

FACULTY COUNCIL MINUTES
250 Student Union
January 11, 2005

President Schmidly called the meeting to order with the following members present: Arquitt, Austin, Bell, P., Binegar, Chaney, Cruz-Rodz, Darcy, Greiner, Henneberry, Johannes, Jordan, Lamphere Jordan, Lehenbauer, Martin, Martinez, Mitchell, Moomaw, Mott Murray, Raff, Rockley, Rouch, Sirhandi, te Velde, Terry, and Toetz. Also present: Agnew, Beer, Bird, Carpenter, Causin, Elliott, Gates, Goodbary, Redden, Strathe, Talent, and Weaver. Absent: Bell, G., Bilbeisi, Fullerton, and Phillips.

HIGHLIGHTS

Executive Committee Recommendation
Market-Driven Salary Increases/Restore, Reward, and Grow Faculty Program.....1
Reports of Status of Faculty Council Recommendations.....2
Reports of Standing Committees
Academic Standards and Policies
Optional Record of Class Rank on Transcript.....3
Athletics.....5
Budget.....6
Campus Facilities, Safety, and Security.....6
Faculty.....7
Research.....7
Retirement and Fringe Benefits.....8
Rules and Procedures.....9
New Business.....9

Darcy moved acceptance of the December 14, 2004 Minutes. Lamphere Jordan seconded. The Minutes were approved. Raff amended the January 11, 2005 Agenda to add an update by the Campus Facilities, Safety, and Security Committee and delete the update by the Student Affairs and Learning Resources Committee. The Agenda was approved as amended.

Recommendation from the Executive Committee — Bob Darcy

Darcy presented a recommendation from the Faculty Council Executive Committee entitled “Market-Driven Salary Increases/Restore, Reward, and Grow Faculty Program”. Recommendation 01-04-01-BUDG – “Market-Driven Salary Increase to Tenured and Tenure-Track Faculty” will be withdrawn. Darcy moved acceptance of this recommendation and Mitchell seconded. The President asked for discussion. Binegar offered a friendly amendment which was accepted and the entire recommendation is below. The amendments are listed in “bold” type.

Title: Market-Driven Salary Increases/Restore, Reward, and Grow Faculty Program

The Faculty Council Recommends to President Schmidly that: Faculty Council Recommendation 01-04-01-BUDG, "Market-Driven Salary Increase to Tenured and Tenure-track Faculty" be withdrawn and be replaced with the following Resolution and Recommendation.

Resolution:

The Faculty supports President Schmidly's Restore, Reward, and Grow Faculty program which is aimed at bringing **average** faculty salaries **by rank and department** to the Big 12 averages, replacing vacant faculty positions and growing faculty numbers over the next decade.

Recommendation:

1. The President annually report to the Faculty progress on bringing faculty salary averages to those of the other Big 12 schools by rank and department.
2. The President annually report to the Faculty progress on bringing faculty - student ratios to those of the other Big 12 schools.

Rationale:

1. Recommendation 01-04-01-BUDG, "Market-Driven Salary Increase to Tenured and Tenure-track Faculty" proposes only modest changes to the problem reaching market-driven salaries. President Schmidly's Restore, Reward, and Grow Faculty program is far more ambitious and beneficial to faculty and the University.
2. Regular reports on the University's progress toward reaching the level of other Big 12 schools regarding faculty salaries and faculty - student ratios will help keep the administration focused on this goal while improving the morale of the University community.

President Schmidly said Gordon Emslie has now assessed the numbers about what it takes to bring graduate assistantships up to a benchmark level and added this might want to be treated as a separate resolution or a third recommendation. Darcy felt it would be best if the appropriate committee of Faculty Council look at the graduate stipends and bring a report Council separately.

President Schmidly called for a vote and the recommendation passed unanimously as amended.

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

04-10-01-RFB *Survey of Big 12 Health Insurance Benefits, Premiums, and Costs:* Pending. The survey initiated by Human Resources is in process. Anticipated completion date is January 2005.

04-11-01-SALR *Re-Constitution of the Student Technology Fee Committee:* Pending. Agree in concept. A plan is being developed and should be finalized by February 2005.
[Mitchell said he thought the Provost was the "responsible person" for this recommendation and Bosserman is listed. Strathe responded that Bosserman is the responsible person because Student Technology reports to his division.]

- 04-12-01-FAC *Clinical Faculty Track (Non-tenure Track):* Accepted. Proposal reviewed and accepted.
- 05-01-01-EXEC *Market-Driven Salary Increases/Restore, Reward, and Grow Faculty Program:* To President Schmidly

REPORTS OF STANDING COMMITTEES:

ACADEMIC STANDARDS AND POLICIES — Mark Rockley

Rockley presented a recommendation entitled, “Optional Record of Class Rank on Transcript”. He explained this recommendation would allow undergraduate students be permitted, at their option, to have one of more of the following appear on their formal transcript upon their specific request:

- Overall weighted class ranking with rank in every class
- Weighted class ranking for courses in the field of concentration with rank in every course in the field of concentration and related courses
- No class ranking of any kind

Class ranking in the field of concentration is defined as the ranking for each course in the field of concentration, and courses that have the same subject prefix as classes in the field of concentration. The weighted average incorporates the number of credit hours associated with each class. It is specifically intended that the student may request transcripts with different options applied depending on the particular recipient.

Showing transparencies, with information received from Institutional Research, Rockley said the average GPA assigned for classes at OSU is about 3.0 for most colleges and is approaching 3.4 for one college. Grading has historically been used to describe the relative merit of a given student in a given class, by comparison with the population of students in that class. Since the average GPA is now such that most students will receive a grade of ‘A’ or ‘B’ in any class they attend to completion at OSU, the effectiveness of the grading system is being compromised. The reasons for this grade compression are many and varied. This grade inflation problem is a national challenge to the integrity of the academic community. Inflated grade distribution damages the career prospects of our students. There is little motivation for the student to become truly competitive in the world marketplace. There is little reward for a student who works hard compared with a student who does enough to pass the course. There is very little to distinguish the truly exceptional student from the average student. There is very little information available to a potential employer to protect them from hiring a student with a ‘high’ GPA who has less skill or competence than some other potential employee.

Therefore, by permitting students, *at their option*, to have their class ranking posted on their transcript, we are helping students obtain a more equitable compensation for their relative skill. We are also enabling the employer to have a truer measure of student capability. This will give OSU graduates a competitive edge in the job market compared with graduates from all other universities that do not use a similar class ranking and averaged class ranking system. This process will cause students to realize that their future earnings prospects are linked tightly to their

scholarship in each class related to their field of concentration. The inevitable result will be an upsurge in the scholarly output of OSU students, resulting in an improvement in the prospects for all OSU graduates and for the scholarly reputation of the institution as a whole.

Small Example – Student Requests Field of Concentration Ranking Only:

Consider the following example for a student with a major in chemistry:

A percentile value of 100 means the student is the best in the class (better than all other students).

5/270 means the student is the 5th best student in the class of population 270 students

Course	Rank	Percentile	Cr.Hr. x %
Chem1314 *	5/270	99.98	4 x 99.98 = 399.9
Math1513 *	10/30	66.67	3 x 66.67 = 200.0
Chem3053	12/60	80.00	3 x 80.00 = 240.0
Hist1483 §		
Cumulative			<hr/> 10 <hr/> 839.9

Cumulative: 10 hrs 839.9 (Cr.Hr.%) units

Cum. Rank = 839.9 Cr.Hr.% / 10 hrs
= **84%**

Transcript would display rank for each class in the field of concentration and cumulative rank for the field of concentration.

* not in field of concentration 'box' but same prefix as courses in field of concentration

§ Hist1483 would have no rank value assigned because it does not appear in the field of concentration and does not have a subject prefix the same as a subject in the field of concentration.

- Repeated courses: Only most recent would count
- Replaced grades: Only most recent would count
- '0' ending courses would not be included
- P/F courses would not be included

Rockley said he had approached the Deans and received positive to neutral support with responses such as, "likes the idea"; "interesting, merits further discussion"; "employers of their graduates use other measures so it might not be helpful" to two colleges that "uses internally already". Rockley had visited the Student Government Association and talked with three of their designees. Two thought this was a good idea and one was somewhat ambivalent (without "optional" statement). Rockley then went to the Student Union and in one hour gathered 100 student signatures in a brief random sampling. Ninety-eight percent were in favor. Rockley added that industry supports this idea and in the northeast corridor some industries are requesting graduate record exams and, in some cases, an internal qualification exam prior to employment

because of the failure of GPA's to be a meaningful indicator. He added he had spoke to local industrialists and they support the idea because it gives them a better idea of what skill level they are hiring at. One dean noted employers are very frustrated that the grades do not mean anything.

Rockley noted that the military academies are doing this. He added, all change is challenging and he had talked to the Registrar twice and he is looking into it and wants to see where it fits into the larger picture he has in mind for this university. Rockley had also met with the people in Information Technology and they said it will take in excess of three months, if implemented, and would be linked with the degree audit which seems to be gathering momentum.

Rockley ended his presentation by saying that if this recommendation passed the Academic Standards and Policies committee would reconvene and use the same process that was used to change Appendix D. There would be discussions with groups from every college and students would enable the process to account for a wide variety of perceived strengths and weaknesses. It would then be sent to the Board of Regents for their approval. Software modifications may be able to be licensed by other universities.

Some faculty raised concerns regarding the following: this would further destroy the grading system; major problems with grade appeals; in some large classes of 200 or more the ranking between number 1 and number 15 might be just one point; plus or minus grades should precede ranking; end up with grade compression with numerous tied rankings; and additional work for faculty by adding another column to grade reports for ranking.

Binegar proposed the recommendation be changed to a resolution and say that the Academic Standards and Policies Committee, in conjunction with the Provost, conduct a series of open forums to explore the pros and cons of the possibility of adding optional class ranking to transcripts and then follow with the description. Rockley asked how could he be assured that this would not be subjected to an endless round of debate so it becomes pocket vetoed and Binegar replied that a deadline could be included for the end of this semester.

Terry called the question. The Council voted, with one opposed, to continue by following the guidelines proposed in the resolution.

ATHLETICS — Don Murray

Harry Birdwell, Director of Athletics, had given draft revisions of Section 30:10-3-4 concerning Oklahoma State University Athletics. The outdated version was written in 1988 and Murray distributed the new version and reported this document made minor changes such as changing Big 8 to Big 12, put more strength and emphasis on academics in athletes, as well as giving more control and oversight to the President. The President had received this draft from Birdwell and he, in turn, gave it to the FC Athletics Committee for their opinion. The committee reviewed the draft and saw that it did nothing but update the document and therefore approved the changes.

BUDGET — Earl Mitchell

Mitchell reported the results of the Faculty Survey from last fall and the highest priorities were salaries for faculty, staff, and graduate student and new positions. Maintenance was very low on the list. The committee will be looking at comparisons of faculty salaries in the Big 12. Mitchell

said that the committee needs to have a clear understanding of implications on the budget, in terms of any changes, so they know exactly what needs to happen.

CAMPUS FACILITIES, SAFETY, AND SECURITY — Shida Henneberry

At the Dec. 17 CFS&S meeting Mike Bale, Director of the Risk and Property Management Department reported to the committee that if OSU is conducting Official University Business within the scope of “business” then individuals and OSU as an entity are covered under the Tort Claims Act which means you cannot sue OSU; you would sue the entire state. Official Functions within the scope of employment is covered and Tort covers things like falls off the sidewalk, damage to property, and negligence where there is some duty to provide protection. Michael Robinson, Director of Public Safety, was also a guest. Orange Peel, alcohol/drug use and tailgate parties were discussed. Henneberry said Robinson reported the Police Department usually did not act on those types of things because of mobs and possible riots and they do not have any standards in this regard and only move in if there is a problem. In regard to specific alcohol policies at events and on OSU Property it was reported OSU is not responsible for guests that come on campus or their actions. They discussed “Failure to Act” by OSU-PD. Unlikely any action would be successful against OSU or PD unless there was gross negligence. It was discussed that the OSU community has recognized: Culture of Alcohol and Athletics; need for enforcement of laws and policies (Law – no consumption of >3.2% beverage in public and Policy – no consumption of beer (3.2% or less) in public). Orange Peel – OSU-PD is aware of problems and feel there is a correlation between the type of entertainment and the type of problems. They discussed issues such as: turning off lights for concert; preventing the problems from coming into the stadium than to enforce in the crowd; and provide drug detection dogs at entrances. In regard to athletic events (need to interact with Athletic Committee) they discussed interacting with Posse Club to state policy on Posse tickets and a no-tolerance policy for athletic events - no alcohol, no intoxicated spectators allowed in the stadium (prevent access and eviction). PD acknowledged that there seemed to be more problems this year than in the past. OSU-PD requests information on specific behaviors that the faculty wants to limit. Enforcement/education can be directed to reduce those behaviors and this need to be specific and detailed. In other matters, the committee discussed policies on bicycles, skateboards and skates. Mike Bale has an informal task group addressing this issue and welcomes any help. John Houck gave an update on the Willham towers demolition and closure of Hall of Fame and Hester in support of the renovation of the North Stadium. He added this work would take about two years.

Raff asked Bird, VP for Student Affairs, if her office handled problems with students as discussed above. Bird said that at the last Orange Peel there were fewer OSU students and community members and the problems seemed to arise from people coming from outside of Stillwater. Bird also thought having an outside security firm at Orange Peel, who came in with very little notice, did not know the facility, and was unsure of what they could and could not do, was a factor. She added the OSU and Stillwater Police Department have limited resources and manpower and therefore cannot do certain things. Henneberry asked Bird if Orange Peel “in that form” should continue. Bird replied there were some complaints and concerns with the particular band and music and probably a more moderate group would be chosen this year. The problem is with more moderate groups you can either see them on TV every week and there is a limited amount of money that can be spent. There is also the problem of being one hour from either Oklahoma City or Tulsa and they are such large concert venues and can attract larger

crowds. There will be a “Showdown” concert in the spring with possibly a promoter such as Cox Cable. She added they are trying to find the proper balance so problems do not occur in the future. Raff said in the committee update the OSU-PD had requested a faculty policy statement regarding what they would like to see and asked Bird to provide recommendations from her office and she replied they would be happy to do that. Binegar thought because of the liability Legal Counsel should be consulted as well as SGA. Bird said there is a group of students that work with the concerts in general and she would be glad to provide recommendations; however, she did not think she should speak for athletic events. Darcy asked if these events generated revenue and if so where did the revenue go. Bird replied that in most cases revenue is lost and these events are something that the students request and Orange Peel is part of the “welcome back to school” effort and is funded through fees and university funds are not used. Martin said as the parent of an OSU student he was concerned about underage drinking at tailgate parties before football games and students passing out in the parking lot before the game even starts. He said he felt the liability and reputation of the university and the welfare of the students should be paramount and thought the presence of the police department might make a difference.

FACULTY — Linda Austin

The committee has reviewed nine applications for Big 12 fellowships and they understand that those who applied will be notified at the end of this month. Suggestions coming to the committee about revisions in regard to Appendix D need to be submitted by January 18 as the committee will be meeting then to discuss the revisions. At the present time Austin said she had received some comments and some are just words and typos but one issue was a comment about the deletion of Section 1.3.9 which concerns part-time tenure track. Please send any other suggestions to Austin before the 18th.

RESEARCH — Alexander Rouch

Rouch reported the Research Committee will speak for the researcher and research efforts in the upcoming meetings regarding the Library issue and what to do about journals in the Annex. The committee will make a recommendation based on the needs of the researcher. They have two positions upon which to make a recommendation: 1) all resources that cannot be obtained on-line should be centralized in one location (i.e., the library) for the researcher. Consequently, one possible recommendation is the immediate return of all resources moved to the Annex. They realize this is probably not realistic, at least in the short term. A better way to state the recommendation might be to return as many journals as realistically possible. In addition, efforts should be made to improve the efficiency of obtaining requested articles from the Annex. Another possible recommendation is to switch the journals that are in the library that can be obtained on-line with ones in the Annex that cannot be obtained on-line; and 2) the purpose or function of the library is to provide a serious, studious environment for studying, learning, research, scholarly activity, etc. This type of facility best meets the needs of the researcher. (This is opposed to what some now propose in that the purpose should be to provide a more socially active environment that attracts students into the library.)

Potential recommendation: This position should be adopted by the faculty and students and be promoted by the library administration. In this way, everyone entering the library knows what the library is for – to study, learn, and conduct scholarly activity. Some examples to promote this include:

- If more seating is required in the library (which it is), then increase seating capacity with study carrels and not lounge chairs or sofas.
- Post more “Quite Please” signs around the library.
- Keep the Student Union open and available for the students while the library is open. This way, they have a place to go and have coffee, food, social activity, etc.
- Promote group study activities in the library for those who want that by allowing groups to reserve secluded rooms for those purposes.

If anyone would like to provide comments concerning this issue, please contact Dr. Al Rouch or a member of the Research Committee: Drs: Darrell Berlin; Denver Marlow; Earl Mitchell; Ron Moomaw; John te Velde; Richard Whitney; Glenn Zhang.

RETIREMENT AND FRINGE BENEFITS — Terry Lehenbauer

Lehenbauer reported on the following two issues:

Progress on implementation of Alternate Retirement Plan — Based on information provided to RFB by Ms. Anne Matoy, Asst. VP, Human Resources, OSU attorneys had drafted a request to the IRS to implement the Alternate Retirement Plan (ARP) which would permit an existing employee to switch from OTRS, a defined benefit program, to ARP, a defined contribution program, as provided by House Bill 2226. However, according to Matoy, the OTRS legal counsel has asked that both OSU and OU provide more information in the request which is to be sent to IRS. This request for more information by OTRS has delayed the process. At this time, the request to IRS has not yet been submitted. IRS approval must be granted before implementation of the ARP can begin for existing employees. The exact provisions for an existing employee to choose between OTRS and ARP will also be determined by the IRS approval process. OSU has been advised that it may take a year before the IRS ruling is received. Once the approval is received, affected employees will have a year in which to make a one-time irrevocable decision of whether to stay in OTRS or not. OSU will provide individual information to assist employees in the decision-making process.

Premium conversion for OSU employees waiving OSU-paid health care — Several faculty members have raised the question of why those electing not to receive employer-paid coverage are refunded 50% of the value of the HealthChoice High option rather than the full premium cost. One concern which has been expressed by Administration regarding a full refund is that it could be a contributing factor for employees choosing to receive that full amount of cash and neglecting to secure any health insurance coverage. The committee requested that Human Resources study this situation further. One alternative which has been suggested is for OSU to not refund the total amount directly to the employee, but for OSU to send funds to another insurance carrier designated by the employee. This process would eliminate the direct payment of cash to the employee. Further exploration of this option is being continued.

Johannes asked if the retirement formulas went into effect January 1. Lehenbauer asked Ron Beer, Emeriti Association President, and he replied he was sure the first checks would be sent February 1. President Schmidly said he was also going to follow-up as to why the IRS issue had been delayed.

RULES AND PROCEDURES — A. J. Johannes

Johannes said all faculty should have received a ballot in the mail regarding changes to Appendix A & B. If these changes pass they will be forwarded to the President's Office to be included in the January Board Book.

New Business:

Dr. Bird thanked the faculty and Dr. Raff personally in helping with the international students as they are in the process of tracking down any students that may have been either trapped, injured, or killed in their country because of the tsunami/earthquake. She added it would help if faculty would let them know of anyone they know of that has not returned to campus. The International Student Organization (ISO) is coordinating efforts to help tsunami victims. They will be in the Student Union all week and donations are appreciated and will be forwarded to the American Red Cross.

The meeting adjourned at 4:35 p.m. The next regular meeting of the Faculty Council is February 8, 2005.

Respectfully submitted,
Birne Binigar, Secretary