

FACULTY COUNCIL MINUTES
250 Student Union
January 09, 2007

Tom Phillips called the meeting to order with the following members present: Bell, G., Bidwell, Brown, G., Brown, T., Carter, Cruz-Rodz, Darcy, Dare, Gasem, Giles, Hirschlein, Jordan, Leavell, Martin, Materer, Meinkoth, Miller, Moberly, Nolan, Ransom, Rouch, Russell, Spicer, Van Delinder, Veenstra and Westhaus. Also present: Shutt, G., Crespo, A., Mathiasen, A., Hightower, D., Allen, M., Lane, D., Catlos, E., Agnew, T., Hunger, B., Strathe, M., McKeever, S., Weaver, J., Swaim, R., and Warner, C. Absent: Bell, P., Goetze, Mitchell, and Moomaw.

HIGHLIGHTS

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Phillips asked for approval of the December 12, 2006, Minutes. Darcy moved acceptance of the Minutes. Jordan seconded. The Minutes were approved. Phillips asked for approval of the January 09, 2007 Agenda. Darcy moved acceptance of the Agenda. Jordan seconded. The Agenda was approved.

SPECIAL REPORT: Update on Research at OSU – Stephen McKeever, Vice President for Research and Technology Transfer

Vice President McKeever gave a PowerPoint presentation which gave an update on research at OSU since he assumed the position in September 2003.

Review of Research Administration – New F&A model (previously the Research Office did not receive any F&A funds from any of the awards OSU received). As a result of that they were able to increase the start-up funding from \$1M/a and \$5M debt to \$3M/a (with commitment for \$5M/a) and no debt [This does not include the contributions the colleges make and is just the money that is available centrally]. They also have a core facilities fund created which accounts for: 5% of F&A; approx. \$375k/a [This is to fund core research facilities on campus on an internally competitive basis]. There is a Renovation Fund: 5% of F&A; approximately \$375k/a [For renovating lab facilities particularly for taking old labs and turning them into more modern labs]. Similarly the Cost Share Program has increased from \$200k/a up to \$800k/a; goal \$1M/a. By this you can see that central administration is committed to making the start-up funds up to about \$5M/a and \$1M/a for the cost share.

Additionally the VPRTT Staff was strengthened by appointing Gordon Emslie, Dean of Graduate College, as well as Associate VP of Research; Toni Shaklee, as Assistant VP of Research, appointed to look after all of the day-to-day activities in regard to submission of proposals, conflict of interest issues, and other important peripheral issues; and Steve Price, Assistant VP of Research, appointed for technology development in the Office of Intellectual Property Management. During the last few years the income into that office has increased substantially. The license income is now over \$1M/a and it is out of those funds they have been able to hire John Price as a contract specialist, Bob Palmer as a licensing specialist, and Marty High as a legal expert. This office has established a Technology and Business Assessment Group (TBAG) with the purpose of providing gap funding. This group consists of OSU and external people with expertise in various aspects of technology and development. They look at proposals from faculty and decide which ones they can or should fund to take forward to the next level. So far they have funded between five and six out of about one dozen received. They are in the process of finalizing a start-up incentive program and the essential goal of this program is to allow faculty, for a limited period, to use their labs here at OSU to initiate start-up company formation rather than expecting them to go out on their own. The royalty income now is approximately \$1M and more start-up companies have been generated in recent years.

In the area of Research Compliance the new Director is Steve O'Geary. His first assignment was to complete the Biosafety Program. They have had successful CDC approval of the two inspections conducted to date. The new Biosafety officer is Trena Blagden. Daniel van Gent has been hired to rebuild the Radiation Safety Program. McKeever feels substantial improvements have been made in the last six months and more will be made in the future. A new campus-wide committee has been formed in regard to general lab safety which is chaired by Brenda Phillips. This came out of an initiative which started in the College of Arts & Sciences. Export controls are very complicated and OSU has continually been complimented as to the expertise of Kay Ellis who works in this area.

McKeever said he inherited the \$19M Homeland Security Funds given to OSU by the State. These funds have been given over the past four or five years and with that investment a number of biosafety labs have been built in Vet Med, Agriculture and A&S. They have developed and built sensor labs across campus. A high-performance computer center is almost complete and they have hired a Director. Some major facilities and equipment have been increased across campus. An x-ray crystallography lab is currently housed in Chemistry; a new Electron

Microscopy Lab has been built and is currently housed in Venture 1 at the Tech Park; and new sensor labs have been built in Venture 1.

New initiative/facilities include a new interdisciplinary research building to be constructed where the old Dairy Building was torn down. This 100,000 sq. ft. facility will be constructed on that site with two-thirds of the space dedicated to research labs which will include programs of biodiversity, biophysics, photonics, and synthetic chemistry. The other one-third will be left open to new programs and faculty as they come to OSU. At the Oklahoma Technology and Research Park the Venture 1 lab mentioned above has been built and there are three private sector firms in the building. Plans for Venture 2 are underway, as are plans for the construction of a Business Accelerator Building which is a facility to allow firms/companies housed at the Meridian Technology Center to graduate out of that facility into the larger premises but still have some shared office functions. The rates will be higher and there will be more stringent requirements. This was funded by State money this past year. McKeever said he felt the largest initiative currently taking his time is the Sensor Testing Center which is the University Multispectral Lab and will be headquartered in Ponca City. There will also be facilities at the Richmond Hill research facility. It is a program designed to help test, evaluate, certify, and develop sensor technologies. To date, money has been received to invest as follows: \$5/M from the State, \$2/M from Conoco-Phillips, \$2/M from the City of Ponca City and approximately \$2.5/M from the federal government. There is a proposal to which OSU is a partner called the National Agro- and Bio-Defense Facility. This will be a high biosafety facility for agricultural research. If funded, it will be located on the USDA lands in El Reno. The consortium is being led by the Oklahoma Department of Commerce. If this is successful it will be a \$500/M facility and is projected to generate about \$150/M per year in income to the State. There is also the OSU-Tulsa ATRC, which will focus on advanced materials for aerospace, biomedical and nano materials. This is being headed by President. Gary Trennepohl and Dean Karl Reid. There is also an initiative for the OSU/Noble Foundation where an experiment station will be built in Ardmore on the Noble campus for biotechnology research related to plant genetics and animal forage. Finally, another major initiative is to increase the stipends to graduate students. Dr. Emslie has set a goal that the stipends should be at the seventy-fifth percentile nationally. Some departments are already there and others are woefully behind. Emslie has a very extensive and well thought out program by which that goal will be achieved.

In regard to fund raising, Steve Buzzard is the new Development Officer and his assistant is Martha Hallihan. As a result, permanent funding has been secured for the Niblack Scholarship for undergraduate students. A \$4/M UML/Sensor Testing Center in Ponca City and Conoco-Phillips donation is a 75,000 sq. ft. building. Other priorities (not in order) include graduate student stipends, gap funding, new research buildings, chairs and professorships and other (e.g. sustainability). The VPRTT Office has created a Grant Writing Assistance Program which consists of a year-long grantsmanship workshop and a series of seminars. Nani Pybus has been hired as the Grantwriter. Jana Smith is the Research Specialist to help with marketing.

McKeever said his office is working closely with the Regents Professors. There is now an advisory committee and they have established a speaker's fund and a research fund. Research Week is growing stronger with noted outside speakers and student involvement with state-wide recognition. McKeever is also working with other advisory committees. The Laser Center and

Space Center have been closed and centers opened include Disasters and Extreme Events; CTANS; DEBO; Bioforensics; and Ethics.

McKeever showed a graph regarding research expenditures by year and said, "Disappointedly it's been rather flat for a number of years. Some possible good news is in the first quarter of this current financial year the research expenditures have almost doubled compared to the first quarter of last year. If this could be maintained all would be very pleased. It is a good indicator". In regard to predictions of research growth based on past performance, OSU continues to lose ground. McKeever said, "Up until about 2001 OSU was about seventy-fifth among public universities. But since then we've dropped rapidly". He added he attributes the drop to a relatively stagnant level of research financing that has increased about 10 percent over the past five years. In regard to NSF research proposals and awards McKeever said the problem he saw was the success ratio of those proposed to those awarded and the new Grant Writing Assistant Program mentioned earlier might help in this area and over time he hopes this will pay dividends.

Challenges ahead include the need for more faculty including restoring lost positions and increasing the number of faculty. The current plan is a 20 percent growth to approximately 1150 by the year 2014 which is part of the Restore, Reward and Grow Program. This year they will begin a cluster hiring program where they will ask for proposals to hire a cluster of 4-5 faculty in a particular strategically targeted area. The faculty, departments and colleges will make those proposals and suggestions. Other challenges include the need for more start-up funds; more state-of-the-art facilities with adequate space and major equipment; increasing the number of faculty with outside grants; federal funding; graduate student stipends and numbers of graduate students; and the number of postdocs.

McKeever closed by saying to achieve these goals OSU must provide competitive salaries, increase a Start-Up pool (must have further increase in FY08 budget. Currently \$3M plus approximately \$2M provided by Colleges); provide necessary research laboratories (new research building is only the first step and will not solve the problem by itself); and increase the quality and quantity of graduate students (Graduate College plan [Emslie] to increase Graduate Student financial support essential. Must be included in the FY08 budget).

Bruce Russell asked if there was a plan for some sort of a merit system where departments that have healthy research programs can be rewarded so that can trickle down to the individual faculty that are not active. McKeever said merit programs should already be in place in the departments and should be led by the academic units concerned as to what warrants merit and what those rewards should be.

Khaled Gasem said he thought faculty could be better utilized if professors would specialize more in one area of their job. He added the three missions of the university are research, instruction and extension and faculty are encouraged to excel in all three areas. He said that perhaps some faculty would prefer to focus, for example, more on instruction and others would prefer to do more research and that way you optimize whatever strength you have to get the maximum outcome.

Bob Darcy said in regard to the new Reappointment, Promotion and Tenure guidelines it indicated in the wording of the document that these personnel actions have to pass through the VP for Research, as well as others, and what is expected of the VP for Research and what burden does that place on the faculty “going up”. McKeever said in this first round the Provost selected the files of those faculty she wanted additional input and added that many Vice President’s have passed through the faculty ranks as well as department heads, deans, etc., and have had many years experience of looking at promotion and tenure documents.

Russell asked if the Provost anticipated putting any additional emphasis on research in the form of pressure to the Deans. The Provost replied that they already had done so. McKeever said they made sure the Deans knew their desires.

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

06-05-01-EXEC	<i>Recommendations Concerning Confidentiality Agreement:</i> Pending. Notification of new IT security classes is awaiting implementation of Desire to Learn licensing for faculty and staff.
06-10-01-EXEC	<i>Legislative Priority:</i> Pending
06-10-02-EXEC	<i>Electronic Posting of OSU Budget and Salary Documents:</i> Pending
06-10-03-COUNCIL	<i>Optional use of an Academic Mission-based Logo by Faculty and Academic Units:</i> Pending
06-11-02-RES	<i>Policy for the Protection of Human Subjects in Research:</i> Pending. Proposed revisions are currently under review by the associate deans for research. Once approved by the ADRs the proposed policy will be reviewed by the Council of Deans and by the Executive Team.
06-11-03-SALR	<i>Study Abroad Initiative:</i> Pending. Dr. J. Hromas and Ms. Gerry Auel are developing a response to the recommendation.
06-12-01-ASP	<i>Wellness Class Recommendation:</i> Pending. Discussions with SGA continue.
06-12-02-FAC	<i>Annual Faculty Appraisal and Development Program:</i> Pending. The proposed policy was shared with the Council of Deans on Dec. 14. The Council will discuss and take on the proposed policy in January.
06-12-03-COUNCIL	<i>Smoke-Free Campus:</i> Pending

REPORTS OF STANDING COMMITTEES:

ATHLETICS — Kris Giles

The committee will meet on January 12 to discuss data provided by the Athletic Department regarding faculty and staff contributions to ticket sales and donations. They will report on those findings at the next Council meeting.

BUDGET — John Veenstra

The committee has reviewed the University organizational charts for the last 10 years and compiled a series of questions they will request additional information about. That information will be provided to Council at a later date.

CAMPUS FACILITIES, SAFETY, AND SECURITY — Khaled Gasem

The Ad Hoc committee to review the Master Plan has met and a draft of their findings and recommendations has been emailed to Gasem. They will be meeting as a committee to review the recommendations in the next week and Gasem will report to Council after that meeting.

FACULTY — Tony Brown

Brown has been told by Provost Strathe that the Annual Faculty Appraisal and Development Policies and Procedures document will be reviewed by the Dean's Council this Thursday. The committee is organizing for the spring semester and will address and develop the Policies and Procedures Letter for the Cumulative Review Policy.

LONG-RANGE PLANNING AND INFORMATION TECHNOLOGY — Nick Materer

Materer reported the committee has not met this year but plan to meet regarding device subscription and general use policies.

RESEARCH — Al Rouch

Rouch reported he had received a few emails regarding the Start-Up Program regarding questions from faculty who are interested in applying. The Research Committee does have the drafted guidelines and the goal of the Committee is to try and create a model application for faculty to look at so those faculty can begin to apply for that program.

RETIREMENT AND FRINGE BENEFITS — Greg Bell

The committee is working on a tuition benefit proposal they hope to have ready by March. Bell also reminded everyone that if they have not yet filled out the Health Care Survey sent out a month ago to please go to the Human Resources website and do so.

RULES AND PROCEDURES — Tom Phillips

At the February Council meeting Vice Chair nominations will be held. Come prepared with nominations and make sure you have contacted the person you nominate and that they have agreed to run and have their name placed on the March ballot.

STUDENT AFFAIRS AND LEARNING RESOURCES — Beulah Hirschlein

Hirschlein reported they are awaiting action on the recommendation their committee presented at the November Faculty Council meeting regarding the Study Abroad Initiative and they are working toward how student fees are collected and distributed. There appears to be a similar study being conducted in the Student Government Association and there is a possibility the SALR committee might work with SGA in this regard.

REPORTS OF LIAISON REPRESENTATIVES:**Staff Advisory Council — Carey Warner**

SAC discussed the Faculty Council's vote on the Smoke-Free Campus recommendation. They supported the faculty and SGA with one major change. They do not support a Smoke-Free Campus but they do support a Tobacco-Free Campus and they submitted that to administration. SAC is awaiting replies on their recommendations regarding on-line salary information and that

the walk-in service for Parking Permits be reinstated. Dr. Bosserman is responsible for responding to recommendations presented by SAC.

Graduate Faculty Council — Bob Hunger

During the fall semester of 2006, the Graduate College was heavily involved with the 2006 Assessment of Research Doctorate Programs conducted by the National Research Council. This is a comparative assessment of the quality of doctoral education and was last conducted about 10 years ago. Surveys were compiled, revised, approved, and were sent out to faculty in December. It is important that all individuals receiving this survey participate as assessments such as this end in a ranking of doctoral programs, and it is important to have high participation to accurately reflect the status of our doctoral programs. Hunger added the survey asks for “cutting and pasting” of journal articles. An easy way to accomplish this is to download your CV and you do not have to “cut and paste” which is very time-consuming.

Emeriti Association — Robert Swaim

There are approximately 450 members of the Emeriti Association at the present; however, many are lifetime members but do not live in Stillwater. There are members on many Faculty Council standing committees and three members on the University Flexible Compensation Benefits Committee. Phillips added Emeriti faculty are members of the General Faculty and therefore can vote in general elections and serve on Council.

New Business

Bruce Russell suggested in an email to Tom Phillips and the Faculty Council that the Council should consider a Rules Change to require affirmative votes from a majority of Eligible Voting Councilors in order for the Faculty Council to pass a resolution or recommendation. Current rules require only a majority of voting councilors present. He asked the Chair to forward the recommendation to the Rules Committee for their consideration and action. As a rationale, Russell cited the following examples. In December fewer than 50% of Faculty Councilors voted in favor of the Smoking Ban recommendation. The total number of councilors voting in favor was 13 with 11 opposed and two abstentions. He noted that the total membership on Council is 31. Despite that, the administration can now say that “the Students, the Faculty and Staff supported the smoking ban...” if they choose. Yet, the total number of faculty that supported the Smoking Ban recommendation was a plurality of 40%, at best. Earlier this year Council voted “in favor” of placing the OSU Salary information “on-line.” The vote for that recommendation was 14 to 9. So in that case, again, the recommendation passed without even a majority of Faculty Councilors. Therefore, Russell proposed to the Chair, Tom Phillips, that the rules of the Faculty Council should be changed so that any action of the Faculty Council requires approval from 50% of the Eligible Voting Faculty Councilors. Russell said this is not a huge change and will not place undue burdens requiring a super-majority. However, it would be a change that he hopes will bring about greater consensus and therefore unity from the faculty (the administration understands that if the faculty are not unified no one will care about a 50-50 vote in the Council and the Administration can “spin” the result however they like). Current voting rules in Faculty Council are set by *Robert’s Rules of Order* and they require only a majority of Councilors present. Russell thinks the function of Faculty Council will improve, and he also believes that there will be greater and better attempts to develop consensus as opposed to throwing together a

resolution that perhaps was not ready to be forwarded to Administration. Russell requested a rules change regarding voting and ask the Chair to refer the issue to the Rules Committee. Phillips said currently a quorum is needed to conduct a vote which is a simple majority of all the voting members and added any change to the rules would require a vote of the General Faculty and not just Faculty Council. Phillips said he would contact Earl Mitchell, Chair of the Rules and Procedures Committee regarding this matter.

The meeting adjourned at 4:00 p.m. The next regular meeting of the Faculty Council is February 13, 2007.

Respectfully submitted,
Thomas Jordan, Secretary