

FACULTY COUNCIL MINUTES  
250 Student Union  
January 8, 2008

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, Giles, Hirschlein, Hoffer, Jadow, Jordan, Materer, Miller, R., Moberly, Moder, Perkins, Russell, Spicer, Van Delinder, Veenstra, and Yellin. Also present: Bird, L., Bosserman, D., Elliott, K., Gates, G., McKeever, S., Miller, B., Nichols, E., O'Geary, S. Shaklee, T., Shutt, G., Strathe, M., Weimer, C., and Zirkle, L.. Absent: Chang, Goetze, Martin, and Shull.

**HIGHLIGHTS**

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Report of Status of Faculty Council Recommendations.....	1
Reports of Standing Committees	
Academic Standards & Policies.....	2
Faculty	
Tenure Clock Extension Period Recommendation.....	2
Rules & Procedures.....	4
State of Research at OSU.....	4
Remarks and Comments from the Interim President.....	7
Reports of Liaison Representatives	
Women's Faculty Council .....	7
Emeriti Association.....	7
Old Business .....	7
Spouse/Partner Accommodation Committee Report.....	8

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Miller asked for approval of the December 11, 2007, Minutes. Jordan moved acceptance of the Minutes. Van Delinder seconded. The Minutes were approved. Miller asked for approval of the January 8, 2008, Agenda. Moder moved and Jordan seconded. The Agenda was approved.

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

- 07-11-01-ASP                      ***Amendment to Grade Change Policy:*** Accepted. Modifications were approved by Instruction Council and by the Council of Deans at their December meeting with one change to include the Graduate Student Resolution and Appeals Committee as an entity that can direct that a final grade be changed.
- 08-01-01-FAC                      ***Tenure Clock Extension Period:*** To Interim President Strathe.

**REPORTS OF STANDING COMMITTEES:****ACADEMIC STANDARDS AND POLICIES — Rhonda Casey**

Casey reported for Chair Bays on the current policy for incomplete grades. Changes were made from the proposed recommendation from last year's committee. The reasons for the changes were: 1) it was felt there needed to be a time limit on student's completing their courses; and, 2) there did not seem to be a standardized method of assigning the grade at the time the student dropped from the course or stopped attending the course and then a standardized method for assigning the grade once the student has completed some or all of the course work. Casey distributed copies of the changes for Council to review before the February meeting as the committee plans to bring this item forward as a recommendation. The changes will be discussed in detail at that meeting.

Send any comments or suggestions to Brad Bays at: [b.bays@okstate.edu](mailto:b.bays@okstate.edu).

**FACULTY — David Yellin**

Yellin presented the following recommendation to Council:

**Title: Tenure Clock Extension Period**

**The Faculty Council Recommends to Interim President Strathe that:** A one year extension of the probationary period be automatically granted to a faculty member who reports to his/her Unit Administrator circumstances defined by the Family Medical Leave Act (FMLA) and who requests such an extension. Circumstances for the extension would include birth or adoption, elder-care, family member care or other health reasons covered under FMLA.

**It is recommended that Section 1.4.8 of the Faculty Policy Statement be modified as follows:**

- 1.4.8 Extension of Probationary Period.** A period of appointment and the probationary period of a faculty member may be extended up to three years for extenuating circumstances, e.g. a leave of absence without pay, an extended sick leave, significant changes in published criteria for tenure, or significant changes in job description associated with transfer or promotion. Upon written request by the faculty member and recommendation by the unit administrator and dean of the college, such an extension may be granted upon approval by the VPAA and the Board of Regents.
- 1.4.8.1 Extension of Probationary Period for Circumstances Covered Under the Family Medical Leave Act (FMLA).** Upon receipt of a written request, the unit administrator shall recommend to the dean of the college an extension of the faculty member's period of appointment and probationary period for circumstances such as birth or adoption, elder care, dependent care, or other health reasons covered under FMLA. Such an extension shall be granted upon approval by the VPAA and the Board of Regents. The Extension of the Probationary Period for circumstances covered under FMLA is not contingent upon use of an extended leave of absence.

- 1.4.8.2** The faculty member shall be granted up to two (2) one-year extensions if needed and requested during their probationary period. A faculty member may request a third extension under Section 1.4.8.

**Rationale:**

**The current O.K. Handbook states under 1.4.8: Extension of Probationary Period that “A period of appointment and the probationary period of a faculty member may be extended up to three years for extenuating circumstances, e.g. a leave of absence without pay, an extended sick leave, significant changes in published criteria for tenure, or significant changes in job description associated with transfer or promotion. Upon written request by the faculty member and recommendation by the unit administrator and dean of the college, such an extension may be granted upon approval of the VPAA.”**

**1. Changing face of the American Academic**

The American Council on Education (An Agenda for Excellence, Executive Summary, p.6) has stated that data show that, since the 1980s the face of the American Academic has changed from the white male-as-wage earner with wife a stay-at-home-caregiver, to the current view of the academic as coming from a two career family where both partners share care giving and parenting responsibilities (An Agenda for Excellence, Executive summary, p. 5). Thus all faculty have need for family friendly tenure policies.

In addition, American Universities are facing a crisis in attracting good faculty to their institutions. This recruitment crisis, combined with the fact that universities are losing many good faculty to retirement and face declining numbers of foreign faculty since 9/11, shows a need for universities to address the holistic needs of potential faculty members or risk losing them to more family-friendly institutions.

Given the faculty hiring and retention challenges facing higher education, the American Council on Education reports that the National Panel of Presidents and Chancellors advocates creating flexible tenure track faculty career paths and changing the current rigid structure (An Agenda for Excellence, p. 8). They recommend creating policies that reflect the new academic profile and allow faculty to balance work-life issues, and thus remain productive throughout their career. Such measure will hopefully eliminate preventable causes of talented academics opting out of tenure-track faculty positions.

**2. Diversity Issues at OSU**

Oklahoma State University Administration has also indicated a desire to recruit a more diverse faculty to reflect the increasing diversity of the student population. In order to be competitive in this area there is a need to create a climate of family-friendly policies such as tenure-clock extension, campus day care, better insurance coverage and spousal hiring. Many of these policies will attract faculty who fall into the current demographic of the two-career family. The National Panel of Presidents and Chancellors has suggested that institutions make it a priority to redefine the ideal faculty member, in terms of characteristics appropriate for faculty in the pluralistic society of the 21<sup>st</sup> century.

**3. Lack of consistent policy across the board at OSU governing tenure extension**

The current OSU policy regarding extension of the Probationary (Faculty Policy Statement, section 1.4.8) indicating individual departments may decide to issue extensions for up to three years. This present practice allows for inequality in

departments, discrimination against many faculty members that, if they request an extension, they will pay for it at tenure decision time. An across the board policy would alleviate many of these problems, and present the University as a more desirable place to work.

#### **4. Decision to make extension automatic rather than discretionary**

Documentation from several universities indicated that optional policies led to faculty failing to avail themselves of the option because of fear of recrimination at tenure time. When universities such as Princeton chose to make the policy mandatory, with option to refuse (or to “go up early”) the fear factor went away and the RPT Committees had a more balanced view of the extension process.

There was no discussion on the recommendation. Dare called the question. Miller asked for a vote. The recommendation passed unanimously and will be forwarded to administration.

#### **RULES AND PROCEDURES — Brian Carter**

Carter announced to Council they should come to the February 12 meeting prepared to nominate two faculty members as candidates for the upcoming election for Vice Chair and Secretary. Notice of the 2008 election will be mailed to eligible members of the OSU General Faculty after the February 12 meeting. Petitions for write-in nominations will be included in that mailing.

#### **STATE OF RESEARCH AT OSU: Stephen McKeever**

VP McKeever presented a Power Point presentation. The first slide showed a comparison between the size of the athletic enterprise in terms of dollars versus the size of the research enterprise in terms of dollars. Among the Big 12 athletic programs OSU ranks ninth with an approximate budget of over \$30M while the University of Texas – Austin is ranked first with a budget of approximately \$75M. In terms of Big 12 research programs OSU is still ranked ninth with a little over \$100M while Texas A&M has a little over \$450M. McKeever said, “We have individual faculty members, who as an individual, bring in far more dollars than the university athletic program”.

McKeever then compared OSU nationally in terms of research expenditures. He said the goal of the Strategic Plan as articulated by former President Schmidly was that OSU should be ranked 75<sup>th</sup> in the public universities in terms of research and expenditures. The last time OSU was 75<sup>th</sup> was about 2000 and we are getting further and further behind. Research expenditures come from private sponsors, state sponsors, federal sponsors and general state support.

McKeever then showed a slide regarding research awards which he said should not be confused with expenditures. In any particular new year research awards will be received. Those awards will result in expenditures that will occur some in that year, some in the next year, and some in later years. Awards and expenditures do not match each other directly. There has been a slight decline recently in awards at OSU. These data only showed to 2006.

Initiatives and investments at OSU since September 2003 include:

- Increased start-up funds: from \$1M/a to \$3M/a
- Core facilities fund: 5% of F&A
- Renovation fund: 5% of F&A
- Cost Share: from \$200k/a to \$800k/a
- Special initiatives fund: \$250k/a

Strengthening the VPRTT Staff

- VPRTT – Graduate College (Associate VP and Dean of the Graduate College – Gordon Emslie)
- Research Support Services (Assistant VP – Toni Shaklee)
- Professional IP Support (Associate VP – Steve Price)
- Full-time Compliance Support (Assistant VP – Steve O’Geary)

New Interdisciplinary Research Building (\$70M budget; biodiversity, biophysics, photonics, synthetic chemistry)

Sensor Testing Center (University Multispectral Lab; Ponca City and Stillwater; \$10+M raised to date)

OSU-Tulsa Helmerich ATRC (Advanced Materials – aerospace, biomedical; nanomaterials)

OSU/Noble Foundation (Experiment Station in Ardmore; \$10M; forage improvement and biofuels)

Graduate students (Tuition program; stipends/fellowships)

### **Fund Raising**

- New Development Officer for research (Steve Buzzard and his assistant Martha Hallihan)
- Niblack Scholarship (secured funding for future)
- UML/Sensor Testing Center (\$4M in private funds plus new building; \$5.4M)
- EM Reverberation Chamber gift (\$250,000)
- Priorities (not in order):
  - Graduate student stipends/fellowships
  - Gap Funding
  - New Research Buildings
  - Chairs and professorships

### **Grant Writing Assistance Program**

- Grantsmanship workshop
- Grantsmanship seminars
- Grantwriter (Nani Pybus)

### **Marketing**

Research specialist (vacant)

**NSF incentive program**

Increase NSF funding on campus

**Research Week**

- Promote OSU Research; university-wide and state-wide
- Noted outside speakers
- Student involvement
- State-wide recognition

**Centers**

- The Laser Center and Space Center were closed
- Opened were: Disasters and Extreme Events; CTANS; DEBO; Bioforensics; Ethics; and OK History Center

McKeever said “I have likened the university to a cityscape where we are required to have a very broad range of expertise in so many subjects where we have fairly high or maybe not so high buildings everywhere but every now and then you need some high raises that people can see from a long way away”. He feels “cluster hires” is one way that can be accomplished. Two such hires were made this past year at the Oklahoma Histories Center and one in Bioforensics.

McKeever added the Restore, Reward and Grow program is essential to the future growth and reputation of OSU research. There needs to be new positions with research/scholarship emphasis; cluster hires in areas of strategic importance for Oklahoma and the nation; and Research Professor titles need to be created. The goal is growth of national competitiveness and reputation. He added that OSU’s goal for the year 2014 is to increase its faculty from 1,025 professors to about 1,200.

McKeever ended his report by saying that investment in Research pays off educationally for our students, financially for the University, and economically for the State.

Bruce Russell said in McKeever’s presentation he did not see any incentives for current faculty. He added he is in the College of Engineering and he is getting “zero” return and he is not very happy about it. He is not sure why that is going on but they are trying to find out. McKeever said he had no control over that.

Khaled Gasem said, “The Restore, Reward, and Grow program focuses too much on growing faculty numbers and not enough on rewarding faculty with competitive salaries. The restore and reward approach has been more toward numbers and buildings. Have you thought about looking at the other side like faculty salaries? Having more bricks and mortar when people are underpaid is not a smart move”. McKeever said to be fair that issue is addressed every single budget year and told Gasem to speak to the Oklahoma legislature. Gasem replied, “I’m not paid for that, I’m paid to teach and do research”.

Bob Miller made two comments. The first one was that we always need to remember that the most expensive thing we can do is hire a new faculty member. We really need to consider how to keep those faculty members that are most productive here. Secondly, he said he found an

interesting statistic that we really need to be playing catch-up with our sister institutions. He is now on the executive committee of the American Society for Microbiology and they were going over what kind of raises to give the staff in D.C. Their raise program in that particular society is based on the average raise program in academia. That average raise last year was three percent. It is not that we are getting a worse percentage it is just where we are in comparison to our sister institutions. Somehow we have to be able to be above the national average.

Bruce Russell made one last comment in regard to “indirects”. “We are going to fail at regrowing our research program if we do not appropriately reward faculty members who are producing and currently here now”. Miller added he believes the Faculty Council Research Committee is working on this issue.

### **The Interim President – Remarks and Comments**

Strathe said she is excited about the new semester. The returning student numbers are down a little but reports she receives indicate they are very busy in enrolling transfer students and returning students that did not enroll last semester. Applications for Fall continue to be up as well as transfers and new Freshmen.

Strathe said we are looking cautiously at the Oklahoma legislative session. In the revenue reports there continue to be a number of unfunded commitments that were made a year ago which will have to be covered as we move forward. President Hargis is very interested in monitoring what happens in the legislative session and Strathe feels he will serve as our point person as we go forward.

### **REPORTS OF LIAISON REPRESENTATIVES:**

#### **Women’s Faculty Council — Barbara Miller**

Women’s Faculty Council will be sending out flyers for applications for their research awards by February 1 and they will be distributed to all departments on campus. Three Deans have committed to giving money towards the research awards.

#### **Emeriti Association — Larry Zirkle**

Zirkle, new Emeriti Association President, noted that the Association had a celebration on January 7 beginning their 20<sup>th</sup> anniversary year. It was very well attended. Miller added he was a guest of the Association and it was a fabulous and very enjoyable evening. Good food, interesting conversation and information. Miller said the Emeriti Association is doing a number of exciting things and everyone needs to look more into what they are doing.

### **OLD BUSINESS**

Bob Miller brought Council up-to-date on the progress of holding upcoming dinners with President-Elect Hargis. Three different dinners will be held at the homes of Miller, Van Delinder and Moder. On each occasion ten members of the Council will meet with him for

dinner and a sign-up sheet will be provided regarding available dates. Miller plans on these dinners to be informal where concerns and expectations can be discussed.

### **Spouse/Partner Accommodation Committee Report — Carol Moder**

Moder presented the following report from the ad hoc committee that was appointed by General Faculty Chair Bob Miller on Spouse/Partner Accommodations.

#### **Spouse/Partner Accommodation Committee Report**

January 8, 2008

Members: Carol Moder, Chair; Helen Clements, Bruce Crauder, Beulah Hirschlein, Kathy Kocan, Ron Moomaw, Randy Seitsinger, David Yellin

The Spouse/Partner Accommodation committee was charged by General Faculty Chair, Bob Miller, with “the examination of the practices and policies of the various units of the University regarding Partner Accommodations with the goal of developing a uniform University Policy on this subject.”

In fulfilling this charge, the committee solicited information from the Deans of all the Colleges concerning the number of accommodation requests and the procedures employed by the various colleges. The responses indicated great variation across Colleges in their openness to such requests, with some providing assistance and support for such accommodations and others choosing not to honor such requests at all. No College had any written policies or procedures or dedicated funding sources for these accommodations.

The committee also reviewed policies in the Big 12. Eight of these institutions had a policy statement on spouse or partner accommodation. Six had a central office that helped with dual career accommodations. Two provided funding models for such accommodations in which the two departments and the Provost’s Office split costs three ways. Nation-wide the policies varied similarly, with some institutions simply indicating a general commitment to facilitating such accommodations, some providing specific procedures to request accommodations, some providing a central office to assist with accommodations, and a small number providing earmarked central funds for accommodations.

Based on the review of current OSU practices and policies in the Big 12 and nationwide, the committee recommends the following:

1. OSU should formulate a general policy statement indicating a commitment to exploring dual career hires for spouses and partners. The policy should explicitly mention both spouses and partners. The policy should respect departmental hiring requirements and standards and should not guarantee such positions, nor should it allow statements committing to such hires in position advertisements.
2. OSU should establish separate central locations to assist with accommodations for staff hires and for faculty hires. For example, staff in Human Resources would perhaps be well-suited to assist in non-faculty position accommodations, including those outside the

university, whereas a staff member in the Provost's office might be better suited to facilitating faculty position requests.

3. Given budgetary constraints, funding models should remain flexible. No separate pool of funding for accommodations should be established.

The ad hoc committee is now prepared to pass these recommendations and materials on the Faculty Council Faculty Committee.

Miller thanked Moder and her committee for the amount of work and research they did in this area. He accepted the report on behalf of Council and passed it directly on to the Faculty Committee.

Materer asked what a partner is. Moder replied some universities do not specify at all and it is up to the person requesting the accommodation to identify what a partner is. Some universities specifically have language. There were very few that defined what a "partner" was.

Barbara Miller asked if any differences were seen when there was a request for spousal accommodations across colleges or within the same college. Moder replied that was the reason the committee thought having a central person would be helpful because colleges reported there were considerably more difficulties in making requests across colleges.

The meeting adjourned at 4:25 p.m. The next regular meeting of the Faculty Council is February 12, 2008.

Respectfully submitted,  
Tom Jordan, Secretary