

FACULTY COUNCIL MINUTES
250 Student Union
February 10, 2004

Carol Moder called the meeting to order with the following members present: Arquitt, Austin, Belmonte, Bilbeisi, Binegar, Chaney, Damicone, Finchum, Fullerton, Gasem, Gelfand, Greiner, Henderson, Johannes, Lamphere-Jordan, Lehenbauer, Martin, Mokhtari, Mott, Murray, Phillips, Raff, Redwood, Sirhandi, Terry, and Weiser. Also present: T. Agnew, J. Arms, B. Barfield, R. Beer, D. Bosserman, H. Clements, C. Deyong, J. Douglas, G. Gates, M. Heintze, B. Henley, E. Johnson, D. Lane, E. Mitchell, J. Moss, B. Rogers, and J. Weaver. Absent: Ebro, Morgan, and te Velde

HIGHLIGHTS

Flexible Compensation Benefits Committee Retirement Subcommittee Update.....	1
Proposal to Modify Freshman and Transfer Admission Standards	4
House Bill 2222 – Internet Filtering	5
Reports of Status of Faculty Council Recommendations	6
Reports of Standing Committees	
Rules and Procedures.....	7
Academic Standards and Policies	7
Budget.....	8
Faculty	
Recommendation: Revision of Faculty Appraisal and Development Form	8
Retirement and Fringe Benefits	10
Student Affairs and Learning Resources	10
Reports of Liaison Representatives	
Staff Advisory Council	10
Emeriti Association.....	11
Graduate and Professional Student Government Association	11
A&S Faculty Council.....	11
Old Business	
Retirement Issues	12
New Business.....	12

Lamphere-Jordan moved acceptance of the January 13, 2004 Minutes. Henderson seconded. The Minutes were approved. Henderson moved acceptance of the February 10, 2004 Agenda. Arquitt seconded. The Agenda was approved.

SPECIAL REPORT: Flexible Compensation Benefits Committee Retirement Subcommittee Update — Camille Deyong

Dr. Deyong presented recommended changes to the OSU Retirement Program and OTRS. The desired characteristics of this plan include: Fixed (flat) contribution percentage across entire salary range for all employees; drop age 26 restriction and drop one year waiting period before

OSU contributions begin; vesting after 2 years of service for all benefits eligible employees; more vendor choice for defined contribution plan; portability (retirement program goes with employee); and strong employee education program.

The program the subcommittee recommends is as follows:

- Remove one year and age 26 requirements for OSU contributions
- Does not include OTR as a mandated program
- Current OTR participants would be given the opportunity to exit OTR
- For employees participating in OTR:
 - 7/11 plan would be changed to 12% of salary is contributed toward retirement
 - University will match one-to-one employee contribution of up to 2%
- Employees participating in OTR will have 11% contributed towards retirement (OSU also pays 7.05% required Employee Fee)
 - A two-year vesting period. Forfeiture of non-OTRS contributions for less than two years employment
- Phase in period of five years for program
- Additional tax deferred annuity options including a 457b plan
- Large replacement ratios to help provide for retirement healthcare.

Deyong added that we will have to BUY our way out of OTRS and converting to the proposed program will be OPTIONAL for current participants. She continued that if the OTR-Optional goal is not met the program recommendation would include:

- Remove one year and age 26 requirements for OSU contributions
- Move from current 7/11 contribution to flat 11%
 - The Board of Regents approved President Schmidly's request for this action in July 2003*
- There will be a two-year vesting period. Employees not completing two years of service must forfeit the TIAA/CREF retirement funds that have been contributed in their behalf
- Additional tax deferred annuity options including a 457b plan
- Recommend a "Grandfathering" option be made available.

Deyong said the problem with OTRS is the current payout formula severely discriminates against OSU and OU. The subcommittee has developed recommendations for a "fix". Legislation, closely following many of these recommendations is in the early stages of the legislative process. Deyong stressed that if you choose to read the legislation, and she urged everyone to do so, to make sure you read the entire legislation. The bill is on the State website. Gasem asked if there was still time to amend the language in the bill as it is written regarding some of the language we are not comfortable with. Deyong said she certainly hoped so and that Raff and Moder and several others have met with Robert White, the OSU lobbyist, regarding that issue. Beer, as representative of the Emeriti, asked why #7 ("Buy Back and Uncapping Options") was not in the legislation. Deyong asked Barfield to reply. Barfield said the actuarial study had not been done to determine the cost and Tommy Beavers (OTRS) would not support it until he knew how much it would cost. Barfield added they had been told the actuarial study would be available at any time and the intent is to try and add it in at the last minute once it has been completed. Gelfand asked about the cost. Deyong replied that the actuarial study that is being completed to consider the cost of all the recommendations is roughly 3 percent of the salary budget for the next 30 years. Moder added 7.5 is being paid now and we would be paying 3 for people not in the system but 7.5 for anyone that stayed in and added that would be reassessed every three years to see whether that is a fair amount given the number of people still in the system from OSU. Gasem asked about the level of support from colleagues at OU.

Deyong said OU is much farther behind in their awareness of this issue. Deyong, Barfield and Kletke went to OU twice 18 months ago and met with their Faculty Senate and Staff Senate officers to talk to them regarding the OTRS issues. The second time they met with their Faculty Senate Chair and another person that is very involved with OU's legislative issues. Their issue was, at that point, they did not have an alternative, i.e., if they got out of OTRS they wanted to know what they were going to get. Moder said her position on this, when she spoke to the lobbyist and Pres. Schmidly, was that if the legislation includes the poor formula it cannot be supported and if changes are made they will do everything possible to support it and then they will be happy to lobby OU and do whatever else they feel is appropriate. Moder's impression is the administration is interested in clarifying the issues in the bill and hopes everyone will be able to get behind it. Barfield asked if they believed the bill, as it is written now, includes the poor formula and Moder replied it is extremely ambiguous at best and they do not know whether the intent was to follow the subcommittee's recommendation or not. Moder said the problem is with defining "maximum compensation salary" and when she spoke to Anne Matoy about this she did not assure Moder that she believed the intention of everyone who had written the legislation was to fix that formula. Moder said Matoy told her she would investigate that, get more information and get back to her. Barfield said they had been told that was the intention on more than one occasion. He was not saying the language should not be changed if it is not communicating as well as it should. Raff said there were two terms in the bill and they only needed one term. Deyong said two were needed because there were two spaces of time; the 1995 to 2007 cap years and post 2007. Moder said that term is not defined and since it is not defined and different for average salary, which is the 3 or 5 highest years, there is quite a very large hole in the bill which suggests it could be interpreted that we stay on the other formula. Johannes asked what the language was when the bill was changed and the non comprehensive universities got the bonus. Barfield said that was the language that had caps that were increasing over the years and says what we will be paid on; first it was for all the universities and then just the comprehensive universities. What you will be paid on is a percent of that cap that year not the percent of the high 3 or high 5 and that is where the problem is. Barfield said they had done their best to find out how this was done and they could not find out who developed that formula. Johannes said to him this is outright fraud and it was hidden in the language. Moder said the formula definitely needs to be clarified. Deyong said there is a place where all the terms are defined in the bill and the key term is "average salary" and is an operational definition that needs "high 3 or high 5" and that it would clarify it to move the definition for "average maximum compensation level" up with the other definitions and she feels they are willing to do this. Fullerton asked how it happened that OSU and OU were discriminated against versus all the other teachers in this state. Moder replied that OSU and OU lobbied to minimize their contributions to OTRS by keeping the caps on and that in part kept more money going to TIAA/CREF. In the same bill the formula was changed to discriminate against OU and OSU and as Barfield said earlier they do not know who changed it the formula or why. Raff said it was known that OTRS has a \$6 billion "black hole" and he had his guess who did it. Finchum asked what the buyout was for Option 1. Deyong said she did not know because the actuarial study did not merely look at "getting out". Moder added that the way the bill is set up right now if you opt out of OTRS you may be able to divert the contributions that you made into OTRS if you are not vested, or into something else, or, alternately, you can decide that you will leave your money in OTRS if you are vested and not put any more contributions in but when you retire you get benefits off the number of years you did contribute. Raff commended the retirement subcommittee for the great job they had done.

Retirement Report Published, Available Online

The retirement subcommittee of the Flexible Compensation Benefits Committee has published its report of findings and recommendations for changes to the OSU Retirement Plan. The full report can be found at http://www.okstate.edu/osu_per/retadd.htm.

SPECIAL REPORT: Proposal to Modify Freshman and Transfer Admission Standards — Michael Heintze

Dr. Michael Heintze, Vice President for Enrollment Management and Marketing, presented a Power Point presentation to Council which included a proposal to modify freshman and transfer admission standards. Heintze said state appropriations are going down while enrollment is going up and that is not a good trend. OSU has students who are unable to get into the classes they need because of the growing number of students and the decreasing number of faculty (82 vacant positions at present). Heintze said these proposed changes would take place incrementally over the next three years to give supporters time to adjust and allow OSU to measure results annually and feels the new standards would improve class performance. Current freshman standards are: ACT score of 22, high school GPA of 3.0 and top 33% of HS class, core GPA of 3.0. Proposed for Fall 2005: ACT score of 23, high school GPA of 3.0 and top 33% of HS class, core GPA of 3.0 and ACT score of 20. Proposed for Fall 2006: ACT score of 24, high school GPA of 3.0 and top 33% of HS class, core GPA of 3.0 and ACT score of 21. Proposed for Fall 2007: ACT score of 24, high school GPA of 3.0 and top 25% of HS class, core GPA of 3.0 and ACT score of 21. Current transfer standards are as follows: 7-23 hours of college credit with a cumulative GPA of 1.7 for residents or 2.0 for nonresidents, and satisfy freshman admission requirements; 24-30 hours of college credit with a cumulative GPA of 1.7 for residents or 2.0 for nonresidents; 31+ hours of college credit with a cumulative GPA of 2.0. Transfer standards proposed for Fall 2005 include: 7-23 hours of college credit with a cumulative GPA of 2.5 and satisfy freshman admission requirements; 24-59 hours of college credit with a cumulative GPA of 2.25; 60+ hours of college credit with a cumulative GPA of 2.0. In order for these standards to be changed OSU would have to go to the State Regents for Higher Education and ask for them to be changed. Heintze feels the applicant pool can be increased by five percent over the next three years and added part of that can be accomplished in-state; however, the biggest pool will probably come from out-of-state. Fullerton asked about the applicant pool. Heintze replied this would give a leveling off or slightly lower freshman class and at the same time grow a freshman class that is better qualified. Finchum ask, “what if your recruiters are really great and you increase the applicants by several thousand”? Heintze replied that would rarely happen because the higher you go in the quality of students the more opportunities they have to be selective as to where they go. Weiser said he would like to see statistics on how many transfer students who come in with 60+ hours and a 2.0 GPA manage to graduate in somewhat close to 120 hours. Heintze said he would try and provide Weiser with that information. Johannes asked if there was a political reason why 2.0 was picked rather than 2.25 for the 60+ hours of college credit. Gates said this had been discussed with the State Regents and ultimately it is up to OSU to make the argument of why access would be denied to all majors, even the ones that require a 2.0 for graduation. Gates continued that the Regents feel it would be very politically difficult to cut off access because from their perspective they want to see the doors more open than shut and this, in a way, is a balance in between but is not to say other adjustments could not be made later. Johannes asked if it was possible to change that instead of 60+/2.25 or 2.0 with an associate’s degree.

Gates replied that is one argument that could be considered. Murray asked about students that transfer but do not transfer their GPA. Heintze replied this was the first state where he had worked where the GPA transfers and said this issue might be considered and examined at a later time. Gasem asked if it could be considered to add language which said, "60+ hours of college credit with a cumulative GPA of 2.0 and certain admission standards of the major department". Heintze said he felt this would not be a problem. Gasem then asked what the impact was for a one point rise in the ACT on the Freshman performance for the students. Heintze replied "no" but he did not think it would be difficult to do because it is such a fluid situation. Heintze said he felt the most important combination, in terms of predicting academic success, has always been and will continue to be the high school performance, i.e., the kinds of courses the student has taken, the challenge in their work load, the grades they have earned, the competition they have encountered in their school and then the standardized test. Gasem said he assumed this would all be documented so a case study would be on-going and Heintze said it would be in the Enrollment Management Plan. Heintze said they had looked at transfer students who enrolled at OSU between 1997 and 2002 and had looked at their GPA's they brought with them and the good news is that OSU does very well in the transfer students that enroll. He said his goal is to go after the better students at the community colleges and has asked those colleges to give him their Dean's List and they are very cooperative. Heintze feels if that is successful then the transfer numbers will fall, but not a lot, and if we continue to be successful they may grow, but will basically flat-line. Fullerton asked about OU's ACT and how it compared to this proposal. Heintze replied, "very similar." On a third stage the core GPA of 3.0 and ACT of 21, theirs is a 22....otherwise it is the same. Gelfand said he knew that oftentimes state allocations were tied to enrollment in regard to budget implications, especially if enrollment at other universities is growing and our enrollment might be flat or even dropping, and aside from the fact that tuition revenue will go down what about how to deal with this. Heintze said he would answer the question by saying that the path we are now on is not a good one. If we continue to grow with our faculty resources going down we will have a number of upperclassmen who cannot get classes as well as underclassmen. He is also worried about graduate enrollment. He thinks that one of the strategies that might be considered is to bring more upper division students in as transfers to go into areas where we have some capacity and we might be able to level the enrollment out and not have a big fall, but we there might be some budgetary consequences of reduced enrollment. The other alternative, to do nothing and let it go in the direction it is heading, is probably a lot worse. If brought more in line with faculty and staff resources we will have a better educational experience. It may challenge us to figure out how to make the books balance.

SPECIAL REPORT: House Bill 2222 – Internet Filtering — Edward Johnson

Dean Johnson spoke to Council regarding proposed House Bill 2222 which would require compulsory internet filtering of all libraries in the State of Oklahoma that are supported in whole or in part by public funds which would include public, academic, school, or special libraries. He distributed copies of the Bill to those present and the beginning of the Bill as introduced states: "An Act relating to public libraries; stating legislative intent; requiring public libraries to have an Internet safety policy; requiring policies to have technology protection measures that protect against access to certain visual depictions; providing for certain enforcement of policy; allowing libraries to limit access to other material; authorizing libraries to disable technology protection measures for certain types of research and use; providing definitions; providing for

noncodification; providing for codification; and providing an effective date.” Johnson stressed that he or none of his colleagues are against this bill because they are purveyors of pornography and libraries across this state have strict policies against that kind of material. Johnson said he brought this forward with some trepidation knowing that there were probably some present who believed compulsory internet filtering might be a good thing. He felt this was not just a Library issue but an academic freedom issue and stressed opposition to the bill. He continued this is the first such bill that he knows of in the United States that is addressed at adults. Previous attempts to mandate compulsory internet filtering in this country have been aimed at children. Johnson said the bill prohibits visual depictions and there were no commercially available software filters on the market today, out of hundreds on the market, that only filters out visual images and therefore they rely only on language. This would have a tremendous impact on faculty and students who were trying to do research in the areas of public health, sexually transmitted diseases, other areas of medicines, etc. Most of the libraries in this state are hospital or medical libraries. Johnson added this bill was full of loopholes, ambiguous language, and terms that are emotionally laden and not well-defined and needs to be stopped before it gets out of committee. Johannes asked how to accomplish this. Johnson replied to contact the committee where it resides which is the County and Municipal Government Committee of the House and the Chair is Gary Taylor of District 10. Representative Thad Balkman, Norman, is the author of the bill.

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. Special award program for Fall 2003 was finalized, and funding for salaries will be a legislative priority. Recommendation will be shared with the Equity consultant.
- 02-12-04-RFB ***Maternity/Family Leave Recommendation:*** Pending. Proposal has been sent to Faculty and Staff Councils and to the Flex Committee for review and response back to the administration.
- 03-02-06-EXEC ***Tulsa Bus Policy:*** Pending. J. Hess, OSU-Tulsa, has agreed to arrange discussions with FC rep. K. Gasem, to further discussions with the administration. Consideration is being given to providing a shuttle bus to OKC with possible August 2004 start up date.
- 03-10-02-RFB ***Long Term Disability Policy (3-07500):*** Accepted. Policy has been accepted and posted on the web.
- 03-12-01-ASP ***Faculty Responsibility for Curricula:*** Not approved as written. Suggested modification: The OSU administration affirms the central role of the faculty in the development and evaluation of undergraduate and graduate degree programs which meet OSRHE and OSU academic regulations for degree structures. Discussed with Council of Deans in January.
- 03-12-02-BUDG ***Unit-Based Course Fee Structure:*** Not approved. Discussed with Council of Deans in January.
- 03-12-03-FAC ***Sabbatical Leave Policy:*** Items 1, 2, 3, 5 and 6 are approved. Discussed with Council of Deans in January.

04-01-01-RFB *TIAA-CREF Vested Accounts Recommendation:* Pending. Under study.
04-02-01-FAC *Revision of Faculty Appraisal and Development Form:*
To President Schmidly

REPORTS OF STANDING COMMITTEES:

RULES AND PROCEDURES — A. J. Johannes

Johannes announced this was the meeting where Council nominates faculty for the Vice Chair position on Faculty Council for 2004-2005. Written nominations were requested from Council members. Successive secret ballots were taken until two candidates received a combined vote of at least 75 percent of the total votes cast. Those two were Robert Darcy and Khaled Gasem and their names will be announced, in writing, to the General Faculty within ten days. Johannes also announced that additional nominations for Vice Chair may be placed on the primary election ballot provided that a petition signed by fifty members of the General Faculty is submitted for each such nomination by March 10. Blank petitions for Vice Chair, as well as all other vacant Councilor positions, will be included in the first election mailing which will be in Campus Mail by February 13.

ACADEMIC STANDARDS AND POLICIES — Andrea Arquitt

The AS&P committee listened to the rationale for changing standards for admission of freshmen and transfer students at their January meeting. The committee is developing a change to the grade policy to incorporate the use of the "AW" grade. The "AW" grade is allowed by State Regents for Higher Education only when it is part of the policy statements at an individual university. This grade would allow for an administrator to initiate the withdrawal of a student from any or all of the classes for which he/she enrolled. The AS&P committee is working on limitations to this privilege. The committee is also working on an update to the policy statement for academic reprieve. They are also developing an OSU policy for academic forgiveness. Tony Brown (political science), an at-large faculty member of the AS&P committee, is serving on the Enrollment Management Council. Neil Luebke (philosophy emeriti) and Steve O'Hara (architecture), both members serving on the AS&P committee, are serving on the academic integrity committee.

Arquitt made the following Motion to Faculty Council:

"I would like to make a motion that the Faculty Council support the proposed implementation of freshman admission standards over a three year period such that:

- 1) beginning with the freshman class of 2005 ACT admission standards are raised to 23 and admission by core course GPA also include an ACT score of 20;
- 2) for freshmen admitted beginning in 2006 the standards for ACT score admission would increase to 24 and for admission by core GPA the associated ACT would increase to 21
- 3) for freshmen admitted beginning in 2007 the only change would be an overall HS GPA >3.0 and be in the top 25% of the high school graduating class.

Further I move that the Faculty Council support the increased transfer standards with the exception of those students with 60+ hours. The standards that the Faculty Council supports for transfer admission are 7-23 hours of college credit a cumulative GPA of 2.25 and satisfy freshman admission standards. Students transferring 24 or more hours must meet one of the

three following conditions: 1) have a cumulative GPA of 2.25; or 2) have an Associate's degree and a cumulative GPA of 2.0; or have a cumulative GPA of 2.0 and satisfy the requirements of the major department to which the student is transferring.”

Moder asked for discussion. Gelfand again expressed budget implications as a concern as well as state appropriations and felt increased admission standards were an element in the overall effort to enhance scholastic achievement of this university. Henderson said if one of the main objectives is to change the student/teacher ratio there seems to be other alternatives how this might be accomplished rather than lowering the number of students to raising the number of teachers. She realizes this has been dismissed because of lack of funds but feels the entire picture should be looked at and not just a piece of the picture. Fullerton said at OSU/Tulsa she dealt exclusively with transfer students and she would support the lower GPA because a lot of those students have been out of school for a very long time and might not have made good grades 20 years ago but end up being very good students now and she feels the 2.0 GPA works. Arquitt thought that issue would be solved with the Academic Forgiveness Policy which allows students to “wipe off” those early years. After considerable further discussion on this issue, the motion was tabled on a vote of 13 to 10 until further data is presented.

BUDGET — Scott Gelfand

Gelfand reported the January General Revenue Collections came in at \$53.4 million above the estimate which is 12.2 percent above the estimate; however \$38 million of that was unexpected. It actually came in at one thousand percent more than last year. Gelfand thought this was probably a one time thing. It would still be somewhat above the estimated revenues and one statement that Meacham gave was, quote, “it is looking very unlikely that budget cuts will be necessary for this fiscal year.”

Raff asked why we were getting a level budget. Weaver replied we are still in the middle of the process and to recall that there is a couple hundred million of this budget for the state as a whole that was one-time sources so they have to recover that to be able to annualize it. It is not a guarantee that we have a level budget. What seems to be falling out is that it is very unlikely that we take a cut. A few months ago there was concern that because of that one-time funding we might perceive a 1-2 percent cut next year but now that seems to be pretty much off the table. Now we are now looking at 0-2 percent increase at best.

FACULTY — Linda Austin

Austin presented the following recommendation to Council:
Revision of Faculty Appraisal and Development Form

The Faculty Council Recommends to President Schmidly that: the form used for periodic faculty appraisal and development be amended as shown on the attachment to include categories for clinical and administrative activities.

Rationale: The old form, in addition to containing some formatting inconsistencies and minor mistakes, had no categories for clinical and administrative activities.

Austin explained that in regard to the “colored” changes on the form, the orange inserts are revisions that came out of the Provost’s office and the red ones came out of Faculty Committee and most are cosmetic/grammatical.

Moder asked for discussion and/or comments. Having none, Council voted and recommendation passed unanimously.

**OKLAHOMA STATE UNIVERSITY
FACULTY APPRAISAL AND DEVELOPMENT PROGRAM**

Name _____	Department _____
Formal Evaluation _____	Informal (tenured faculty) _____
Period covered by evaluation _____	
Faculty rank _____	Percent appointment for:
	Teaching _____
	Research _____
	Outreach _____
	Clinical _____
	Administrative _____

Please provide on separate sheets an accurate and complete profile of your activities and accomplishments during the appraisal period. Long-term activities should include an indication of progress made during the period for which this appraisal is intended. List objectives for teaching, research, and/or outreach, as well as professional development activities for the next appraisal period. For each major area of responsibility **that which** applies, provide the requested information and add additional comments **which that** are relevant. A current vita should be attached to this document.

TEACHING ACTIVITIES:

Describe any of the following in which you were involved; do not list courses taught, since they are listed on another sheet:

- (1) Course revisions or new course offerings.
- (2) Instructional materials, textbook, laboratory manual, other publications.
- (3) Advising students or supervision of laboratory assistants.
- (4) **Honors/Scholar Development involvement.**

RESEARCH SCHOLARLY AND OTHER CREATIVE ACTIVITIES:

List the following in which you were involved:

- (1) Funded research projects (source, amounts, duration).
- (2) Proposals submitted (source, amount requested, duration) and status.
- (3) Publications (give citations for journal articles, books, abstracts).
- (4) Presentations at professional meetings (title, location, date).
- (5) Graduate theses for which you were advisor.
- (6) **Other c**reative Activities.

OUTREACH ACTIVITIES:

Outline your primary duties as assigned for your position, and describe any of the following in which you were involved:

- (1) Programs developed or revised.
- (2) Extension grants received.
- (3) Publications authored (e.g., fact sheets, manuals, AV materials).
- (4) Courses or conferences organized.
- (5) **Cooperative and other E**xtension activities.
- (6) **I**nternational activities.

CLINICAL ACTIVITIES:

Outline primary duties as assigned for your position.

ADMINISTRATIVE ACTIVITIES:

Outline primary duties as assigned for your position.

PROFESSIONAL ACTIVITIES:

List the following in which you were involved:

- (1) Committees (departmental, college, and university levels).
- (2) Service in professional organizations (e.g., offices held, committee assignments, papers reviewed).
- (3) Consulting services.

SPECIAL AWARDS AND HONORS RECOGNITIONS:

SIGNATURES:

Faculty Member _____	Date _____
Unit Administrator _____	Date _____
Dean _____	Date _____

RETIREMENT AND FRINGE BENEFITS — Sally Henderson

Henderson reported the R&FB committee is in the loop to consider the current wording and possible changes to House 2226 and said to communicate with the committee with any suggestions. The committee will be making a statement regarding this bill at their next meeting.

STUDENT AFFAIRS AND LEARNING RESOURCES — Pat Lamphere-Jordan

The SA&LR committee is looking at some issues the graduate assistants are facing regarding health premiums and benefits; tuition increases and the problem that the tuition waivers they receive have remained the same; and the possible impact of the centralization of university fees. The Committee has also been asked to review the code of professional standards which govern the relationships between teaching assistants and their students. The next meeting of the committee is scheduled for March 3 and anyone interested is welcome to attend.

REPORTS OF LIAISON REPRESENTATIVES:

Staff Advisory Council — Becky Rogers

Recommendations recently passed by SAC include: The Continuous Service Definition recommendation which recommends changing OSU’s definition of “continuous service” to include a 30 calendar day separation period. TIAA-CREF Access recommendation, which the Flex Benefits Committee and Faculty Council have both passed, asking that the policies regarding employee access to TIAA-CREF vested accounts be changed to permit access by all employees to these funds in the manner best suited to their particular situation and recommended that the internal University rule requiring separation of the employee from the University as a condition for release of TIAA-CREF funds be eliminated. Another recommendation was the Performance Evaluation Form Recommendation asking administration makes the SAC Performance Evaluation Forms available for use as an alternative to the current form available for download online from the OSU Human Resources Website. There are three forms: A standard evaluation form for employees without supervisory duties; an expanded evaluation form for managers and supervisors; and, a shorter, optional form that can be used or modified by departments wanting to offer employees an opportunity to evaluate their supervisors. SAC is preparing to distribute applications for staff scholarships where a monetary award is given to staff members who are continuing their education here at OSU. They are coordinating the carnation sales for Administrative/Professional Day and everyone is encouraged to help with this

project because proceeds go toward the scholarship fund. Staff Appreciation Day Picnic is scheduled for April 16 and SAC is asking for volunteers to help serve. Moder reminded Faculty Council volunteers are needed to serve staff on this day and to please notify her if you are able to help serve beginning at 11:15.

Emeriti Association — Ron Beer

Beer submitted the following report to Council for inclusion in the Faculty Council Minutes: The Emeriti Association continues to work on the development of a full-scale retirement campus. They have entered a contract with Kirkpatrick-Pettis, a subsidiary of Mutual of Omaha, to develop a plan of action, sequencing the tasks to be completed, including an architectural rendering of the facilities to be constructed. A marketing plan will then be implemented to determine interest and commitment in residing at the White Woods Retirement Campus. Plans are underway to develop a "University for Seniors", a series of courses or programs offered to retirees in the greater Stillwater area, beginning most likely in the Fall 2004. Courses/programs will be provided by volunteers on subjects of interest. Efforts are being made to collaborate with other "retiree type organizations" in the community to utilize resources in the most efficient and effective manner. Faculty/staff in the Gerontology Institute are intimately involved in the planning and will continue to be part of the administrative apparatus for the program. A temporary committee has been created to investigate how the Emeriti Association can help to re-energize contacts with International alumni, faculty/staff and friends. Our initial goals are to develop a viable list of names and addresses, of people in Thailand and Ethiopia (these will serve as the countries for a pilot program), to create an endowed scholarship program to support students native to those two countries to study at OSU, to establish mentors/family hosts among emeriti for such students/faculty, and create a support-fund for faculty from those two countries and/or from OSU to visit/teach at each others institutions. Eventually a newsletter will help to communicate items of interest regarding this program and the institutions involved.

Beer also volunteered Emeriti to help with Staff Appreciation Day. Beer added the Emeriti continued to support Lionel Raff and his colleagues in their efforts regarding the retirement issue and they will ask Barfield and Deyong to work with the association in going to Ingmire and subsequently to Beavers to pursue the issue.

Graduate and Professional Student Government Association — Justin Moss

Moss reported the deadline for Spring Travel Awards for graduate students is March 26. The Phoenix Awards deadline to select the top master and doctoral student and graduate faculty member is March 19. In addition, the Research Symposium will be held in the near future for both graduates and undergraduates. Moss said GPSGA is looking for faculty judges and if any faculty are interested to e-mail the association. Information is on the GPSGA website.

A&S Faculty Council — Bill Henley

Henley reported four Dean candidates were interviewing on campus and a decision should be made shortly after interviews. Johannes asked Henley to notify A&S Faculty Council at their next meeting that the OSU Faculty Council has three open A&S positions in the upcoming election – two three-year terms and one one-year term.

Old Business:

Moder reported to Council that since the January meeting several faculty had meet with Attorney General, Drew Edmondson with regard to the retirement issue. Scott Boughton, Assistant Attorney General, who is in charge of the case for the State and the Regents, was present as well as the first Assistant Attorney General. The substance of the discussion was mostly about the question of whether the Regents had the authority to negotiate in this case or not. The Attorney General, while not offering an on-the-spot opinion on that issue did say that while it was illegal for State entities and for Regents to give gifts to employees it was not illegal to negotiate. Moder added they were hoping some follow-up may occur as a result of this conversation but so far no subsequent discussion has been heard about this issue. Moder said a meeting was also held with Lisa Davis, General Counsel for Gov. Brad Henry in response to the letter which was sent to the Governor after the Jan. FC meeting. After a more than a two hour meeting going over the issues and concerns, Davis informed the group she felt it was very difficult, if not impossible, for Gov. Henry to remove a Regent. Moder added Davis did offer to think of other ways in which he might help facilitate the concerns with the Regents. The OSU group asked for a written response and a meeting with the Governor and they are now waiting to hear from her in that regard.

In regard to House Bill 2226 Moder said they are in contact with OSU administration and have spoken to President Schmidly, Anne Matoy, and sent an e-mail to Dr. Bosserman. They have met with the lobbyist about this Bill and are going to try and make sure the language is very clear about whether the formula is being changed or not and if that does occur you will be hearing some very general broad support for this issue. They will be working closely with the OU Faculty Senate to see if they can get them interested in this issue as well.

New Business:

Moder welcomed Laura Belmonte and Allen Finchum to Council. Belmonte is replacing Jean Van Delinder, who is on sabbatical this year, and Finchum is replacing Brad Bays, both terms through May 31.

Belmonte announced she was the Director of the OSU Women's Film Festival and distributed flyers regarding the next Documentary.

The meeting adjourned at 5:20 p.m. The next regular meeting of the Faculty Council is March 9, 2004.

Respectfully submitted,
Birne Binengar, Secretary