with a comprehensive assessment plan aimed at evaluating the effectiveness of NOC coursework and tracking the success of students who ultimately gain access to OSU. Documents were shared with the FC Executive Committee, deans, and the Blue Ribbon Task Force. The MOU was approved by the OSU Board of Regents on September 5.

03-09-01-EXEC ***2003 Christmas Holiday Mandatory Leave Recommendation:***  
To President Schmidly.

### **SPECIAL REPORT: Library Renovations – Edward Johnson**

President Schmidly said that Dean Johnson has announced this will be his last year as Dean and said he would be greatly missed. Dean Johnson gave a brief background of the Edmon Low Library stating it was built in 1953 and the collection at that time was 400,000 volumes. The building was added on to 13 years later with a capacity of approximately one-and-a-half million volumes. Today the collection consists of 2.2 million volumes. The student enrollment has almost tripled since 1953. Due to this growth several years ago the university purchased the old IGA supermarket building on North Boomer Road and it is now called the Library Annex. One-third of the Annex is now being used. The ultimate goal is to move approximately 350,000 volumes in that building. The goal is to move volumes that are seldom or ever used to that location mainly because of the fact they are now on-line. One goal of the Library is to redo the first floor and call it “The Student Success Center” that will be open 24 hours a day 7 days a week. They hopefully will find a donor to help fund this Center. A wireless network has been installed in the Library and ninety-six laptops are now available for students to use. Twenty laptops were purchased this year for use by students and/or faculty. One other goal was to provide a coffee shop. This was a top priority with the students and has been a great success. Johannes asked about the other two-thirds at the Library Annex. Johnson replied one-third is completely unfinished. The other one-third is being used temporarily by the Physical Plant for storage and they will evacuate when the Library needs it. . Johannes asked how many seats in the library had been lost and Johnson responded that there used to be about 2,500 and now there are about 1,200. Schmidly asked where the library stood in the Association of Research Libraries rankings and Johnson said about 15 years ago OSU was last and they are now in about 68<sup>th</sup> place out of about 113 libraries. Moder said some faculty were concerned regarding the items being moved to the Annex and asked Johnson to go over the procedure for moving and the way faculty can have input into what is or is not moved. Sheila Johnson said a webpage is being developed where you can go to the Library homepage click on “services” and “Boomer Annex”

and this will explain about what is being discussed in regard to moving items and they plan to eventually post everything that has been moved. There is also a “link” where you can let the Library know if you want them to reconsider an item they are considering moving or one that has already been moved. Any item at the Annex can be requested online and during Monday through Friday there are two deliveries per day back to the main library. Experience to date has been one to two requests per week on average. Most items at the Annex now include special collection items and museum materials. They hope, in the future, faculty will be able to submit a request to be notified by e-mail of future call numbers to be moved

**SPECIAL REPORT: Modifications to Retirement Program, Incentives for Early Retirement, and Uncapping Sick Leave – David Bosserman**

Bosserman said major communication had been sent out over the summer regarding the retirement program being changed from a 7/11 plan to a full 11 percent plan. Pre-1993 employees will be able to choose whichever plan will give them the most money. There is a *Web for Employees* (<http://prodhosu.okstate.edu/>) where you can go and see if you qualify under the 1993 plan and if you do not want that plan you can tell them and they will put you at 11 percent. Otherwise, you will be put into the plan that will give you the most money. Since some faculty were not here over the summer this will not be applied until October but will be retroactive to July 1. Moder said faculty would like to thank the administration for this program and President Schmidly for his leadership and added this is a really good thing that has happened for their retirement. Schmidly said the second priority next spring with the Legislature will be to get out of OTR and totally toward optional retirement for those that wish. Some headway was made this year by succeeding to get the mandatory age dropped from 55 to 45 and the ultimate goal is for when a faculty member is hired you will be able to choose to be in the optional or the State. There is also a proposal to change the vesting period.

In regard to an early retirement program, Bosserman said there was not one at this time. At the Board of Regents meeting time before last the Dean of Agriculture took forward an early retirement program for Ag Research and Ag Extension and Bosserman added the plan was approved in order to meet budgets in those departments. Bosserman said a university committee has looked at a university-wide early-retirement program and said it would cost approximately \$17 million and would affect almost 600 faculty and staff members if everyone chose to participate. He said the only way to save money in an early-retirement program would be hiring replacement employees at lower wages and that was not feasible at this time. Bosserman added the committee will meet again at the end of September and they will continue to look at options, with a final report possible in December. Any plan would need the approval of the Board of Regents. Johannes asked if they were looking at a phased-in early retirement plan and Bosserman replied the committee was not but they are in Human Resources. Edgley asked if there were any legal problems to one segment of the faculty receiving early retirement incentives and not others. Bosserman replied Ag Research and Ag Extension are state agencies (2 and 3) and have the ability to do within their own agencies whatever they want. Some Ag faculty and staff are Agency 1 (as is OSU Stillwater). Moder said Chuck Edgley is the representative to the retirement committee and any questions and/or input should be directed to him.

In regard to uncapping sick leave, Bosserman said from July 1, 2003 forward, if anyone loses sick leave it will be taken and put into “another bucket,” for that person. Then they are going back ten years and if you have lost sick leave at any time during that 10-year period it will go into the “bucket.” Then, if something were to happen to you that drops you down below the

number of hours required for retirement through OTR, what you have on the books will be reported as well as any you have in the “bucket.” This will only be an advantage to pre-1993 employees because after that date they do not have the benefit of applying one year’s sick leave toward retirement. Rules can change and so Bosserman added they are going back for everyone to figure any sick leave lost by anyone so if this changes again in the future they will be prepared. Henderson voiced her concern about not being able to use the sick leave in the “bucket” if someone has to care for a spouse or parent, for example, and exhausts their leave and she felt this is inappropriate. Bosserman said they did not address that issue and Moder added that is why the “Change to the Employee Sick Leave Cap” recommendation is still listed as “pending.”

**SPECIAL REPORT: Duties of Chief of Staff and New Vice Presidents – David Schmidly**

President Schmidly had an organizational chart distributed for the university and the OSU System. The OSU College of Osteopathic Medicine has a new Vice President and Dean and is still in the process of discussing their organization. Schmidly introduced the new Provost and Senior Vice President, Marlene Strathe. He also acknowledged Michel Heintze, VP, Enrollment Management and Marketing and Lee Bird, VP, Student Affairs, as being in attendance and said Gary Wiggins, VP, Information Technology and Distance Learning and CIO was in Okla. City attending a meeting. He added that Stephen McKeever would assume the position of VP, Research and Technology Transfer the middle of this month. Schmidly said two areas that had undergone some changes were the VP for Enrollment Management and Marketing and the VP for Information Technology and Distance Learning and he had suggested to Moder that Heintze discuss his position at the October FC meeting and Wiggins at the November meeting. Schmidly introduced his new Chief of Staff, Al Goodbary, and stated this was a staff position and said he was involved with the full spectrum of his activities and responsibilities as System CEO and President and he serves on the System Executive Team and the Stillwater Cabinet and assists with providing leadership and coordination of the missions that come out of both of those groups. He is involved with the facilitation of efforts among all the campuses and agencies to identify and build upon inter-related policies, procedures, programs and activities. He is also directly involved with the Strategic Planning effort and will have a lead role to insure that appropriate implementation is followed. The President added that most Big XII schools have these types of positions. Schmidly said staying within OSU’s budget was key, adding his office took an 11 percent reduction this year and added the positions were funded by not filling vacant positions and moving some positions from “state” dollars to “soft” dollars.

In another matter a memorandum was distributed from the NCAA Division I Board of Directors regarding Academic Reform Initiatives: Notice on Incentives/Disincentives. Schmidly feels these are a positive step in the right direction to strengthen academic standards and he wanted all present to be aware of what has happened and continues to happen. If anyone has any input regarding this issue they can give it to either the President or Gerald Lage, OSU’s Big XII/NCAA representative.

**REPORTS OF STANDING COMMITTEES:**

**BUDGET — Scott Gelfand**

Gelfand distributed information to Council regarding how OSU salaries ranked in the Big 12. This salary information was obtained at the website for *The Chronicle for Higher Education* and

was compiled by the American Association of University Professors. Gelfand said OSU ranks 11<sup>th</sup> in the Big 12 in terms of Professor, Associate Professor and Assistant Professor salaries. Secondly, Gelfand had received communication from a number of faculty members requesting whether administrative costs have decreased, increased, or stayed flat over the last year or two. Joe Weaver was invited to the last Budget Committee meeting and he was ask to prepare a memo detailing the costs associated with personnel in administration and he said he would. This will be reported at a future Faculty Council meeting. Gelfand said he had also received correspondence from a number of faculty members asking about raises received in the History Department. Moder asked President Schmidly if he would address this issue. Schmidly said when they were recruiting the VP for Information Technology he indicated he would only accept the position if an accommodation could be made for his wife. Schmidly stated almost every university has some spousal accommodation program. The President asked the Provost if she would talk to the Dean of the College and with the Head of the History Department to see if they were comfortable with this request and they replied they were. Strathe said the Department Head offered a salary amount that he felt was appropriate for a visiting assistant professor and he also identified five individuals who should have their salaries adjusted. Moder asked why this was \$3,000 more than the usual amount offered for similar positions and the President and Strathe both said it was what the department head recommended. Strathe said she had also been made aware of some faculty across campus that are in a similar position and are below the visiting assistant professor salary level and she is now in the process of looking at those to insure they are identified in the future. Sirhandi wanted it clarified that because the spouse of a vice president was offered a non-tenure track position additional faculty in that department were accommodated as well and this benefited the other faculty in the History Department. Schmidly answered, "yes." He said the salary consultant that is being engaged is going to help identify all inequities across campus. Sirhandi asked how the general faculty could have input regarding this issue and Schmidly replied the consultant ~~will~~ would meet with the deans, some department heads and with the Faculty Council Budget Committee. Edgley asked if the consultant could present his report to Faculty Council and the President replied he could after his report had been submitted. Moder said when she was first made aware of the History raises she requested there be an across-the-board equity package for other tenured and tenure-track faculty members who would be in a similar position to the History positions and below the amount of salary offered to the visiting assistant professor and she was told there were 18 faculty members in similar positions. Strathe said they were looking at this now. Sirhandi asked if the names of these faculty were available and Moder replied it was basically anyone making below \$40,000 per year and all salaries of state employees were on file in the Library.

### **CAMPUS FACILITIES, SAFETY, AND SECURITY — Khaled Gasem**

Gasem reported CFSS plans to focus its activities this year on:

1. Finalizing a recommendation for improved Facility Planning at OSU
2. Researching approaches for updating the OSU Master Plan
3. Reviewing class scheduling on the OSU-Stillwater campus
4. Reviewing physical plant operations

CFSS asked the Chair to:

1. Commend the administration for expanding the transit system
2. Request better postings for bus routes and schedules on the web and other media
3. Request free bus service for staff within campus

[In regard to staff riding the bus free within campus, Bosserman said the entire bus service is funded with student fees. Moder said unfortunately this is heard on a consistent basis as to why reasonable services are not provided to faculty and staff and this does not make sense. If transportation is provided to ease problems with parking on campus then the point is that people moving around from inside campus should not have to pay and if this needs to be funded in some other way then she feels that should be looked. Schmidly asked Bosserman to talk about the "Park and Ride." Bosserman said this was from the Library Annex parking lot to campus. Moder asked if this was free and Bosserman said he didn't believe it was. He said Dr. Heintze and Everett Eaton were trying to put together a poster of schedules and information but these changed on a regular basis and they were trying to accommodate as many students as possible.]

4. Inquire about the immediate parking plans in light of the on-going construction projects [Bosserman said, for this year, remote parking is the answer. Some areas are being surveyed to see if additional parking could be added but it will not happen this year. Bosserman added they needed a good chair for the Parking Committee and he would be contacting Gasem in this regard. The President said he was very concerned regarding the amount of traffic he was seeing on campus and felt if more people would park on the edge of campus and ride the shuttles it would alleviate OSU's parking problem and reduce the chances of a pedestrian accident. He added he hoped this could be achieved at no cost and felt this would be one of the greatest incentives to accomplish this. However, he said the students could not be expected to pay for all faculty and staff privileges and this had to be looked at and worked out. Bosserman said at one time it was suggested that Monroe Street be closed. Gasem replied that the university had an agreement with the City of Stillwater that Monroe remain open so city traffic would not be impeded. Schmidly said safe, effective transportation was a top priority for OSU.]

#### **FACULTY — Linda Austin**

Austin said the Faculty Committee was still working on two issues from last year. One was completing a video entitled "The Story of Appendix D" and the committee has decided they would like major distribution of this video and will bring a recommendation to Council in the near future recommending this video be shown to all administrators, regents, all heads of departments, etc. They are also working on the third draft of a Racial and Ethnic Harassment Policy. The major difficulty seems to be to create a policy that is not immediately vulnerable to litigation and does protect individual's First Amendment rights. They hope to have a draft of a policy this semester. Schmidly asked if there would be an index to the video mentioned above and Edgley said it had already been done. It is on disk and will be transmitted to Denise Weaver this week.

#### **RULES AND PROCEDURES — A. J. Johannes**

Johannes said the R&P committee had not met but when they did they would be looking at some changes to the Faculty Council By-laws and hoped to have those before the first of the year. Secondly, Johannes reported a special election will be held to elect a faculty secretary to replace Brenda Masters who recently resigned due to departmental responsibilities. He said Chuck Edgley had been nice enough to fill-in on an interim basis and asked for a round of applause for Chuck. Due to personal reasons Chuck will not be able to run for the position and he made the following statement: "I have greatly appreciated the opportunity to serve this past

summer as interim secretary, and had intended to run for the permanent position this fall. However, I am sad to report that my wife Sally is seriously ill, and caring for her means that I cannot devote the time and energy that council leadership requires and that the faculty deserves. I have a great deal of confidence in the two nominees for Secretary, and you may rest assured I will continue to work with the council on issues central to faculty welfare, including the retirement lawsuit. I treasure my years of service to the faculty and wish Carol, Lionel, Ed, and the new Secretary the very best as they lead us during these challenging times.” Johannes said the two names put forward for the vacant position are Birne Binegar and Rob Whiteley. Memos and ballots will be mailed Sept. 12 and the new secretary will be announced at the October 14 Faculty Council meeting.

## **REPORTS OF LIAISON REPRESENTATIVES:**

### **Staff Advisory Council — Kathie Tanner**

Tanner said the SAC Policies, Benefits and Budget Committee was working on drafting a performance evaluation form that they would like to eventually present to administration because staff feel a uniform evaluation form is needed across campus. SAC is also looking at the transit system policy and Tanner said they felt the same as faculty in regard to not being charged to ride within campus. A recommendation has been sent to Bosserman on a Christmas leave issue that is very similar to the one Faculty Council will be presenting. The SAC website has a list of service pin recipients and these and other awards will be presented on November 6. Also, the Distinguished Service Award nomination forms have been sent.

### **Emeriti Association — Ron Beer**

Beer said the Association appreciated working with Dr. Strathe’s office. Following an extensive review of the OSU Emeriti Association current functions and direction by a task force of a dozen or so people, the Emeriti Council passed a number of recommendations to improve the viability and functionality of the Association. In summary, the primary actions adopted include:

- > Schedule Council meetings to always precede the First Friday Dinners to improve communications with a significant number of members.

- > Publish a Newsletter four times a year to better inform the total membership of the Associations business, concerns, and issues needing the support of the membership as a whole.

- > Reduce the general membership meetings from eight per academic year to four, one per quarter. Attendance at these meetings was minimal. We will evaluate this format at the end of the year to determine if other actions are more desirable.

- > A Board of Trustees, numbering seven voting and four non-voting members, has been created to administer the continuing development, financing, construction, and operation of an OSU Emeriti Creative Living Center (an official title has yet to be determined). A gift of 35 acres of land, at 19<sup>th</sup> and Range Road, from Mr. & Mrs. Milton Morris (in honor of her father, a retired and now deceased faculty member), makes our rather aggressive pursuit of a full-scale retirement center possible. The officers are: Esther Winterfeldt - President, Ron Beer - Vice President, Bill Brown - Treasurer, Robert Hendrickson - Secretary. Voting members at-large include: Mary Frye, James Halligan, and Donald Holmes. Ex Officio members without a vote include: Mark Gallart - Stillwater Medical Center, Larry Shell - OSU Alumni Association, Provost Marlene Strathe - OSU, and Wes Watkins - Counselor-at-large.



> Currently employed faculty and staff at OSU, age 55 years and older, are eligible for membership in the OSU Emeriti Association. It is the Associations intent to provide programs that will assist members in this category in obtaining comprehensive information necessary for a successful transition into retirement.

> It is the desire of the Emeriti Association to create an Emeriti College or a College for Seniors (the mature adult kind). Pending the number of individuals who volunteer their creative, energetic, and intellectually stimulated time and effort, a committee will be formulated to determine what subject matters are of greatest interest to the largest number of individuals who wish to participate in such an endeavor. Courses, projects, lessons, activities will vary in the length of presentations, frequency of meetings, location of activities, and level of instruction. We intend no homework, no tests, no grades, no tenure, no salary and, hopefully, good parking. Stay posted for progress reports.

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

Moss reported graduate student names had been submitted for students to serve on Faculty Council committees and said they would do their best to stay on those committees and provide input and thanked Council for allowing them to participate. He also mentioned they had worked with SGA and have moved their offices to 264 Student Union. He also announced to faculty that have graduate students that GPSGA is giving approximately \$12,000 in travel awards for grad students presenting research at a conference or meeting and for fall semester it will be for a presentation between July 1 and Dec. 31 and they can apply on the GPSGA website.

### **A&S Faculty Council — Bill Henley**

ASFC met for the first time on September 3<sup>rd</sup>. Bruce Crauder is now Interim Dean of A&S, Tom Wikle is Interim Associate Dean for Instruction, and John Mintmire (Physics) is Interim Associate Dean for Research replacing Stephen McKeever. Apparently the search committee for a new dean has been formed largely or entirely from names submitted to the Provost by ASFC Chair Mark Payton, and confirmed with Marlene Strathe that the search will be underway soon. Strathe added that the ad in the Chronicle will appear in two weeks. ASFC discussed the strategic planning process, as there is considerable confusion at the department level as to what exactly is required, and the desired content of these documents. The President said he had meet with Dave Buchanan today and the entire steering committee will meet next week. He felt there had been some confusion between the planning part (which is the future) and the current budget (which is requiring some downsizing). The steering committee is going to put something in writing and will probably send it to the entire faculty via e-mail. Either he or the Strategic Planning Consultant will talk to the deans and department heads and get everyone up to speed as to where we are. Henley said one of the specific complaints was with some of the template forms that were distributed which used terminology largely foreign to academe and seemed to be more business driven. Schmidly asked Henley to encourage everyone who has expressed any confusion or concern to contact Dave Buchanan, Stillwater campus or Raja Basu, Tulsa campus, the two Steering Committee Chairs. Schmidly said at the fall convocation he would make some remarks regarding where we are in the Strategic Planning process and how it relates to our upcoming accreditation study. Gasem said strategic planning should address two issues: The first is the issue of alignment and optimization for the current resources to make sure that we have the highest impact. This is both important and timely. The second issue is to identify resources (or potential for resources) which we could use to move OSU to newer horizons in its

standings as a comprehensive university. Schmidly said he agreed completely and for Gasem to contact Buchanan and express his thoughts to the committee. Gasem wondered why we are not involving the State of Oklahoma in our strategic planning process. Since they are the funding agency for the majority of our budget, we should strive to keep them engaged. This could serve us well in gaining their support for our plans, or at a minimum reduce the amount of time it will take to receive such support. Schmidly indicated that he is involved in many activities at the State level where such engagement is taking place.

## **OLD BUSINESS:**

### **NOC Update — Moder**

Moder said from a faculty point of view the NOC issue is perhaps two steps back and one step forward in the last few weeks with respect to work with the administration on this issue. A Memorandum of Understanding was taken to the Board of Regents for the General Education part of NOC. This was approved by the Board but they did instruct the administration to work with the faculty on some of the issues still unresolved which included: whether the program will allow cross-enrollment of currently admitted OSU students; funding issues regarding Academic Services; the question of graduate students and the impact on graduate programs; and the question of assessment and who will participate in evaluating and assessing the program. Moder said she had commitments from the administration they will work with faculty over the next few months and she hopes they can come up with a revised document they can compromise on. Arquitt asked Schmidly to please work with the Regents on gaining some understanding that just because a course carries the same name and number it does not mean it is the same quality. Schmidly encouraged all to go over and look at the classes currently being taught and the method of instruction and said personally he was quite impressed with what he saw. Schmidly added the realism here is our Board is moving forward with this initiative and everyone needs to work together on this issue. Johannes asked why a Blue Ribbon Task Force was formed and then their recommendations were ignored. Schmidly said the issues that were raised were legitimately considered and he felt like a lot of what is in the document is not inconsistent to the principle of what came out of the Blue Ribbon committee. He continued there are some wording issues Moder and others on the Council have suggested they think would make the document a little more acceptable and these will be discussed. Schmidly said he had seen these partnerships work very well and the benefits were both for the students and the faculty. Edgley said Johannes' views were widely held by the faculty and felt that they were not taken seriously because the Board was committed to this from the beginning and they were going to see this happen no matter what. Edgley added that it is widely believed that a very competent and popular dean was driven from the university because he chaired that unpopular (with the Regents) task force and said that was not helping faculty morale at all. Schmidly said if that was the case he was totally unaware of it and added no Regent had put any pressure on him regarding any dean's status. He added he had a lot of faith in the Provost to work with the faculty and see if end points could be accomplished everyone would be more comfortable with. Raff said he was at the meeting with the Regents on Thursday night and wanted to commend Moder for the superb job she did in presenting the case for the faculty. Secondly, he said he agreed that the Regents are absolutely adamant on this issue and he felt Moder was talking to a group that had already made up its mind. Schmidly said why not put together a partnership that can work, be positive about it for the benefit of students and Oklahoma. Moder said she believed the recommendations of the

Task Force and what she presented at the Board Meeting were offered in that spirit and the idea is to look at what we have, agree this is going to go forward as a general education alternative admission program but to look at the way it is shaped and the purpose it is established and make sure it is going to be of benefit to the students and faculty and not of harm to either group and she feels at this point that will be accomplished.

### **Retirement Update — Lionel Raff**

Raff distributed “Retirement Newsletter Number 11” and said all faculty will be receiving it via e-mail shortly. If you do not receive it contact Raff ([lionelraff@hotmail.com](mailto:lionelraff@hotmail.com)) or Moder ([clm1011@okstate.edu](mailto:clm1011@okstate.edu)). Raff stated the recent actions by President Schmidly and his administration have repaired the damage done to the retirement program by the forced switch to the 7-11 program in 1993 and as of July 1, 2003, all faculty and staff who were employed by OSU prior to the change to the 7-11 program are now given the option of returning to a retirement program recommended to the OSU Regents and they now consider that part of the lawsuit as “fixed.” The only remaining part of the lawsuit that remains to be settled in court or negotiated is the recompense for damages suffered by faculty and staff from 1993 to the present. In his report to the Regents, Judge Morris stated that damages to class members, because of the change to the 7-11 program, amount to \$818,100 per year. He recommends that appropriate recompense be provided. In view of the fact that Judge Morris was selected by the Regents, charged by the Regents, and paid by the Regents for his expertise, they regard his recommendations as decisive corroboration of their allegations of damages. To date, the OSU Regents have refused to negotiate with the faculty and staff over the issue of compensation. They have, however, given permission for VP Bosserman to discuss possible negotiated settlements with the plaintiffs on the lawsuit. At their first meeting in late June, Bosserman requested that a proposal be placed on the table to initiate the discussions to which the administration might respond. The initial proposal for settlement was delivered to the VP about August 1, 2003. To date, a response has not been received by the Vice President. Raff said faculty and staff would be kept informed of events as they occur. Arquitt said when she talked to OTR this summer they had done nothing in regard to correcting the inequity between OU, OSU, and the other schools. Raff replied the administration and Regents here can’t fix OTR. That is the Legislature and the director of OTRS. Edgley said he is on a faculty advisory committee to the State Regents and the Chancellor, Paul Risser, is very keen on this OTRS issue. The committee is meeting with Tommy Beavers and executives from OTRS at their October meeting and they have put together a list of about ten questions and one of the questions has to do with the issue Arquitt asked about regarding the inequities between regional (which are “uncapped”) and comprehensive (which are “capped”) universities on retirement benefits.

### **NEW BUSINESS:**

Moder said the Staff Advisory Council had made a recommendation to administration regarding Christmas holiday mandatory leave and on behalf of the Faculty Council Executive Committee Moder presented the following recommendation to Council in support of the SAC recommendation.

**Title:** 2003 Christmas Holiday Mandatory Leave Recommendation

**The Executive Committee of the Faculty Council Recommends that:** if the administration wishes to save utility costs by shutting down the university for two full weeks during the December/January break, the university should allow faculty and staff to take these days off as

administrative leave rather than as mandatory annual leave. **Rationale:** Faculty Council joins the Staff Advisory Council in objecting to the administration's dictating when employees must take annual leave. While the majority of OSU employees may be willing to take these days off, we oppose the practice of requiring mandatory leave days on general principle and we do not want this to become an annual occurrence. Furthermore, this policy is inequitable because it places the greatest burden on the lowest paid employees.

Moder explained that Administrative Leave does not count against Annual Leave, it is not officially a holiday so it does not increase the number of holidays in respect to benefits in comparison to the Big XII and it is the assumption that if the University wishes to do this they only do it as paid Administrative Leave and not Annual Leave. Bosserman said for the record an administrative day of leave for the system is \$900,000. Moder asked, "meaning what?" and Bosserman replied, "loss of time." Moder said, "meaning actual work is done on that day" and Bosserman replied, "yes." Lehenbauer asked how good is the data on the savings from utilities and other areas due to the shutdown from last year and Bosserman replied in excess of \$100,000. Schmidly called the vote and the recommendation passed unanimously. Schmidly added that administration would accept this recommendation.

In other new business Sirhandi said she did not feel the school fight song being played on the phone system when someone is put "on hold" was appropriate. She felt this was played too loud and said she would rather hear KOSU. Moder said she had heard that comment from a very large number of faculty, staff and other people. Sirhandi asked where to go to get this changed. President Schmidly said he had not had that experience and comments to him had been just the reverse. A substantial number, especially alums, had called and expressed complete support and added he felt like more dialogue should be heard regarding this issue.

The meeting adjourned at 5:20 p.m. The next regular meeting of the Faculty Council is October 14, 2003.

Respectfully submitted,  
Chuck Edgley, Interim Secretary