

FACULTY COUNCIL MINUTES
250 Student Union
March 9, 2004

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

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Henderson moved acceptance of the February 10, 2004 Minutes. Lamphere-Jordan seconded. The Minutes were approved. Henderson moved acceptance of the March 9, 2004 Agenda. Lamphere-Jordan 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. 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. Adjustments made to \$40K for identified tenure-track faculty.

02-12-04-RFB **Maternity/Family Leave Recommendation:** Pending. The Flexible Compensation Benefits Committee has endorsed the recommendation, but Faculty Council and Staff Advisory Council are still discussing.

[Bosserman said response had been received from the Flex Benefits Committee and Staff Advisory Council but they were waiting for a response from Faculty Council. Moder asked for clarification. Bosserman replied that they proposed what they would do which would be a five-day leave period and this was sent back for approval and Moder and Henderson both said this had not been received. Moder said to send it to Sally Henderson and Bosserman said he would.]

03-02-06-EXEC **Tulsa Bus Policy:** Pending. J. Hess and K. Gasem have discussed an interim policy on faculty ridership. J. Weaver and Hess composed a revised policy looking at financial implications. Hess is expected to forward a proposal to Bosserman and Weaver in the near future.

04-01-01-RFB **TIAA-CREF Vested Accounts Recommendation:** Pending. Under study.

04-02-01-FAC **Revision of Faculty Appraisal and Development Form:** Accepted. Modifications recommended by the Faculty Committee of the Faculty Council are consistent with changes recommended by the Council of Deans in Fall 2003.

[Strathe said this form would be used this year by Colleges. She added they had also asked these be completed by June 1, if at all possible, before faculty leave campus. She said this is because they are hopeful there will be a decision in regard to a raise program, as a result of Legislative action this year, and they would like to have the A&D forms in place so when they finalize the fiscal year budget they might have an opportunity to make decisions about raises rather than waiting until Oct. or Nov. Moder clarified that this had been an issue before Faculty Council in the past. The intention is, in case there is a raise program, to put it into effect July 1. Strathe said that would be their hope.]

04-03-01-ASP To President Schmidly

04-03-02-RFB To President Schmidly

REPORTS OF STANDING COMMITTEES:

ACADEMIC STANDARDS AND POLICIES — Andrea Arquitt

The Academic Standards and Policy Committee is currently working on three policy statements. First, they are writing a Policy on Grades for OSU. Currently OSU does not have a policy on grades that may be used on the transcript and currently use the Oklahoma State Regent's for Higher Education standards, but these OSRHE standards state that the grade of "AW" or Administrative Withdrawal can only be used when the local campus has a written policy for grades. This grade should not be used often, but there are times when it is appropriate. Therefore, the committee is writing the policy that will identify the appropriate use of AW. Second, they are also working on a policy for OSU for Academic Reprieve and Academic Forgiveness. Again, these are actions allowed by OSRHE for which OSU has no specific policy. Reprieve allows up to two consecutive semesters to be removed from GPA calculations and currently allows the student who has a passing grade in a "competency" course to maintain that assumption of competence. Academic forgiveness includes a policy of calculations of GPA for repeated courses. Third, they are examining the Appeal of Final Grade Not Involving Allegation of Dishonesty or Misconduct Policy (Policy 2-0821 of June 2001). Several faculty have stated that they find parts of the policy troublesome. If you have any comments on the policy, please

send them to Arquitt for committee discussion. Arquitt then brought the following recommendation that was tabled last month off the table:

Title: Admission Standards

Recommendation: The Faculty Council recommends to President Schmidly that: Oklahoma State University freshmen admission standards be modified over a three year period as follows:

- 1) Fall 2005
ACT \geq 23 or
HS GPA \geq 3.0 and top 33% of HS Class or
Core GPA \geq 3.0 and ACT \geq 20
- 2) Fall 2006
ACT \geq 24 or
HS GPA \geq 3.0 and top 33% of HS Class or
Core GPA \geq 3.0 and ACT \geq 21
- 3) Fall 2007
ACT \geq 24 or
HS GPA \geq 3.0 and top 25% of HS Class or
Core GPA \geq 3.0 and ACT \geq 21

We recommend that transfer admission standards be increased as follows:

- 1) 7-23 hours of college credit with a cumulative GPA of 2.25 and satisfy freshman admission requirements
- 2) 24-59 hours of college credit with a cumulative GPA of 2.25
- 3) 60+ hours of college credit with a cumulative GPA of 2.0

We further recommend that the administration track the effects of these standards on student numbers, retention rates, and graduation rates such that if student success is demonstrated with higher transfer GPAs then the transfer GPA level should be increased to 2.5. We also recommend that the administration monitor the effects of implementation of these standards on access to OSU across all of the colleges and to monitor the effects of implementing these standards on the OSU budget.

Rationale: Increasing admission standards supports the mission of a comprehensive university to attract the best and brightest students to this campus. Increasing standards over time allows high schools/students to prepare for higher admission standards and provides flexibility in applying these standards. Students have a multiple tier admission standard so that students may be admissible through more than one method. Finally, data support that higher admission standards result in increased numbers of applicants desiring admission to those universities when standards are increased. Coupled with an aggressive recruitment procedure, OSU should not only grow but also grow in the quality of its student body with the imposition of these proposed standards.

Moder asked for a second to remove from the table and Johannes seconded. Motion passed. The motion was before Council to approve these standards. Moder asked for discussion and added that at the FC Executive Committee meeting the question was raised whether this shift in admissions standards might disproportionately affect some colleges, in particular the AG college. From the figures she had seen it would not disproportionately affect the AG students and they

would be affected in the same proportion as the rest of the population. Raff asked if the recommendation presented was exactly the same as the one passed by the Board of Regents and Arquitt replied “yes, except for the last item they asked them to consider which was raising the transfer GPA to 2.5”. The Board has not had that presented to them. Gasem introduced a friendly amendment as follows: “We also recommend that the administration monitor the effects of implementation of these standards on access to OSU across all of the colleges and to monitor the effects of implementing these standards on the OSU budget.” The friendly amendment carried unanimously and is included in the recommendation above sent forward to administration.

ATHLETICS — Don Murray

Murray reported the committee had met with six student athletes arranged by Marilyn Middlebrook in the office of Academic Services for Student Athletes. This included 3 male and 3 female. Of the six there were 5 white and 1 African-American and their sports included 2 from football, 2 equestrians, 1 from women’s soccer and 1 from men’s tennis. One was international, 3 were out-of-state, 1 in-state and their year in school ranged from freshman to senior. When asked “if they had it to do all over again, would they come to college as student athletes”, they all enthusiastically answered “yes!” They were all equally pleased with the Academic Center and the help, advice, and constructive criticism they received from the personnel in the center. During the visit, very few serious concerns or issues were brought up by the students. Most of the comments were favorable regarding their experiences at OSU. The one concern that was the most disturbing to the student athletes was the lack of a university attendance policy. In some cases (very few) the student athletes felt that the instructor was prejudiced towards the student athlete, but in most cases the attendance policy was applied uniformly to both the general student and the student athlete. The big difference was that the student athlete, in many cases, was “required” to miss class because of a school sponsored athletic event - tournament, game, etc. Their scholarship required that they compete, yet they were penalized when they missed class. Several of the student athletes commented that they literally had to drop classes because they could not adhere to the strict and often inflexible attendance policy by some instructors. Other instructors were often times very flexible and would work very closely with the students for early or late exam taking and assignment deadlines. Some commented that the lack of a syllabus for each class was a problem because they sometimes did not know the instructor’s attendance policy or exam schedules until later in the semester – sometimes too late to drop the class and add another. Student athletes must remain enrolled in 12 hours of credit to remain academically eligible to participate in their sport. This group of students seemed to be genuinely interested in their degree programs. All were asked if they expected to compete in their respective sport as a professional athlete. One said that it was his goal to compete professionally, two said that it would be an added option, two said they could only be involved professionally in their sport as a coach, and one said that they were not planning a professional career in sports at all. One student was going to use her last year of eligibility here to obtain an advanced degree, one wanted to attend medical school, and one was considering a law career. Throughout the visit it seemed apparent that the student athletes and the general students each have very contrasting views of the other student group. The consensus of the student athletes is that the general students have more time for study, do not have to worry about class absences (an absence is an option for them not a requirement), and all non-athlete students should easily maintain a 3.0 GPA or greater with ease. According to the student athletes, the general students have stated that the student athletes

have it made because they get their schooling paid for, get to enroll early, and get other special benefits. It seems that the non-athlete students do not realize the time required to train, practice, and compete in sports and at the same time it seems that the student athletes may not realize that the general student may have to hold down one or more jobs to help pay for their schooling and therefore do not have all of this “free time” for study. There are always two sides to every story. None the less, these particular student athletes were very serious about their college education and completing their degree programs.

BUDGET — Scott Gelfand

The Budget Committee has been constructing a survey concerning faculty preferences for any new spending should there be new monies available at some point in the near future. This survey will be sent out on ListServ the week after Spring Break and the committee would appreciate faculty taking time to fill out the survey which take five to ten minutes so administration can be informed of faculty preferences. This is not a paper survey, a link will be provided on the ListServ and anonymity will be protected. At the University Budget Committee meeting in late February Mark Snead from the College of Business Administration gave a presentation in which he explained his take on the financial situation in Oklahoma. He said he believes that the economy has finally hit bottom and will show improvements during the last two quarters of 2004. Unemployment continues to be high and the only significant growth in revenue seen in the past year is a result of oil and gas revenues. Gelfand reported the Office of State Finance had just issued a revenue release. For the month of February \$29.9 million or 12.9 percent above the prior year had been received; \$17.3 million or 7.1 percent above the estimate; year-to-date \$135.6 million above the estimate according to Scott Meacham and what that means is quote, “budget cuts are very unlikely while the likelihood of a Rainy Day Fund deposit is increasing. Essentially the monies that are available that exceed the estimate for the fiscal year can go into the Rainy Day Fund. The last time a deposit was made was Fiscal Year ’01. This fund is now down to \$136,000.” E-mail Gelfand if you are interested in receiving the complete report. In one final matter, Gelfand said the Tuition and Fees committee met last week and is still discussing a proposal to raise lower division tuition to the same rate as upper division tuition. The University is also in the process of eliminating about 500 special fees and converting these fees to a standard per credit hour fee to be paid by all students regardless of the classes they enroll in. The money taken in from this one fee would then be distributed back to the appropriate units as it has been done in the past. A new topic that has been brought to the table is doing the same sort of single fee for technology fees, student academic fees, and student activities and services fees. Gelfand perceives some feedback from this which is primarily negative to say the least with a lot of concern. If anyone has questions or comments regarding this issue contact Gelfand. He has been working with the committee and at least with the first fee they tried to address faculty concerns of trying to guarantee or insure the monies they receive from their course fees will actually go back to them when everything is rolled into a single fee. Gelfand said he had seen a sample tuition bill and he thought this bill looked much more difficult than a phone bill. The sample had 15 to 18 lines as opposed to 4 or 5 lines which was relatively clear.

CAMPUS FACILITIES, SAFETY AND SECURITY — Khaled Gasem

Gasem reported he had met with Bosserman regarding an improved facilities process. Gasem thought these discussions would be completed by this time but due to the unfortunate absence of

John Houck from campus because of surgery they have been delayed. Gasem hopes that when Houck returns discussions will continue and this item will be finalized before the end of this semester. Gasem continued that in review of the Strategic Plan he knows this is a draft and he knows the issue of facilities planning has not fitted into this draft yet. The President mentioned that a Master Plan is a necessity and in review of the Strategic Plan there are approximately seven goals and none really address facility planning or development. Gasem said in the absence of good facilities planning process and strategic plans on how to grow the campus the right way and how to provide for the research facilities, classrooms, etc. in his opinion he felt this plan to be lacking. He is confident that they say "it's on radar" and they are looking at it and hopes it will be included in the updated versions of the plan. The CFS&S committee will meet with Dr. David Buchanan, Co-Chair of the Strategic Planning Committee, on March 12 regarding this issue. Johannes asked about interaction with the other OSU campuses regarding facilities planning and Gasem replied at this time they were focusing on the Stillwater campus because this issue was "inherited" from past committees working on this. He feels that if a process could be developed in Stillwater it could possibly be passed on to the other campuses. Raff commented on building safety and said the Physical Sciences Building where Chemistry is housed was 50 years old and in need of major repairs. Raff asked if the committee was looking into this issue and Gasem replied it was not at the present time but if Raff felt it was an urgent matter they would put aside other matters and dedicate time to this immediately. Binegar said if the Capital Bond issue passed he hoped the committee would have some influence on exactly where money that is slated for improvements to the infrastructure could be directed. Gasem said he thought that the best that could happen is that if there is a good Strategic Plan the resources will require that about \$127 million and it would be most desirable to see it implemented within a strategic plan setting which has a high degree of respect for master planning as far as facilities are concerned. Gasem continued that we should have a Strategic Plan which emphasizes facility planning and infrastructure and the first issue you have to tackle is to have a really good Master Plan. Moder asked Bosserman if he could specify what projects were included when the Capital Bond issue was proposed. Bosserman replied, a research building for Vet Med and general University Research, the Classroom Building and to re-do some of South Murray for faculty office space and classroom space.

RETIREMENT AND FRINGE BENEFITS — Sally Henderson

Henderson said during the past couple of years the RFB committee had been asked by representatives of two different colleges to investigate the Annual Leave issue. She is planning on conducting a survey of faculty who are affected and do receive Annual Leave regarding what their issues are, if they have issues at all, and come up with some numbers of people affected and what those specific problems might be. Johannes asked how many faculty are on 9, 10, 11 and 12-month contracts. Henderson said the information was available but she had not brought it with her and said there were many more 12 month faculty then thought. These numbers are very confusing and Henderson will talk to Matoy before numbers are distributed.

Henderson then presented the following recommendation:

Title: Recommendation Concerning House Bill 2226 Provisions

The Faculty Council Recommends to President Schmidly that: the administration use all available means to insure that the final version of HB2226 contains provisions to:

- Remove university employees from mandatory OTRS participation.

- Redress the retirement benefits formula for all employees of comprehensive universities, both above and below the cap, so that it is the same as the formula currently used for regional universities.
- Clarify the number of years of creditable service required for each affected group.

Further, we request that the administration reports back to Faculty Council on a regular basis the status of HB2226.

Rationale:

- HB2226 should support the final report of the Retirement Subcommittee of the University Flexible Compensation Benefits Committee.
- HB2226 should not remain ambiguous, confusing and misleading.

Moder said she had been notified March 9 this bill had passed out of the House by a significant vote, 89 to 7, with Section 11 related to retirement formulas removed. She gathered from Robert White that when it came out of House committee one representative had questions about that section and in order to get it out of committee they pulled the section intending fully to put it back in later when they clarified the questions and then after it passes the Senate it goes to a conference committee. Raff said the vote was so overwhelming that he envisioned the Senate may think this is a great idea and pass it. Bosserman said it had to pass the House this week to stay alive otherwise would have been killed because of inaction and he was certain that when it passes the Senate it will go to the conference committee but will check for sure. Moder said her understanding from Robert White is that when it passed the House it passed with all the House members knowing that they were going to get to vote on it again in a final version. Gasem asked for clarification on who was advocating on behalf of the faculty with the Legislative body and Moder replied Robert White is the university paid lobbyist and anyone he feels would be useful.

Moder asked for a vote on the above recommendation and it passed unanimously.

RULES AND PROCEDURES — A. J. Johannes

Johannes reported on the Faculty Council election and announced nominations for vacant positions would close March 10 at 5:00 p.m. As of the March 9 FC meeting the following nominations had been received: 1 from OSU/OKC; 1 from OSU/COM; 2 nomination petitions from Business were being completed per Mott; 2 from CEAT; 2 from the Multicultural Group, 2 from Education; 3 from A&S – 1 for the one-year position and two for the two three-year positions (Johannes encouraged more nominations from A&S); and 2 from Agriculture. In addition, Robert Darcy and Khaled Gasem are running for Vice Chair. Ballots will be mailed March 12 with a return date of March 26.

STUDENT AFFAIRS AND LEARNING RESOURCES — Pat Lamphere-Jordan

The SALR Committee had received updates from Drs. Bird and Mitchell regarding closure on incidents which occurred last year. One of the issues the Committee was considering was resolved: insurance coverage for graduate students. Two issues the Committee will address this year are: 1) the issuance of an itemized statement to students and parents from the Bursar's Office to show an accounting of fees and charges and 2) establishing guidelines of conduct addressing the relationship between teaching assistants and their students. Additional items for

discussion will be final grade appeals that do not involve academic dishonesty and an attendance policy on university sanctioned absences.

REPORTS OF LIAISON REPRESENTATIVES:

Student Government Association — Josef Douglas

SGA is looking into teacher evaluation policies as well as the question regarding research professorships and Douglas said SGA would appreciate feedback from Faculty Council on both items.

Staff Advisory Council — Leslie Miller

The date of Staff Appreciation Day has been changed to April 27 and Miller thanked Faculty Council again for agreeing to help SAC with this event. Also, carnation sales will be held in April for Administrative/Professional Day and carnations will be delivered on April 20 which is the day before the actual professional day. In a final matter, the SAC Policies Benefits and Budget Committee has studied the Performance Evaluation process for over a year and have provided new forms. Recently, the Council passed a recommendation that administration make the new Performance Evaluation forms available. Administration approved the new forms and they are available on the Human Resources website. There are three forms, one to evaluate all staff, one to evaluate staff in supervisory or higher positions, and an optional form for staff to evaluate their supervisor. Moder said with respect to Staff Appreciation Day she thanked all faculty that had volunteered, to date, to serve lunch to staff and said 8 to 10 volunteers would probably be needed.

Graduate and Professional Student Government Association — Justin Moss

The annual Research Symposium had been held and Moss said many faculty in the room had served as judges and he thanked all and said it had gone very smoothly. The week of April 5 is National Graduate and Professional Student Awareness Week and during that week a reception will be held and Research Symposium and Phoenix Awards will be distributed. GPSGA is in the process of accepting nominations for next years' officers. In a final matter Moss reported a health insurance recommendation had been forwarded to administration and was accepted.

A&S Faculty Council — Bill Henley

Henley reported Dr. Peter Sherwood, University Distinguished Professor and Head of the Department of Chemistry at Kansas State University, has been appointed A&S Dean, pending OSU Regents' approval at their April meeting. Dr. Sherwood will officially begin his duties at OSU on July 1, 2004.

New Business:

Dr. Bird reported she had been contacted by the Air Force ROTC and said they would like to conduct a special service on campus for a MIA/POW remembrance. This would take place in front of the Library at noon on Wednesday, March 31, include a 24-hour honor guard, complete the service with a 21-gun salute, and then play taps. Bird asked for Councils support and Moder asked for a motion to approve. Murray moved and Lamphere-Jordan seconded. Motion passed unanimously.

Greiner asked where would revenue increases go and Strathe replied that the tuition increases did not come close to closing the \$5 million gap of what we were cut and basically the tuition went to cover the same costs we were trying to cover before. There is still less money.

Arquitt said she had just finished writing the Academic Program Review for her department and had been looking for items on the OSU website. She said when she typed in "OSU Mission Statement" many, many mission statements came up but she never found the one for OSU and feels this is a problem. She also thinks that when you go to the page that says "Administration" there should be a link to click so e-mails can be sent directly to administrators, since a link is not currently available, and feels this is not an image OSU should project. Moder asked Weiser (FC Information Technology Committee Chair) to please convey that and he replied he would. Bird said to check out the Student Affairs website, designed by an Engineering student, as they have had great reviews regarding it.

The meeting adjourned at 3:57 p.m. The next regular meeting of the Faculty Council is April 13, 2004, and the Spring General Faculty Meeting is April 20, 2004.

Respectfully submitted,
Birne Binigar, Secretary