

FACULTY COUNCIL MINUTES
250 Student Union
April 14, 2009

Van Delinder called the meeting to order with the following members present: Avakian, Brown, G, Brown, J.D., Calhoun, Caniglia, Comer, DeSilva, Gasem, Goetze, Hickman, Jordan T., Kirksey, Lacy, McCann, Miller, R., Moberly, Page, Perkins, Ramakumar, Russell, Spicer, Stadler, Suter, and Veenstra. Also present: Bird, L., Eldevik, R., Elliott, K., Gates, G., Good, B., Headley, M., Mitchell, E., Strathe, M., Weaver, J., and Wright, R. Absent: Casey, Clinkenbeard, Jordan P., Klatt, and Osteen

HIGHLIGHTS

NCAA Certification	2
Report of Status of Faculty Council Recommendations	4
Reports of Standing Committees	
Athletics	4
Budget	5
Campus Facilities, Safety, and Security	6
Faculty	7
Research	7
Retirement and Fringe Benefits	8
Rules and Procedures	8
Reports of Liaison Representatives	
Student Government Association	9
New Business	
“Peace by Piece: The Writing on the Wall”	10
OSU employees invited to participate in Big Event	10
Veterans Drop-in Center	10
Current Budget Shortfall	10

Van Delinder asked for approval of March 10, 2009 Minutes. Veenstra made a motion to correct the Minutes to reflect the name change from “Rob Miller” to “Ron Miller” on page 8, second paragraph, first line. Perkins moved acceptance of the Minutes as corrected. Lacy seconded. The Minutes were approved as corrected. Van Delinder asked for approval of the April 14, 2009, Agenda. Ron Miller moved acceptance of the April 14, 2009 Agenda. Tom Jordan seconded. The Agenda was approved.

SPECIAL REPORT: NCAA Certification – Marlene Strathe

The Provost said that earlier OSU began the third cycle of certification for athletic programs through the NCAA and committees have been working throughout this year. The steering committee is composed of faculty, staff, administrators, community members, student athletes, and members of the Athletic Department. There are three sub-committees that have been charged with very specific standards to which they have to respond. The groups are in the midst of drafting and editing sections and are very close to completion. She asked anyone interested in reviewing the draft to visit the website at <http://ncaacertification.okstate.edu/Draft.htm> and provide comments if they would like. She added there is still editing to do but the completed report must be submitted to the NCAA by May 1, 2009, for review. They can then ask for additional information, make revisions, ask for further clarifications in areas, or they can express concerns to which responses can be made. The site visit has been scheduled for November 4-6. The team will be chaired by the President of the University of Houston and two or three additional team members although OSU will not know who all members are until late summer or sometime in the Fall.

Strathe said OSU is one of the first Division I schools to go through the third cycle of certification. There are four parts to the self-study and it is all submitted electronically. The first section is the Introduction which has institutional information including number of students, full-time faculty, what athletic conferences OSU is affiliated with and what sports are offered. It also has a considerable amount of athletic information with regard to the structure of the athletic program and whether there is a single Athletic Director, divided into two units, as some schools are, etc. It also talks about the previous certification self-study and visit that occurred in 2001. At that time OSU was certified in the second cycle with no conditions. This means basically it was a clean certification and no interim visits or reports were required.

The self-study asks for significant things that have occurred since the last visit. OSU noted the incremental increase in admission standards, the major private gift to enhance the athletic facilities and the approval of the additional review process by the state regents. There is also information about who served on the self-study committees, who they represented, etc.

The first standard that must be met relates to governance and commitment to rules compliance. The first part concerns institutional control, the authority of the President and shared responsibilities for governance. This section describes OSU's institutional control, the policies and relationship to the Board of Regents, the role of Athletic Council, the Faculty Athletic Committee of the Faculty Council, the involvement of students, boosters, the POSSE group, and anyone that might be involved in the oversight of athletics. The second part is the area of rules compliance. This describes the rules that govern personnel matters and is a section that speaks to the policies and procedures that exist for all units on campus. It was reviewed by the subcommittee and they determined there were no corrective measures that needed to be taken at this time.

The second major standard is academic integrity. This has two sub-parts. The first is academic standards (no conditions for certification in the second cycle). In this part, discussion includes the impact of OSU incrementally increasing admission standards, particularly as it relates to

alternately admitted students, and student athletes in particular. They discuss the role of the Academic Services for Student-Athletes facility and its impact on the graduation rate of student athletes. Also discussed is the admission for any student on the OSU campus and how that is applied in a manner that is equitable across all students, whether they are freshman transfers, international, etc. Again they are asked to identify individuals who are responsible for various activities related to this.

The second sub-part is academic support. This is where the Academic Services for Student-Athletes Center, located in Gallagher/Iba, is discussed. This includes personnel, responsibilities they have, and services student-athletes are offered. They describe the process by which a student-athlete's academic needs might be identified and how they are coordinated with the kinds of support services available. Ultimately, the kind of impact it is believed those kinds of support services have had on the academic progress rates, on graduation rates, and retention rates is discussed. They note that the transfer of athletes is really what makes the biggest difference for OSU and impacts the graduation and retention rates. Many transfer because they want more playing time in another place. Not a large number transfer because of academic problems. However, it does impact because OSU does not get to count them if they graduate elsewhere.

The third area of the set of standards is equity and student-athlete welfare such as: gender issues – gender diversity of coaches, students, equity in terms of scholarships, equipment, facilities; diversity issues – not just in student-athletes but across all various student sub-groups, coaching staff, equipment, salaries; and student-athlete welfare – student support services like drug and alcohol counseling, which are necessary, personal counseling, and advisement for students who want to transfer. This area looks at how the university best attends to the welfare of students. There are also questions regarding medical care, how injuries are handled, how financial needs of students are met. In that particular section there is a great deal of overlap between the areas. They are putting together two improvement plans; one around diversity issues and one around gender issues that will be submitted with the NCAA plan. The self-study report will be sent in a “still to be edited” form to the Board of Regents, and Strathe will be requesting on April 17th their authorization to submit the report by May 1 to the NCAA. She encouraged all if they were interested to visit the website mentioned and if they had questions or suggestions to send them to the Provost's Office, c/o Emily Snow, emily.snow@okstate.edu.

Van Delinder asked if the graduation rates go down because of the transfers. Strathe replied there is a federal graduation rate and a local graduation rate. The only students OSU are able to count are ones that come here as a freshman and leave here as a graduate of that cohort group. An example was a student that came to OSU as a freshman and left after two years for Harvard and graduated from there. OSU does not count them and Harvard does not count them. Also, students who leave to go into pro sports and then return to school are not counted. There is only a six-year window. Bob Miller asked if they counted negatively because of reduced retention rates. Strathe replied “yes”. Russell asked if it was true that student-athletes have a higher retention rate than the general student population. Strathe replied the graduation rate was considerably lower than the regular student body in 2001. Right now it is almost identical and that is largely attributed to the opening of the Academic Student Services facility and the professional staff there.

On another issue, the Provost announced what she felt will be an excellent opportunity to highlight OSU. Oklahoma State will host the University of Colorado on Thursday night, November 19th at 6:45 p.m. in a football game. ESPN will provide television coverage of the game. She added television exposure is huge because there are not many Thursday night games. A task force has been formed to discuss issues that might arise. She has visited with six other universities that have had Thursday night football games to discuss issues with them.

Ron Miller asked about common exams that had been already scheduled during that time. Strathe said these are things that will be addressed by the task force. She has asked colleges to identify classes that would normally meet during that time and would be impacted and who the faculty are so they can begin to consider how they want to plan their syllabus in the Fall. All of the six institutions she had visited with did not cancel classes. It is an individual faculty member's decision on how they want to handle their classes for that particular game. Strathe added she mentioned this issue now to give campus as much advance notice as possible.

Glenn Brown asked, "What's in it for us (faculty)?" Avakian said, "I think that any good publicity would help recruitment and retention and maybe that is what's in it for us. The ability for us to keep our numbers up".

**REPORT OF STATUS OF FACULTY COUNCIL RECOMMENDATIONS:
President Hargis, Provost Strathe, and/or Vice Presidents**

Provost Strathe reported for administration that all the recommendations had been accepted.

- 09-03-01-ASP/SALR **Attendance Policy:** Accepted. The proposed policy has been reviewed and approved by Instruction Council (March 13) and the Council of Deans (April 12). A University policy document will now be developed.
- 09-03-02-ATH **Appointment of an Emeriti Association Member to Serve on the University Athletic Council:** Accepted. The Athletic Director supports the addition of an Emeriti Association representative on the University Athletic Council.
- 09-03-03-BUDG **Collegiate Academic Service Fees:** Accepted. The administration is making necessary adjustments in budgeting to implement this for FY 2010.

ATHLETICS — Tracy Suter for Pat Jordan

Suter reported the following:

1. The recommendation to increase the representation of Emeriti faculty on the University Athletic Council was passed by the University Faculty Council and was forwarded to the administration for approval.
2. The survey on faculty and staff concerns regarding intercollegiate athletics is nearing completion with the goal to have it administered prior to the end of the spring semester. David Yellin has

incorporated suggestions from the committee for the final iteration. He and Pat Jordan are working to have it posted in a web format for secure responses.

3. Dr. Middlebrook responded to a question from the Committee regarding the academic services afforded athletes. All academic services are funded through the general education fund and reflective of the university's dedication to a strong academic preparation of all our students.
4. Our questions regarding how monies from athletic wear and supplies and the sports logo are distributed to coaches and the athletics budget have been forwarded to Mike Holder.

The committee continues to discuss developing resolutions to increase the number of faculty representatives on COIA and the Board of Cowboy Athletics.

The Committee is charged with both Intercollegiate and Intramural athletics and they have not given attention to Intramural athletics and they will do so at their next meeting.

The committee's next meeting will be on May 12 at 1 p.m. and hosted by Dr. Marilyn Middlebrook.

BUDGET — Ron Miller

Miller reported they had sent out a request to faculty and staff for ideas to increase revenues and reduce expenses. They received approximately twelve pages of single-spaced suggestions. Bud Lacy grouped them together into about two and one-half pages of single-spaced suggestions. The committee reviewed those and reduced them to one page. There was no vote for or against the suggestions. Those have been shared with Joe Weaver.

Lacy said one suggestion was to have every faculty member and administrator making over \$100,000 to take a 10 percent pay cut and to put that money into a scholarship fund to attract more students. That pay cut would be paid back when the economy turned around. Miller said others wanted to resurrect the KPMG recommendations and others wanted a retirement buy-out. Lacy mentioned another one was to eliminate duplication in administration – reduce the number of Vice President's and Assistant VP's. Also, eliminating the Graduate College. Bob Miller commented on the last suggestion. He said he was on an accreditation team for the University of Southern Mississippi recently where they had eliminated their Graduate College about eight years. Things have gone downhill since that time that they are now reinstating the Graduate College. In regard to the 10 percent pay cut issue Russell said the other 90 percent might leave the university for "greener pastures". Paying market prices for replacements might be more expensive than retaining them. Gasem said when you have requests from faculty and staff in an uncontrolled survey you get a lot of unfiltered ideas that are lacking in common sense.

Avakian said that according to a memo that was circulated on the Okmulgee campus the higher education institutions have to develop budgets that include a one, five, and ten percent cut for fiscal year 2010. He asked "What kind of direct input do we have in creating the budget and what kind of control do we have over what they do to make these cuts"? Van Delinder said faculty is certainly involved in consultation with the administration. Ron Miller said that is the job administration is hired to do and they can ask for suggestions from faculty. Russell said it is

the Vice President's job to budget the university and Faculty Council represents the faculty and the Budget Committee has regular interaction with Joe Weaver, Associate Vice President for Business and Finance. Miller said they have been invited to a Budget Summit on April 16th and there will be seven from faculty to participate in the process but they do not make the decisions.

Weaver said the one, five, and ten percent budget reduction exercise was requested by the Senate. Those instructions were received on a late Monday afternoon with a due date of the following Tuesday. They had one day to gather information. Sometimes the Senate asks for a great detail of information, highly summarized, and they ask for it "now". Weaver added they did consult with the faculty leadership in as reasonable a time frame as possible given that time deadline but it is not always possible to all get around a table and put a lot of considered effort into what we would really do if we were faced with a 10 percent cut. That would not be done in a 24-hour period. He said not to read a lot into that request for information. That was not really the "real deal" but only part of the process and the politics as we build a budget we will go through more indurations of that sort as we go.

Weaver said, in regard to the survey mentioned earlier, he was very impressed with the number of responses received. He added he thought there was a lot of insight and those comments have been shared with the administration. They will read them and get a feel for what people are thinking and he takes it as valuable information and hopes the survey will be conducted again in future years.

CAMPUS FACILITIES, SAFETY, AND SECURITY — Tom Jordan

Jordan clarified a statement he made last month. The statement had to do with the number of weather days associated with the University Avenue construction. He spoke to the person he had obtained the information from, Ralph Kinder, Director for Public Works for the City of Stillwater, who had made the original statement. The same thing Jordan had reported was stated in the Stillwater NewsPress. It was implied that construction was behind schedule and that is not the case at all. There are ten weather days in the contract that are added on at the end before there are any penalties for not being on time. As of last Wednesday the University is on schedule. The corner of Monroe and University is open and it will stay a three-way stop probably until the Fall semester begins. When the street is completely open the traffic lights will be reinstalled. They have completed the asphalt base from Monroe to Washington and that will help them with their schedule because they can now work on that part of the road when it is muddy on the other end. They are 24 percent complete by dollars. They hope to have sidewalks in by the end of July even though the street probably will not be completed until probably September.

Last month the committee met to look at ADA compliance primarily in regard to handicapped parking. The OSU ADA Compliance Officer, Mike Shuttic, was their guest. The committee was surprised to find out that if you build a building that has a theater you have to have a parking lot with a certain number of handicapped spaces. There is a chart in the ADA manual that says if you have a certain number of parking spaces you have to have a certain number of handicapped parking spaces. OSU is 100 percent in compliance with ADA rules at the present time.

Jordan reported on the safety hazards on Hall of Fame that were discussed at last month's Council meeting come up every year. He did go to the City of Stillwater and talked to them about crosswalks and once again was told that the City's position is they believe the interpretation of code of crosswalks is that you should not put a crosswalk in a place where you do not have traffic controls, either a stop sign or a light. And, if you put one in a zone without either of those things you are accepting a certain amount of liability because a person would act on faith that they would be walking into a crosswalk and it would be safe. If they get hit the City feels there would be some liability there. Hall of Fame will be the committees' main agenda item at their next meeting.

Russell asked if it was the sense of the CFS&S committee that the situation on Hall of Fame is unsafe, particularly by the Colvin Center. Jordan said the committee would discuss that issue next month; however, he does not know of anyone that does not believe there is a problem by the Colvin Center.

Russell asked if the topic asked about people that have handicapped hang tags on the cars but are not handicapped. Jordan said that had not been discussed. Russell said he saw apparent able-bodied individuals who park in handicapped spaces and one cannot help but wonder if that is a way circumvent their personal parking problem. LaFollette said when she had her knee replaced she had to take a letter from her doctor to the OSU police department, turn in her faculty parking permit, and get an OSU handicapped hang tag. This had a six-week expiration date. When that date expired she turned the hang tag back in and was given her regular parking permit back. Bob Miller said he had to do the same thing. Goetze said they do ticket people that are not OSU employees that are indeed handicapped if they are parked in a handicapped space at OSU even though they have a hang tag from the State of Oklahoma.

FACULTY — Udaya DeSilva

DeSilva reported the committee is working on how different colleges handle the recently mandated labor certification procedures when hiring non-resident alien faculty members. Recent government regulations mandate the labor certification costs be borne by the employer. Some colleges have made a seamless transition to the new policy while a few colleges seem to have problems with it. As a consequence there were several faculty members whose labor certification process was held up. DeSilva said he was happy to report that after speaking with respective Deans of the colleges involved the issue has been sorted out.

The committee is also looking into some changes made to the Annual Faculty Appraisal and Development Program Form as several faculty members have expressed concerns about the changes. The committee is scheduled to meet with Provost Strathe on April 29th to discuss the issue further.

RESEARCH— Leon Spicer

Spicer reported the Research Committee met four times this Spring Semester. During these meetings they continued to discuss what can be done to increase the number of faculty submitting grants and improve the research environment and activity at OSU. They have

focused on what policies, if any, are in place in the various colleges that provide Faculty Incentives to seek grants; in particular, policies that relate to F&A distribution, salary savings distribution, etc. They are comparing these policies with those at other institutions with the idea of drafting some general recommendation. The committee hopes to present a recommendation to Faculty Council at the May 12th meeting.

They have also been evaluating a draft version of a new policy entitled “Requirements for Training in the Responsible Conduct of Research (RCR)” with the intent to provide constructive comments to Dr. McKeever’s office for improvement. The reason for this new policy is that universities seeking monies from Federal granting agencies such as NSF and NIH will soon be required to have a policy. They anticipate that Dr. Gordon Emslie, Dean of the Graduate College, will likely present a report on this RCR policy to full Council during the May meeting.

Last Fall they reviewed two policies, the new OSU Institutional Biosafety Policy, and a revised Draft of the Care and Use of Animals in Research, Training, Testing and Teaching Policy, and provided comments for improvement to Dr. Steve O’Geary, Assistant Vice President for University Research Compliance. Dr. O’Geary and his office have been working on finalizing it. They anticipate that these two policies will be ready for Dr. O’Geary to provide a report on them in the near future.

Bob Miller said on his recent accreditation team trip to the University of Southern Mississippi that they have an outstanding incentive program for getting faculty to submit grants that is working very well. Miller suggested they might want to contact the Vice President for Research at that university.

RETIREMENT AND FRINGE BENEFITS — Beth Caniglia for J. D. Brown

Caniglia reported the committee is still exploring options for a tuition benefit for employee dependents. A “space available option” modeled on a University of Washington program looks attractive but may have some unintended consequences so further study is needed. The committee will be compiling a survey to distribute to advisors for them to provide feedback regarding this issue. Avakian asked that the branch campuses be included. Russell said, for the record, at the present time current employees receive 50 percent tuition waivers.

The committee is also looking at the retirement workshops to see if there is a need for workshops to help with transition from a working lifestyle to a retired life style.

RULES AND PROCEDURES — Stephen Perkins

Due to the recent election of John Veenstra as Vice Chair of the General Faculty and Faculty Council, a special election needs to be held to select a replacement for the position of Secretary. The successful candidate will serve as Secretary through May 31, 2011. Council acted to fill the vacant position and initiated nomination procedures as described in the By-Laws of the General Faculty, Section III. A. 3 at today’s meeting. The Council nominated Beth Caniglia, Department of Sociology, College of Arts and Sciences, and Mindy McCann, Department of Statistics, College of Arts and Sciences, for the position of Secretary.

As outlined in the Council By-Laws, nominations for a vacant officer position should also be solicited from the General Faculty, and are to be made via a petition of at least 15 signatures. Only members of the General Faculty may be nominated, and only such members can sign the petition. As defined in Article I, Section 1 of our Charter, members of the General Faculty are, "All full-time resident members (minimum 75 percent appointment) and members emeriti of the Faculty with the academic rank of instructor or above..." And, Article I, Section 4, "...Only voting members who have had at least three years of faculty service shall be eligible to hold any elective office of the General Faculty. Persons who hold administrative positions of dean or above, or equivalent, are not eligible for election as officers of the General Faculty". Thus, only full-time faculty members holding the ranks of Instructor, Assistant Professor, Associate Professor, and Professor may be nominated and can nominate candidates.

A memo notifying the General Faculty of the vacant position and a nomination petition form will be emailed to all eligible voting faculty on April 15th. Once the nomination procedure is complete on April 22nd at 5:00 p.m., a special General Election for Secretary will be held with ballots sent to eligible members of the General Faculty through Campus Mail.

Perkins reported the results of the recent Spring Faculty Council election would be included in the April 14, 2009 Council Minutes. They are as follows:

Vice Chair, John Veenstra, Civil and Environmental Engineering; College of Agricultural Sciences & Natural Resources (two 3-year terms), Clint Krehbiel, Animal Science and Randy Taylor, Biosystems and Agricultural Engineering; College of Arts & Sciences (three 3-year terms), Shelia Kennison, Department of Psychology, Karin Schestokat, Foreign Languages & Literatures, and Mark Lawlor, Department of Music; College of Arts & Sciences (one 1-year term), Bin Liang, Department of Sociology; College of Engineering, Architecture (one 3-year term), James Smay, Chemical Engineering and (one 1-year term), J. D. Brown, Division of Engineering Technology; Center for Veterinary Health Sciences (one 2-year term), Kenneth Bartels, Veterinary Clinical Sciences; College of Education (one 3-year term), David Yellin, School of Teaching & Curriculum Leadership, and (one 1-year term), Matt O'Brien, Applied Health & Educational Psychology; Library (one 3-year term) Janet Ahrberg; OSU Institute of Technology-Okmulgee (one 3-year term) Bob Avakian.

New Councilors will be invited to the May 12th Faculty Council Meeting as guests and will begin their terms on June 1, 2009.

Report of Liaison Representatives

Student Government Association – Bill Good

Good reported that if anyone knows of a group that will need money next year there will be an appeal meeting held April 15th regarding the Activity Fee Allocation process conducted every year. Twenty to thirty thousand dollars will be distributed. To be eligible for the allocation a group needs to be recognized by the University.

New Business

Lee Bird made three announcements as follows:

“Peace by Piece: The Writing on the Wall”

OSU Housing and Residential Life members are organizing a project to spread awareness of words that convey oppression, prejudice and discrimination by asking people to paint such words on a wall for three days, April 13-16. On the final day the wall will be physically pulled down into pieces to symbolize the removal of these words and their impact at OSU. The goal is to increase knowledge of such behaviors and gain overall tolerance and acceptance of others. The program is presented by the Social Justice and Inclusion Committee of Housing and Residential Life at OSU.

OSU employees invited to participate in Big Event

Oklahoma State University employees and staff are invited to join students for the annual Big Event service project on April 25. The Big Event is a service event in which more than 1,000 OSU students spread across the community to provide services to Stillwater residents. The event is sponsored by the Student Government Association. Big Event organizers have identified more than 150 community projects. New this year, a small number of projects have been added as part of an initiative to beautify the OSU campus. OSU employees are invited to help with those projects, which will include light planting and landscaping, as well as litter patrol. Work will begin at 9 a.m. on Saturday, April 25, and end by noon. Volunteers for the campus projects are asked to meet on the south library plaza, near the water fountain, by 8:45 a.m. Donuts will be available in the morning and pizza will be available around noon. Student volunteers for the community projects will meet at the Chi-O Clock at 8:45 a.m.

Veterans Drop-in Center

They are working hard to provide a veterans drop-in center identified for the student. This will be in the Green Room, 4th floor of the Student Union. There will be refreshments available, play pool, information sheets about local, regional, state and national resources for veterans as well as information from counseling, Student Disability Services and other agencies. Contact Lee Bird, 744-5328 for further information.

Current Budget Shortfall

Gasem asked if Joe Weaver would discuss how OSU is addressing the current budget shortfall. Weaver said he would summarize it as, “We expect a cut but do not know the magnitude. I think it could range anywhere from two to five percent”. He will meet on April 16th with faculty leadership, vice presidents, deans and others to talk about various options. Weaver added, so much of what we need to think about is not so much balancing the budget, which can be accomplished with a two percent cut, but what do we do to advance the university. They might look at things they need to restructure to identify funds that could be put in other places. This is an uncertain budget year. Federal stimulus money complicates things. The release from Scott

Meacham earlier in the afternoon said it looked like we would not get cut this fiscal year but if you read into the text it talks about income and sales tax levels down 15 percent. That carries far into next year. There is a lot of work ahead to be done. At the present time they have not received guidance from the State Regents, the Legislature, or the Governor. Weaver thanked Ron Miller and his committee as they have been very helpful as these items have been discussed.

The meeting adjourned at 4:20 p.m. The next regular meeting of the Faculty Council is May 12, 2009.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John Veenstra", with a long, sweeping horizontal stroke extending to the right.

John Veenstra, Secretary