

FACULTY COUNCIL MINUTES
250 Student Union
September 11, 2007

Bob Miller called the meeting to order with the following members present: Bays, Bidwell, Brown, G., Brown, T., Calhoun, Carter, Casey, Clinkenbeard, Dare, DeSilva, Gasem, Hirschlein, Hoffer, Martin, Miller, R., Moberly, Moder, Perkins, Ransom, Russell, Spicer, Van Delinder, Veenstra, Westhaus, and Yellin. Also present: Bird, L., Bosserman, D., Bryans, M., Colton, J., Elliott, K., Gates, G., Hightower, D., Jordan, C., Lehenbauer, E., Marton, B., Miller, B., Purdie, R., Shutt, G., Strathe, M., Swaim, R., Weaver, J., Weimer, C., and [Fils-Aime, Y.](#) Absent: Jordan, Chang, Giles, and Goetze

HIGHLIGHTS

University Budget Update.....	2
Tobacco Initiatives.....	3
Reports of Status of Faculty Council Recommendations	7
Comments from the Interim President.....	8
Reports of Standing Committees	
Rules and Procedures.....	10
Vice Chair nominations	10
Arts and Sciences Faculty Council's Report	10
Campus Facilities, Safety, and Security	10
Recommendation: Support for the College of Arts and Sciences Faculty Council's Petition Concerning the Removal of the Name Murray from Murray Hall and North Murray Hall.....	12
Faculty.....	14
Long-Range Planning and Information Technology	14
Research.....	14
Retirement and Fringe Benefits	14
Student Affairs and Learning Resources	15
Reports of Liaison Representatives	
Women's Faculty Council	15
Regent's Professor Committee	17
Student Government Association	17
Old Business	17
New Business.....	18

Miller announced Tom Jordan, Faculty Secretary, had triple bypass surgery recently and is recovering well. A card from the Council was circulated to send to him. In a second item, the Councilor who was Chair of the Rules & Procedures Committee had to resign that position and Miller asked for a vote of Council to approve Brian Carter to serve in this capacity. Moder moved and Gasem seconded. The motion passed unanimously. A third item was the resignation of Ron Moomaw as Vice Chair of Faculty Council due to his decision to retire at end of this

school year. A certificate of appreciation will be mailed to Moomaw for his service to Faculty Council and the General Faculty.

Miller asked for approval of the June 12, 2007, Minutes. G. Brown moved acceptance of the Minutes. Gasem seconded. The Minutes were approved. Miller asked the September 11, 2007 Agenda be amended to allow the Arts & Sciences Faculty Council liaison representative to make his presentation at the beginning of the report of the Campus Facilities, Safety and Security Committee and to reverse the order of the two Special Reports. Hirschlein moved and Yellin seconded. The Agenda was approved as amended.

UNIVERSITY BUDGET UPDATE: Joe Weaver

Weaver began by showing a Power Point presentation of the budget that was presented to the OSU Board of Regents earlier in the summer. The total amount of appropriations by the State Regents and Legislature was increased by 7.8% (\$79.6M) from a total of \$1,019.4M in FY 2007 to \$1,099.0M in FY 2008. Weaver said this sounded good but the problem with it is that a great deal of that money was the annualization of one-time money given the year before. The real increase in terms of money received and felt as an increase was more like 3%. The breakdown of how those funds were allocated, the amounts given to institutions through the formula, which is what is used to handle mandatory cost increases, a raise program, or basically to run the campus, was only \$27.0M of that \$79.6M total. There was \$33.6M in special earmarks to the various campuses to address specific initiatives of those campuses. Some came to our agencies. None came to the general university other than an earmark for some capital funds to help with some of the building projects. There was \$19.0M for special services such as OHLAP and other financial aid and OSRHE governance and operations. Weaver said when they talk about \$80M going to higher education only \$27M goes through the formula and that builds a false expectation. That \$33M was targeted for special purposes.

Weaver showed a chart explaining the breakdown to the OSU budget agencies which totaled almost 3% or \$3.7M. All of our agencies received approximately \$7M with the OSU-Tulsa agency not receiving any allocation for the second year in a row. The earmarked allocations were as follows: Fire Service Training \$821,429; Tulsa-HATRC, \$985,714; Agricultural Experiment Station, \$1,450,000; Oklahoma Cooperative Extension, \$1,450,000; University Multispectral Lab, \$1,600,000; Stillwater, \$2,000,304; Center for Health Sciences, \$400,000; Center for Veterinary Health Sciences, \$195,553; Oklahoma City, \$172,000; Okmulgee, \$150,000; and an OTRS increase adjustment of \$649,555 for a total of \$9,874,555. The \$2,000,304 for Stillwater was received for capital construction and this is going toward the Murray Hall renovation project. Bob Miller asked if these were all allocated by the State Regents and passed through the formula. Weaver replied these were suggestions on the part of the Legislature, funds given to the State Regents for their allocations, and approved and passed through. For the most part these are one-time allocations.

In terms of breaking down the budget Weaver showed pie charts showing that State appropriations continue to drop for all of the system from 29.3% in 2007 to 27.6% in 2008. Weaver added, "That's a trend, it's continuing and we don't have any expectations that it will reverse. It's concerning but that's just where we are". Bruce Russell asked if research expenditures fell under Sponsored Programs and Weaver replied "Yes". Russell asked if those

were declining. Weaver replied they declined from 11.2% in 2007 to 10.1% in 2008. Other pieces of the pie are they expand and for you to maintain your share you are going to have to grow and if you are not growing at the rate that other pieces of the budget are growing your percentage will shrink.

In regard to student tuition and fees compared to appropriations Weaver said in FY 2002, 58% of OSU's budget was State Appropriations and these reduced to 42.3% in FY 2008. The Student tuition and fees were 28% in 2002 and 45.8% in 2008. These fees are a large component of the general University budget.

The FY08 allocation budget distribution includes 61% for salary, 17% for fringe benefits, and 22% for maintenance for a total allocation of \$214,648,895. In terms of how each of the agencies use the funds, mandatory costs were \$8,207,000 of the total money campuses had to work with. The raise program was \$7,831,000 with other priorities at each of the campuses totaling \$5,421,000. Weaver said they felt very good about being able to institute a raise program because even though a raise program was a high priority during much of the spring they thought the funds would not come in as they did. He had estimated OSU would receive \$2.7M from the State and \$3.7M was received. The information on health insurance was received quickly enough to help. While 3% is an average raise he felt good they were able to give raises at all.

General University highlights include: Cowboy Covenant – Beginning in Fall 2007, students who qualify for OHLAP funding will have their mandatory fees and books paid by the University. This approximate \$1.5M to fund will help minimize the burden of increased costs for our students with the greatest financial need.

Special staff pay program – additional pool of funds dedicated to improving salaries of lowest paid staff. Targets employees with average hourly pay rates of \$7.70; raises salaries of 359 employees by approximately \$100 per month. This amounted to between \$350,000 to \$380,000. There were market value adjustments in salary for police officers and University Counseling professional personnel.

Weaver aid the OSU system requested tuition and mandatory fee increases and that it was unfortunate, given the state's commitment to higher education, that only 3% was received. In order to fund all the things hoped and planned to fund that a 9.9% mandatory fee increase was required. He said 9.9% might seem high but that would amount to \$494 for an undergraduate resident student taking 30 credit hours on a yearly basis. This does not change our ranking in the Big 12. We will still be at the bottom compared to our peers. Carter asked at what percentage were the students paying for their own tuition. Weaver replied about 67% if you look at the in-state undergraduate student. About a decade ago the State Regents were publishing a goal that they would like for the students to pay one-third of the cost of attending the university. All tiers of the higher education system have exceeded that amount. The growth rate to tuition rate is approximately 7% average per year.

Hirschlein asked how the "earmarks" come to be. Weaver replied that Legislators and agencies get together. Hirschlein asked, "By lobbying"? Weaver replied, "Yes". Hirschlein asked if there was administrative approval for the lobbying and Weaver replied that administration was

aware of these activities. Weaver said the new Chancellor has asked that new budget needs are developed this year to identify any special “earmarks” that we intend to directly lobby for so everyone as a system can sit down and find a balance.

Moder asked where we stood in respect to tuition waivers in previous years. Weaver said as the tuition rate increased the waivers have increased some. With the Cowboy Covenant we are partially funding that with waivers as well. Weaver said it was at about \$30M.

Bruce Russell said the charts showed a slight decline in enrollment from 2002 by 1600 and are we putting together some kind of marketing/recruiting program to improve recruitment efforts. Miller said he would ask the VP for Enrollment Management and Marketing to come and talk to Council at a later date about this issue. Russell said he thought when he first arrived at OSU several years ago recruiters were sent to high schools on a regular basis and he now understands this is not done as much. Dr. Strathe said, “not true”. Weaver said student enrollment is certainly very important as it becomes an increasingly larger share of our budget and this is something they will give a lot of attention to.

SMOKING INITIATIVES: Robin Purdie

Purdie, Director of the Seretean Wellness Center, introduced Yvon Fils-Aime, new Tobacco Health Educator with University Health Services. She then distributed three handouts and briefed all on their initiative for what they call “The Road to ‘America’s Healthiest Campus’”. She wanted all to understand that the wellness program they will be embarking on as they change insurances to BlueCross BlueShield is going to be a very comprehensive program. Tobacco is one piece of it. She added they have a “robust” disease management program. They have what they call a “Personal Health Manager” which will include a Health Risk Assessment and the Wellness Center will coordinate with them to develop this as well as health fairs, etc., and try to get as many people involved in this as possible. Purdie will meet with BCBS in the next few days to try to start finalizing some of these ideas. From the Wellness Center side they still want to create this “America’s Healthiest Campus” culture and in that they have addressed dining services, working with Residential Life and the Student Union and their nutrition people as well as HES nutritionists to offer healthier options for dining for students, faculty and staff. Goals are charted for this academic year which include: Choose Orange Dining Services; healthy vending options, fitness incentives; flu shots; tobacco-free campus; Wellness Wednesday, Exercise 101; Nutrition 101; Stress Management 101; bicycles and trails; recycling; back care/ergonomics, signs (stairs, trails, tobacco), etc. She wanted all to understand that tobacco is a part of this comprehensive program.

Purdie then talked about the Student Tobacco Settlement Endowment Trust Grant which they wrote and received. This is a five-year grant with last year being the planning year, this year is the first year of implementation and they were fortunate to have the grant renewed this year. Yvon is working very closely with the health-care providers at the University Health Services to help with student’s identification of tobacco use if they would like to have help with cessation.

The second handout was as follows:

Grant Program Title

High Impact Tobacco Reduction and Cessation Program for Young Adults (ages 18-24): An Identification and Cessation Program Combining Pharmacotherapy, Policy Change, and the Transtheoretical Model.

Program Goals

1. Tobacco Use Identification and Cessation. Cessation systems will be developed to provide services to the student population at OSU. Clinicians will be trained to identify current tobacco users, and provide brief counseling, pharmacotherapy and resource referrals to tobacco users.
2. Policy Development and Implementation. Policies prohibiting the use of tobacco will not only provide a healthier environment of all students, staff and faculty at OSU, it will support those who chose to quit the use of tobacco. Another policy to eliminate the acceptance of tobacco company funds for University-sponsored event will also support a tobacco free campus, while reducing the influences of tobacco companies (who market heavily to the young adult population).
3. Development and Implementation of Wellness State tobacco education class. This will be provided to educate students on current OSU policies and cessation resources. It may also contain other information regarding tobacco use, marketing, and tobacco history facts and figures. This class will be provided to promote both cessation and an environment where tobacco use is discouraged.

Development and Implementation Steps

Planning and Development Phase (Year One)

- Research and develop program components.
- Form a Program Advisory Committee and begin meetings.
- Gather baseline data on tobacco use on campus (use, knowledge, and attitudes) as well as data on use of tobacco cessation services and pharmacotherapy at University Health Services.
- Develop training program for clinicians at University Health Services, along with policy and procedure development for resource referral and provision of pharmacotherapy.
- Begin discussions with key groups on issues surrounding tobacco-free campus, and tobacco industry sponsorship policies.

Planning and Implementation Phase (Year Two)

- Continue implementation of tobacco use identification and cessation program through University Health Services.
- Continue discussions and plans regarding policy issues, focusing on a timeline for implementation.
- Develop Wellness State Class module on tobacco use.
- Plan OSU system-wide cessation and policy model.
- Evaluate program progress.

Implementation Phases (Years Three through Five)

- Continue implementation of tobacco use identification and cessation program through University Health Services, making program modifications as necessary.
- Implement tobacco-free campus policies.
- Conduct Wellness State tobacco education module.
- Evaluate program effectiveness, gathering on-going data on campus tobacco use, knowledge and attitudes.
- Implement OSU system-wide cessation and policy model.
- Present findings of evaluation data, and development steps statewide and nationally, as a model for other campuses to follow.

Before January 2008

1. HealthChoice pays for smoking cessation prescription (Chantix or Welbutrin), once per lifetime. Prescription must be pre-approved.
2. Nicotine Replacement Therapy (NRT)
 - a. Usually in the form of patches or gum
 - b. Over the counter (OTC-no prescription needed)
 - c. No insurance reimbursement
 - d. Cost: 4 mg. - \$54.99 (170 pieces) (Walgreens)
\$29.99 (110 pieces)
\$25.99 (50 pieces)
4 mg. - \$73.99 (170 pieces) (Nicorette brand)
\$55.99 (110 pieces)
3. SmokeStoppers program is provided one-on-one to employees at no charge. (Eight sessions plus follow-up)
4. Support
 - a. Online support/behavior change programs available
 - i. AHA
 - ii. ACS
 - iii. Chantix (provides personal coach at no additional charge)
 - b. Oklahoma Tobacco Helpline
 - i. 1-800-QUIT-NOW
 - c. Stillwater Medical Center
 - i. Freedom From Smoking (no charge)

After January 2008

1. Chantix and Welbutrin are not on the BlueCross BlueShield pharmaceutical formulary. (No reimbursement)
2. Medication Plan
 - a. Employee or covered spouse would be able to get the prescription from their primary care provider or come to the Wellness Center medical provider for the prescription.
 - b. Prescriptions for Chantix billed per employee back to OSU/HR
 - i. Cost: University Health will sell at cost + \$5.00,

- ii. Between \$90-100 for 1 month supply
- c. OTC medications dispensed at University Health or Wellness Center billed back to OSU/HR for reimbursement
 - i. Cost: Cost + \$5.00
- 3. Support Plan
 - a. SWC will provide SmokeStoppers classes once per month. OSU/HR will be billed \$150 per participant.
 - b. All other support services same as above

Calhoun asked when this would be a smoke-free campus. Purdie replied July 1, 2008. Ransom asked about what happened to the four-year phase in program. Purdie replied the Tobacco Task Force that was very comprehensive had wrestled with this issue during several meetings. It was decided that phasing in was putting off something that is going to take place and the preparation phase, which are all of the programs mentioned above, can be accomplished in a shorter amount of time where the health of the campus is much more important than phasing something in. Ransom asked about what were the conditions under which those people had their health risked regarding the second-hand smoke statistics provided. Purdie replied that was the Surgeon General's report and she referred him to that website. Ransom said it is not a result of people smoking 25 feet or more away from enclosed areas. Purdie replied the bottom line of the Surgeon General's report says that any amount of second-hand smoke can be harmful.

REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:

Interim President Strathe, Provost, and Vice Presidents

- 06-11-03-SALR ***Study Abroad Initiative:*** Participation goals have been accepted; implementation plan due Fall 2007. Dr. J. Hromas and Ms. Gerry Auel have met several times with the Study Abroad Committee to discuss issues raised in the FC recommendation.
- 06-12-03-COUNCIL ***Smoke-Free Campus:*** OSU Administration has announced an implementation date of July 2008. The Task Force, chaired by Vice President Lee Bird, reviewed strategies, legality, and timeliness, and in April submitted recommendations to the OSU administration for consideration.
- 07-03-01-RFB ***Employee Tuition Benefit Recommendation:*** Budget restraints for the current fiscal year did not permit funding of this benefit. The recommendation was considered, along with other budget priorities, as the FY 2008 budget was developed and finalized.
- 07-03-02-RFB ***Employee Dependent Tuition Benefit Recommendation:*** Budget restraints for the current fiscal year did not permit funding of this benefit. The recommendation was considered, along with other budget priorities, as the FY 2008 budget was developed and finalized.

Strathe said that increasing the tuition waiver for employees from 50 to 100 percent and implementing tuition discounting for dependents have been identified as desirable benefits in attracting and retaining faculty and staff. Implementing either of these recommendations in

FY08 would have necessitated reducing the dollars available for salary increases. Both of these recommendations will be discussed again as budget development work begins for FY09.

Moder asked if there was a sense of priority given the two above recommendations. Strathe replied that she thought the highest priority would be to increase the employee tuition benefit before we move to the dependents. It is certainly something that we want to look at and it is important but would have meant a reduction in salaries.

Bruce Russell said a certain degree of the costs associated per tuition hour would be subcosts. How is that handled from a budgetary process to where we read that budget restraints prevent us from accepting the recommendation. In other words, we are already paying faculty salaries that might be leading those classrooms and the delta enrollment might be less than one percent. Strathe said we are simply waving revenue. Miller asked the Budget Committee to and/or the Fringe Benefits Committee to work towards this.

- 07-05-02-FAC ***Policy and Procedures for Cumulative Review of Tenured Faculty:***
Approved as noted. The Faculty Committee discussed several modifications to the original draft document that were suggested by the deans. These modifications were unanimously approved by the Faculty Council at their 6/12/07 meeting and subsequently shared with the deans.
- 07-06-01-FAC ***Revision of Section 2.06 of the Policy and Procedures for Cumulative Review of Tenured Faculty:*** Approved. The deans reviewed the proposed changes and on June 22, 2007, approved the changes as recommended by the Faculty Council.
- 07-09-01-CFSS ***Support for the College of Arts and Sciences Faculty Petition Concerning the Renaming of the Murray Hall Building:***
To Interim President Strathe.

Comments from the Interim President — Marlene Strathe

Strathe said at the present time this is an extraordinary period of growth on campus in terms of construction and renovation. It is expected in the next five to seven years that somewhere in the range of \$827M to \$830M will be spent in these areas. All are aware of the Athletic Village facilities but on the academic side she feels there are some exciting things happening. There was groundbreaking this summer for the Interdisciplinary Science Research Building which is a \$70M facility and was the largest project of the Oklahoma Higher Education Capital Bond Program and it is expected to be completed in 2010. Senator James Inhofe was on campus recently to help with the cutting of the ribbon for the multimodal facility located on Monroe and Hall of Fame. The parking garage part of that facility will be completed first followed by a transportation center in front of the parking garage which was largely federally funded. Groundbreaking will be held for the North Classroom Building, which is also located on the opposite corner of Monroe and Hall of Fame, on September 14. Chancellor Glen Johnson from the State Regents will attend. This building is a joint effort with Northern Oklahoma College. It will be all classrooms with no faculty offices or departments assigned to the building. The renovation has begun on what is now Murray Hall. Events recognizing that renovation as well as Old Central, the Donald W. Reynolds Architecture Building, and the Oklahoma Animal Disease

Diagnostic Laboratory addition will follow during the months of October and November. A great deal of construction will occur during the next three to four years.

Approximately 100 new tenure and tenure-track faculty were welcomed to campus this fall. Many of those continue to be part of the Restore, Reward and Grow program which restores some of the positions lost earlier as well as adding several new positions. Many Deans and Departments Heads felt it was a very good recruiting year and many felt they were able to attract their first-choice candidates. They are looking forward to the contributions these new hires will make as well as the faculty that are already here.

Last year was a very successful year in terms of research, not only in terms of the number of proposals that were submitted, which were up substantially, but also the amount of external dollars brought in. This is largely on the part of faculty and VP McKeever's office in terms of trying to look at new areas to target. A good example is word was just received of a \$400,000 National Science Foundation Grant to two members of the faculty in the Chemistry Department who are working on developing sensors for explosives. OSU has been involved with body armor and other projects centering on defense and homeland security and these are attracting a great deal of national attention.

We have tried to increase our graduate student stipends this year and Strathe is pleased that graduate student enrollment at both the Master's and Doctoral level has increased. Offers were extended earlier this year and therefore we were able to attract some of the most promising graduate students and also some post-doctoral research students.

While freshman enrollment is down slightly, this could be attributed to the decline in Oklahoma high school graduates. Although total numbers are down slightly, this year's enrollment is one of the most academically honored and ethnically diverse in OSU history. This year's freshman class of 3,209 had an all-time high average ACT score of 24.8 (an increase for the fifth consecutive year) and includes 28 National Merit Scholars (an increase for the third year). More than a fourth of the incoming freshmen were in the top 10 percent of their graduating class and close to 60 percent were in the top 25 percent. More than 500 of OSU's new freshmen had GPAs of 4.0 while 11 percent of the class is in the OSU Honors College. The number of National Merit Scholars has increased considerably. This year 15 National Hispanic scholars are attending OSU in the entering class and we have the largest number of state high school valedictorians of any university in Oklahoma. The number of Hispanic, Native American and international students has increased throughout the OSU System this year, with new international students increasing for the fourth consecutive year. The number of freshmen Native American students increased by 12 percent, Hispanic Freshmen students by 14 percent and overall OSU had an 8 percent increase in students of color. Four- and five-year graduation rates have increased because it means students are completing their degrees in a timelier manner than was the case before. Gail Gates, Associate VP for Undergraduate Education, shared with Strathe the retention rate of freshmen is very close to the highest it has been in the last five years. She feels this is a tribute to the faculty and to the advising that is happening on the campuses both in departments and colleges university wide.

The number of transfer students from the OSU/Northern Oklahoma College Gateway Program increased for the fourth consecutive year particularly attracting many non-traditional students and students who might have been hesitant to begin directly with a university and they are now successfully transferring over.

The emphasis in the coming year will be looking at private funds, development efforts, that will be aimed at scholarships and endowed chairs and at program support in the academic arena. There might be some opportunities for private gifts that will support some on the construction, whether that is the naming of special classrooms or the equipping of specific facilities. They want to work closely with the OSU Foundation to bring additional strength to the academic side of the institution.

Strathe expressed her appreciation to the faculty and all the people that have been so helpful in the last six months during this transition period.

Yellin asked if there was a completion date for Murray Hall. Strathe replied January 2009.

REPORTS OF STANDING COMMITTEES:

RULES AND PROCEDURES — Brian Carter

Due to the resignation of Ron Moomaw as Vice Chair of Faculty Council, effective immediately, according to the Faculty Council Bylaws, nominations by secret ballot were requested from the floor. The Council nominated Jean Van Delinder, Department of Sociology (College of Arts & Sciences) and John Veenstra, School of Civil and Environmental Engineering (College of Engineering, Architecture and Technology). Within 10 days of this meeting notification will be mailed to all eligible members of the General Faculty notifying them of the vacancy along with a petition that requires 15 signatures of eligible voting faculty if they want to nominate someone else. Once the nomination procedure is complete a special general election for Vice Chair will be held. The winner of that election will fulfill the remaining term of Vice Chair, through May 31, 2008, serve as Chair, 2008-2009, and Past Chair, 2009-2010.

CAMPUS FACILITIES, SAFETY, AND SECURITY — Heather K. Moberly

Moberly introduced Christopher Weimer, from Foreign Languages, Vice Chair of the Arts & Sciences Faculty Council and OSU Faculty Council liaison. Weimer reported at its meeting of September 4, 2007, the Arts and Science Faculty Council determined that the upcoming November 14 rededication of Murray Hall makes this an appropriate time to consider whether this building, which will house several departments within the College of Arts and Sciences, should keep its current name. After clarifying the necessary procedures for renaming a university facility and considering the suitability of this building continuing to honor former Governor William H. Murray, the council voted to petition the University Faculty Council that it consider a resolution supporting the removal of Governor Murray's name from the facility. Should such a resolution be passed, they likewise petition that the University Faculty Council formally recommend this "un-naming" action to the Facilities and Space Utilization Committee as required by Policy 2.05.9. Weimer wanted it made clear that this was not a formal resolution voted on by ASFC, but instead a summary of their reasons for petitioning Faculty Council to take up the question. The Memo is copied below:

TO: OSU Faculty Council
Bob Miller, Chair

FROM: OSU Arts & Sciences Faculty Council
Rolf Prade, Chair
Christopher Weimer, Vice-Chair and OSU Faculty Council Liaison

RE: Petition Regarding the Un-Naming of Murray Hall

DATE: September 11, 2007

SUMMARY: At its meeting of September 4, 2007, the Arts and Science Faculty Council determined that the upcoming November 14 rededication of Murray Hall makes this an appropriate time to consider whether this building, which will house several departments within the College of Arts and Sciences, should keep its current name. After clarifying the necessary procedures for renaming a university facility and considering the suitability of this building continuing to honor Governor William H. Murray, the council voted to petition the University Faculty Council that it consider a resolution supporting the removal of Governor Murray's name from the facility. Should such a resolution be passed, we likewise petition that the University Faculty Council formally recommend this "un-naming" action to the Facilities and Space Utilization Committee as required by Policy 2.05.9.

REASONS FOR RECOMMENDATION:

1. Governor Murray's well-documented support of segregated education and his theories of racial inferiority directly contradict OSU's mission as a land grant institution serving all citizens of the state and its policy of being "a complete equal opportunity university" providing "equal employment and/or educational opportunity on the basis of merit and without discrimination because of age, race, ethnicity, color, sex, religion, national origin, sexual orientation, veterans' status, or qualified disability." Upon being elected President of the Oklahoma Constitutional Convention, Murray declared the following:

"We must provide for the advancement of the negro race, and accept him as God gave him to us and use him for the good of society ... As a rule they are failures as lawyers, doctors and in other professions. He must be taught in the line of his own sphere, as porters, bootblacks and barbers and many lines of agriculture, horticulture and mechanics in which he is an adept, but it is an entirely false notion that the negro can rise to the equal of a white man in the professions or become an equal citizen to grapple with public questions. . . . I doubt the propriety of teaching him in the public schools to run for office or train him for professions."¹

It seems at the very least problematic, if not grotesquely inappropriate, to honor a man who repeatedly advocated these positions in his speeches, articles, and books by having an OSU facility bear his name.

¹ *Proceedings of the Constitutional Convention of the Proposed State of Oklahoma Held at Guthrie, Oklahoma November 20, 1906 to November 16, 1907.* Muskogee, Indian Territory: Muskogee Printing Company, 1907. 21.

2. It seems equally problematic and inappropriate for a university committed to the social and educational value of diversity to implicitly celebrate Gov. Murray's legacy. Murray was a staunch racial segregationist who supported Jim Crow laws as Speaker of the Oklahoma House and who campaigned for the governorship in 1930 with his opposition to "The Three Cs: Corporations, Carpetbaggers, and Coons."² He was also anti-semitic, opposed to allowing Jewish refugees into America during and after World War II and advocating the forced deportation of American Jews to Madagascar.³ Ceremonially rededicating Murray Hall in the former governor's name might be perceived as a direct contradiction of OSU's stated commitment to diversity and might adversely affect faculty and student recruitment.

3. Finally, asking OSU's African American and Jewish faculty, staff, and students to work and learn in a building named after a man who would have denied African Americans the most fundamental civil rights and would have denied American Jews even their citizenship could easily be regarded as insensitive to the feelings of these members of the OSU community.

Moberly said the Campus Facilities, Safety, and Security Committee had met this morning and looked at not just this document from the A&S Faculty Council but also a 2006 resolution from the Student Government Association, a proposal that was sent by Bob Darcy to VP Bosserman, the "Report on the Role of African Americans at OSU" from 2006, the Faculty Council Minutes from April 11, 2006, which dealt with the receipt of that report from that special committee, and the coverage in the O'Colly. The recommendation as amended and passed by Council is as follows:

Title: Support for the College of Arts and Sciences Faculty Council's Petition Concerning the Removal of the Name Murray from Murray Hall and North Murray Hall

The Faculty Council Recommends to Interim President Strathe that: she support the College of Arts and Sciences Faculty Council's petition to remove the name Murray from Murray Hall and North Murray Hall.

Rationale:

Because the Murray Hall building was originally constructed as a dormitory

And

Because the Murray Hall building is being retrofitted and has been reassigned for the purpose of College of Arts and Sciences departmental functions

We support the right of the College of Arts and Sciences Faculty to petition to change the name of the building following the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges Policy Manual Section 2.05.9.1-2.05.9.9 "Naming University Facilities at Oklahoma State University"

in particular Section 2.05.9.4

² Egan, Timothy. *The Worst Hard Time*. New York: First Mariner Books, 2006. 108-9.

³ Murray, William H. *Palestine: Shall Arabs or Jews Control it or America Admit 100,000 Communist Jews from behind the Iron Curtain?* Tishomingo, OK: William H. Murray, 1947.

“Recommendations for naming a facility assigned to a specific academic or administrative unit will normally originate from that particular unit. ...”

Moberly said the original recommendation had the word “renaming” in the title and a friendly amendment would be presented to replace “renaming” with “unnaming”. Miller called for discussion. Van Delinder spoke in favor of this recommendation as she is in the Department of Sociology in the College of A&S and will be moving into this building. She also commended the A&S Faculty Council and the CFS&S Committee for being proactive on this issue; however, she proposed a friendly amendment to clarify the “removal” of the name “Murray”. The first sentence of the original recommendation stated, **“The Faculty Council Recommends to Interim President Strathe that:** she support the College of Arts and Sciences Faculty’s right to petition to remove the name Murray from the Murray Hall building”. Van Delinder moved removing the words “right to” and changing “building” to complex. Casey seconded. Clinkenbeard, as a member of the committee, said the wording was the best they believed would support the issue and said he thought, at this time, the essence of the committee would not support the amendment. Dare asked for a clarification regarding the “complex/building” issue. Miller said there is “North Murray” and “Murray” and the request is to remove the name “Murray” from both halls. Dare said, “Are they not a complex now”? Miller replied they were because they are joined together by a portico. Yellin said he thought the general confusion was most people, beyond faculty, thought the discussion was just to remove the name from the building that was being renovated and they did not know there was a difference between North Murray and South Murray and he thought it was appropriate to talk about the complex as two buildings. If the amendment was to remove the name “Murray” from one, it would be appropriate in both. Brad Bays said he was one of the Faculty Council representatives from Arts & Sciences as well as a faculty member in the Department of Geography who will be housed in the building. He spoke against the amendment as establishing a bad precedent. He added Payne County is named after a federal criminal and there is also a Murray County in Oklahoma. He was primarily against this amendment because it attempts to garnish history and eliminate something that is part of our history and our heritage. Bays said, “Whether or not we like it or we agree with William H. Murray, and I’m sure none of us do, any of his opinions, nevertheless, it’s part of our landscape and part of our heritage and I think keeping Murray Hall would keep the message of Murray’s antiquated ways in our view more than erasing his name from a building. Secondly, as I’ve also been in a temporary department location for over ten years, we’re going to be in this fabulous facility and I believe this will be a major distraction publicly for us. I believe it’s something that’s totally unnecessary, totally just a ‘feel good’ measure and something that probably some people have perhaps not thought about enough”. Tony Brown asked what the official names of the building were. Miller replied, Murray and North Murray. Brown then asked, in that case, should not “buildings” be used as opposed to “complex” to clarify the issue. Miller asked if the person who seconded the amendment would accept the change. She indicated she would. Hirschlein called the question on the amendment. Moder seconded. Miller clarified that voting for the amendment would be voting for the wording “...support the College of Arts and Sciences Faculty Council’s petition to remove the name Murray from Murray Hall and North Murray Hall”. Voting against it is to retain the original wording of the recommendation, “...support the College of Arts and Sciences Faculty’s right to petition to remove the name Murray from the Murray Hall building”. The recommendation as amended passed 22 for, 3 against and 1 abstention. Moder called the question. Russell objected and asked for a vote on calling the question. Miller asked for a vote on calling the question and it passed 22 for, 1 against and 3 abstentions. Miller opened discussion on the recommendation as amended. Gasem said the recommendation should say the buildings should be

unnamed because the individual was not holding to the highest of standards of morality, then it should be stated like that or it should be left as it is. Clinkenbeard said the intent of the committee when they discussed it was not that the case was weak by Arts & Sciences on a technicality. The committee supports the right for them to make their case rather than for the CFSS, as a small committee, looking at the available evidence they had without researching it themselves, go ahead and make this decision. If you all had done your work and know this issue very well, then go ahead and decide upon this without further work on it, then go ahead and vote on it today. It was not a technicality, but to allow the A&S faculty to make the case to support or not support. Gasem replied the language should have said exactly that. He found it somewhat annoying regarding all the details about technicalities and ignoring all the substance and thought the recommendation should have said, "Attached is the memo from the A&S Faculty Council for your consideration". Dare moved to Table. Russell seconded. Motion to Table to amended recommendation failed 19 against and 7 for. Brown moved the question. Dare seconded. The original recommendation, as amended, passed 20 for, 2 against, and 4 abstentions and will be sent to administration for their consideration.

FACULTY — David Yellin

Yellin reported the committee is working on putting together a recommendation regarding Extending the Tenure Clock. They are currently on draft # 3.

LONG-RANGE PLANNING AND INFORMATION TECHNOLOGY — Khaled Gasem

The LRP&IT Committee has decided to consider the following topics in their tentative agenda of this academic year: **Information Technology** – 1) IT Planning; 2) Spam Issues; 3) File Sharing, including peer-to-peer file sharing; 4) Device Registration; 5) Mainframe Software; 6) Mapping of IT Structure; and 7) Reverse 911. **Long-Range Planning** – 1) Strategic Planning; 2) Infrastructure Planning, including Computer Replacement, Reliability and Redundancy Issues; 3) Fund Raising Activities (scholarships, infrastructure, IT...)

RESEARCH — Joe Bidwell

The Research Committee held its first meeting of the academic year on August 30 2007. Committee activities for the next year include review of the existing University policy to govern overload assignments and outside professional activities. The Committee has also been asked to review polices related to renovation and associated costs for renovation of research laboratories and those related to allocation of Facilities and Administrative costs.

RETIREMENT AND FRINGE BENEFITS — Bruce Russell

Russell reported the committee wants benefits to remain competitive across peer institutions. One thing they will look at is retirement benefits that are equitable across all classes as there are several different classes of retirees and future retirees. They will also follow up on tuition benefits in regard to the recommendations passed by Council last year. Moder asked about discussion as to what preciously is going to happen with the extra premium money available when the insurance coverage changes. Russell replied the university-wide Flexible Compensation Benefits Committee and has representation from faculty, staff, retirees, and administration. There has been discussion about taking some of that money and putting it into a wellness program and Russell said, speaking personally, he was very supportive of the wellness initiatives in part because over a long term wellness initiatives can save insurance premiums to others. The R&FB committee will discuss a possible recommendation for subsidies to go to the Colvin Center for faculty and staff so fitness can be made a reality. Moder said

she asked because at one time there was some discussion about possibly some method of diverting the extra amount toward dependent coverage. Russell replied the committee could look at it. He said the campus committee seems to have the idea that the extra money should go directly to the benefit of the employee.

STUDENT AFFAIRS AND LEARNING RESOURCES — Beulah Hirschlein

The SALR Committee met Thursday, September 6th. For this academic year they chose student recruitment, celebration of diversity, implementation of study abroad initiatives, library use, and virtual learning resources as their initial priorities. Members of the committee have volunteered to provide leadership in one or more priority areas. SALR members are Brad Bays, Glenn Brown, Dan Chaney, Tanya Finchum, Danna Martin, Stephen Perkins, Allen Reding, Brad Scarborough, and Beulah Hirschlein. They are meeting first Thursdays at 3:30 in HES 229.

REPORTS OF LIAISON REPRESENTATIVES:

Women's Faculty Council — Barbara Miller

Miller distributed a letter that was sent to Bob Miller as Chair of Faculty Council from Michele Seikel, 2007/2008 Women's Faculty Council Chair concerning a comprehensive campus-wide policy on targeted hires and spousal hiring. They have observed there is a lack of an official policy at the University and if there were one it would alleviate some of discrepancies in targeted and spousal hires that occur from department to department and make more people on campus aware of this issue. This letter was also given to Cornell Thomas, VP for Institutional Diversity, and he is also very much in favor of the proposal. The letter distributed follows:

Dear Dr. Miller,

The Women's Faculty Council has been gratified by the way that the Faculty Council's Special Committee on Tenure Clock Extension addressed the need for a comprehensive, campus wide policy on extending the tenure clock during the 2006/2007 academic year. We hope to see the forthcoming policy this year. The results of this effort will have a real impact on the ability of faculty with families to successfully continue their academic careers here at OSU. We are aware that the Administration has also supported this, and, on behalf of all faculty, we wish to express our appreciation.

This year, we also request that the lack of a formal campus policy on spousal hires as well as targeted hires in general be addressed. Stillwater offers somewhat limited employment opportunities because of its isolation from large urban areas. Employment at the university itself may offer limited opportunities, depending on a spouse's field.

The Women's Faculty Council has observed that, because no formal policy on spousal hires is extant, the colleges and departments at OSU follow their individual, usually situational, needs in this area. Some colleges and departments may make efforts to find positions within their own ranks for faculty spouses who are qualified, particularly if the faculty candidate is in high demand, but there is no organized ongoing effort to aid faculty spouses to find employment in their chosen fields. Some colleges and departments do not address this problem at all. Some departments react negatively if asked to accommodate a spousal or targeted hire.

The Women's Faculty Council has frequently received anecdotal evidence indicating that OSU has lost good faculty or faculty candidates because their spouses cannot find acceptable employment in the area. This problem makes recruitment and retention of women faculty more difficult, since our culture has traditionally expected the female spouse to follow the male spouse to employment opportunities. Further, male spouses should not be expected to accept little or no employment while supporting their wives' careers at OSU, especially since it is difficult for modern families to survive on one income alone. As you know, the predominant pattern for academics in the 21st century is a two-career, two-income marriage.

Other institutions have organized campus spousal employment programs or offices to help faculty spouses either integrate within the university or find other employment nearby. The OSU administration and the Faculty Council should address this issue in order to enhance faculty recruitment and retention efforts.

We believe that the issue of targeted hires, which often involve diversity hiring, should also be addressed in addition to spousal hiring. Many academic departments are unwilling to accept targeted hires because they are uncertain of the candidates' qualifications and/or of the rules involved. A specific section in the faculty handbook fully explaining OSU's policy and procedures would make departments more aware of the benefits resulting from targeted hires and the way to handle them. We hope that Faculty Council and the OSU administration will take an official stance on targeted and spousal hires this year, and the Women's Faculty Council will be glad to assist in any way that we can in the policy development process.

Yours sincerely,

Michele Seikel
2007/2008 WFC Chair

cc: Dr. Marlene Strathe, Provost and Interim President, OSU

Miller said Women's Faculty Council was approaching the OSU Faculty Council to see if they would consider creating a special committee to discuss this issue.

Moder asked how this issue included diversity as it could possibly have an opposite effect. Miller said one of the things she has experienced personally in the Library is that they have hired some targeted hires from minorities and faculty in the Library themselves were questioning whether this person was qualified and how did this happen and why didn't they do an external search, etc., and some people expressed the opinion that they were pressured to hire these people and they felt this was a negative aspect. It has the potential to create a negative feeling about a person who is coming in as a targeted hire that is a minority. Moder said if it was a targeted hire to begin with many spousal accommodations have nothing to do with a targeted hire. Miller said in the past regarding spousal hiring there has been a female faculty that they want to hire and there will be a spouse they have to accommodate that is a male. Usually, if a male and female faculty are married to each other the male will be the one to go out and seeks the job and the female is left finding accommodations and sometimes this has a negative effect. They felt if

there was an official policy on spousal hiring the potential woman faculty member would be more inclined to look at this university as a place of potential employment because there would be a possibility of employment for both spouses. Van Delinder asked if any thought had been given to the case where the spouse was not faculty but staff. Miller said they did not talk about that because they did not know if that could be written into the same policy because there are different methods of hiring for faculty and staff. Hoffer asked where the money for a spousal hire currently comes from. Miller said she knew that sometimes a position has been created with the willingness of the department to hire a spouse. Miller asked Strathe if this was not correct. Strathe replied if they money internally to do it. She added the President did not have central funds for spousal hiring.

Bob Miller said he would create an ad hoc committee to study this issue and to report to the Faculty Committee for possible action and development of a recommendation. He will be appointing and charging that committee in the next couple of weeks. He has seen a great deal of interest from certain Councilors and let him know if you are interested in serving on this committee.

Regents Professors Committee — John Mowen

The goal of the Regents Professors is to further research and scholarship at OSU and they are focusing on those two issues this year. There are three talks that will be sponsored by OSU Regents Professors. We are broadening the speakers to include talks by young professors early in their careers. We will also have two public talks by scholars outside of OSU. One is Rita Caldwell, who is a past chairman for NSF, and she will be on campus in March. Mowen thanked Microbiology for arranging her visit. They will also have speakers at both the December and May commencements as well as a speaker during Research Week. They are also inviting ideas for conferences during Research Week. Last year they sponsored a conference on communicating science which was very successful and is ongoing at the State level now. Mowen thanked Bob Miller for two ongoing programs. One is mentoring new career faculty members and a workshop will be conducted on Sept. 12 sponsored by ITLE and a second is mid-career faculty as there seems to be some interest in the idea of once a person makes tenure then the questions is, "What do I do next"? There is also a grant-writing, mentoring program that Bob Miller has developed and is on-going at the State level and the Regents are very enthusiastic about this program. There are four new Regents Professors and they are looking forward to a good year.

Student Government Association — Courtney Jordan

Jordan said she would be representing SGA this semester. They have been creating committees and getting the semester started. They have had the President Pro Tempe from the State Legislature, Mike Morgan, speak as well as Robin Purdie, Yvon Fils-Aime, Lee Bird, and Marlene Strathe. There is a retreat the weekend of September 15. Please contact Courtney with any ideas regarding any legislation.

OLD BUSINESS

Miller reported he had created a special ad hoc committee this past summer at the request of a number of faculty to look into the possibility of developing a Faculty Club. Bus Jaco is the Chair and would be happy to accept any comments on this issue.

NEW BUSINESS

Bruce Russell said the discussion today was disappointing to him because he thinks there are a lot of issues. It is frustrating not to be able to vet completely and he said he appreciated the courage of his colleague from Geography to speak against the resolution on historical basis. Russell said, "It's a position that many of our peers won't understand and I think I understand". He added, "To pass this resolution without taking a look at all the other buildings on campus embodies a little bit of hubris and I think that we as a faculty ought to have done a little bit more homework in that regard wondering what other buildings who have been named for people who are known segregationists or have those sort of sorted histories. Other than those comments, being a native of Oklahoma, I am disappointed in our University overall, as I've been here six years, that we don't have more emblems and history of Native Americans at our University. And the sad history is that Payne County was not part of the Indian Territory after the allotments and that is one reason why both OSU and OU are located in parts that were formally Oklahoma Territory and not Indian Territory. OU has done a fairly good job of honoring Native Americans with statues and other things that would commemorate Native American history. I would like to see the energy that went into the discussion about Murray go into those topics as well".

Miller said it should be noted too that we pride ourselves in recent years in being the top university in awarding bachelors degrees to Native Americans at least in the Biological Sciences. He added he would like to state that the passing of this recommendation does not preclude the Campus Facilities Committee from continuing to address this and other questions and perhaps to provide Council with additional recommendations throughout the year.

Moberly said she was disappointed that this recommendation was called weak. The reason it was written as a technicality was because there are the issues, which several people here brought up, about other buildings on campus. One of the slippery slopes the Faculty Council could have gone down was not acting on this because we got caught in a quagmire, as was suggested by a number of faculty on campus, of not doing anything until we investigated the history of every name for every named building and entity on campus and decided exactly what criteria and in what time frame we were going to evaluate the appropriateness of it. It went as far as being suggested to the committee that we should come up with a timeline for reviewing that, because clearly these social sensibilities change. What we did as a committee, and I am sorry as the Chair of it, if it was misinterpreted, was we looked and saw a very legitimate reason to support the College of Arts & Sciences Faculty Council's right to petition for this name change. The reason that the recommendation was written for one piece of a two-piece Murray "complex" was because that was "the one building" that fit the rationale cited. She added she was very proud of her committee and the work they did on this in putting together a very "cut and dried" non-political recommendation to Council. Gasem said he thought it should have been noted in the recommendation to see the attached memo from the A&S Faculty Council. Glenn Brown said he abstained because thought the Arts & Sciences faculty should do as they pleased with their facilities but as you go forward with this he would like one thing to be considered. How best to spite the memory of Alfalfa Bill Murray then having Jews, Blacks, and women in a building named after him. Yellin said he understood it is going to be a relatively long and contentious process to get the name changed and he thought it was an appropriate first step from the committee and he thinks they handled it correctly in that there needs to be some diplomacy to get

the process started. Miller said he was sure the committee would take all comments under advisement. Moberly replied, "Absolutely".

The meeting adjourned at 5:00 p.m. The next regular meeting of the Faculty Council is October 9, 2007.

Respectfully submitted,
Tom Jordan, Secretary/dml