

FACULTY COUNCIL MINUTES  
250 Student Union  
March 11, 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, Giles, Goetze, Hirschlein, Hoffer, Jadlow, Jordan, Materer, Miller, R., Moberly, Moder, Russell, Spicer, Van Delinder, Veenstra, and Yellin. Also present: Bird, L., Bosserman, D., Burley, K., Elliott, K., Gates, G., Gladden, B., Hargis, B., Hawkins, C., Hubbard, R., Leffingwell, T., Matoy, A., Miller, B., Nichols, E., Shutt, G, Strathe, M., Weimer, C., and Zirkle, L.. Absent: Gasem, Gasem, Perkins, and Shull

**HIGHLIGHTS**

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Miller asked for approval of the February 12, 2008, Minutes. Van Delinder moved acceptance of the Minutes. Jordan seconded. The Minutes were approved. Miller asked for approval of the March 11, 2008, Agenda. Moder moved acceptance of the Agenda. Jordan seconded. The Agenda was approved.

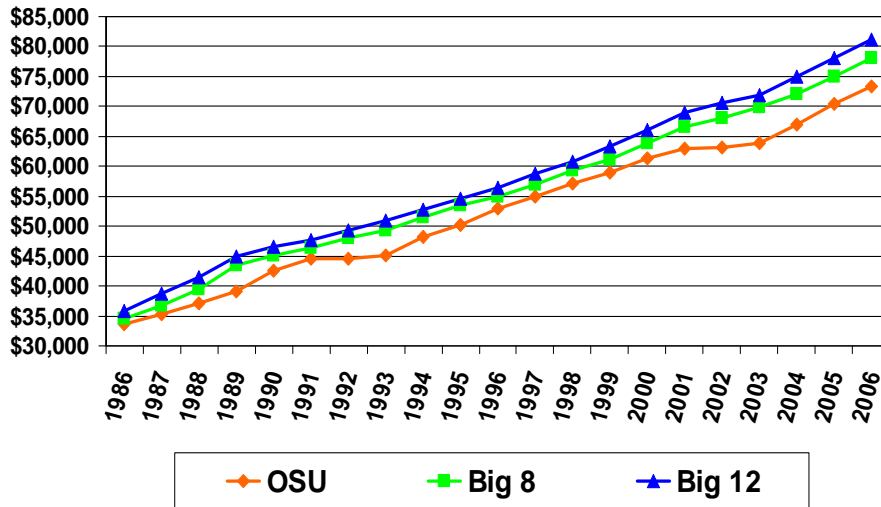
Miller asked for approval to accept Burns Hargis, President of OSU, as a member of Faculty Council. Miller welcomed Pres. Hargis to the Council. Miller said since Council had dined with him they all felt like that knew him as a friend and as a friend of the University. Miller added we look forward to a number of promising and productive years working together between the Faculty Council and the President’s Office. Miller asked for a motion to approve. Casey moved and Jordan seconded. Vote to approve was unanimous followed by a round of applause. Miller asked for approval to accept Robert Avakian as the OSU Okmulgee representative for three months to replace Danna Martin who recently resigned. Elections are in process and a representative will be elected to begin June 1, 2008, to fulfill the remaining one year left on Martin’s term. Van Delinder moved and Hirschlein seconded. Motion to accept passed unanimously.

**SPECIAL REPORT: Twenty-Year Faculty Salary Trends Comparing OSU to the Big 12 and Big 8 – Christie Hawkins**

Hawkins presented the following charts:

**Faculty Salary Trends  
1986-87 through 2006-07**

**Average Faculty Salary - 20-Year Trend  
OSU vs. Big 8 vs. Big 12**



## Average Faculty Salary -- 20-Year Trend OSU vs. Big 8 vs. Big 12

<u>Fall Semester</u>	<u>OSU</u>	<u>% Incr.</u>	<u>Big 8</u>	<u>% Incr.</u>	<u>Big 12</u>	<u>% Incr.</u>
1986	\$33,619		\$34,636		\$35,845	
1987	\$35,350	5.1%	\$36,779	6.2%	\$38,668	7.9%
1988	\$37,012	4.7%	\$39,485	7.4%	\$41,549	7.5%
1989	\$39,089	5.6%	\$43,387	9.9%	\$44,947	8.2%
1990	\$42,531	8.8%	\$45,185	4.1%	\$46,570	3.6%
1991	\$44,555	4.8%	\$46,438	2.8%	\$47,717	2.5%
1992	\$44,494	-0.1%	\$48,011	3.4%	\$49,295	3.3%
1993	\$45,139	1.4%	\$49,290	2.7%	\$50,918	3.3%
1994	\$48,211	6.8%	\$51,552	4.6%	\$52,739	3.6%
1995	\$50,210	4.1%	\$53,444	3.7%	\$54,591	3.5%
1996*	\$52,936	5.4%	\$54,983	2.9%	\$56,436	3.4%
1997	\$54,867	3.6%	\$56,977	3.6%	\$58,716	4.0%
1998	\$57,211	4.3%	\$59,264	4.0%	\$60,815	3.6%
1999	\$58,924	3.0%	\$61,222	3.3%	\$63,372	4.2%
2000	\$61,331	4.1%	\$63,946	4.4%	\$66,138	4.4%
2001	\$62,876	2.5%	\$66,611	4.2%	\$69,056	4.4%
2002	\$63,195	0.5%	\$68,105	2.2%	\$70,680	2.4%
2003	\$63,878	1.1%	\$69,814	2.5%	\$71,948	1.8%
2004	\$67,042	5.0%	\$72,085	3.3%	\$75,074	4.3%
2005	\$70,445	5.1%	\$74,916	3.9%	\$78,112	4.0%
2006	\$73,336	4.1%	\$78,032	4.2%	\$81,180	3.9%

\*Big 8 expanded to Big 12.



Hawkins said these were 9-month salaries and so if someone has a 12-month salary it is converted back. The figures are simply base pay and do not include any fringe benefits. They are only academic disciplines and Hawkins explained why the Library was not included. As of now the disciplines included in their survey are strictly academic. They are also all made up of faculty who are at least 50 percent instructional and research FTE combined. She explained that if someone is paid predominantly through extension or if they are predominantly administrative they would not be included in their survey. In other words, Deans are not included because the bulk of their FTE is typically administrative whereas Department Heads are included because it is based on OSU faculty and most of the DH's still have the bulk of their FTE being instructional and/or research. They do exclude professional programs and therefore Law and Med schools are not included. For any of their Big 12 comparisons Baylor is excluded because they are a private institution.

Hawkins said a comment made by a long-time faculty member was, "You know I've always heard we're always trying to catch our peers and we never quite can get there. I'm curious what we look like over a twenty-year span, how we compared when we were the Big 8 and then starting in 1996 how we compared to the Big 12 and what would have happened if we had stayed the Big 8". Hawkins explained on the first chart above OSU is the line in orange, the Big 8 is in green and the Big 12 is in blue. The Texas schools really skew that average up and looking back over the last twenty years the Texas schools add anywhere from \$1500 to \$3200 per year in an average faculty salary. She thinks there are two really definite points. In 1991 through 1993 and then exactly ten years later, 2001 through 2003, where there were no significant raise programs, where there were budget cuts or appropriations were cut, you can see where OSU really lost ground. In 1991 OSU was really close to the Big 8 average and then there were a couple of years where not only did OSU not have raises but the average salary was down slightly from '91 to '92. After that there were some raise programs and we held ground but were not able to make up a lot. Then, in 2001-2003, again, were years where there was a 10% budget or appropriations

cut and at that point OSU did not have the authority to raise their own tuition. At that point the Legislature was responsible for setting the tuition rates. Where the other Big 12 schools were not necessarily as affected by the bad economy the fact that OSU could not raise their tuition rates really affected us. In 2003-2006 OSU kept ground but Hawkins said, "It's a moving target and we're always trying to catch that target".

Hawkins noted that in the second chart 2007 data is not included because they are in the process of finalizing that data. On that chart, if you look at the last three years, 2004-2006, the average raise program at OSU has been about a 4.7% overall. The Big 12 average was about 4.1%. Percentage-wise over the last three years, that they have data on, OSU has had higher percentage raises than the Big 12 on average. The other thing Hawkins noted was if you look at the salary difference from '03 to '06 OSU's faculty salaries have increased by about \$9400 whereas the Big 12 faculty salaries have increased by about \$9200. Since those earlier budget cuts OSU has kept pace with what the Big 12 is doing but, as everyone increases salaries on a yearly basis it has been very difficult to close that gap. She said one thing that was very evident is that it is so detrimental in years where raises cannot be given because that is really where ground is lost.

Moder asked about projections as to what OSU would have to do to catch the Big 12 average over the next several years. Hawkins replied she thought that one projection was that over a one-year period in addition to a five percent raise program it was about \$12M extra or about an overall 15% raise program to catch up with the Big 12 in one year. Moder asked about in five years and Hawkins replied, without going back and looking it up, she thought it was a six or seven percent increase per year.

Bob Miller asked if IRIM had data by rank and department or discipline. Hawkins replied they did and in any of the Academic Ledgers on their website (<http://vpaf.okstate.edu/IRIM/irindex.html>) they give at least five years by rank by every department and a comparison to the Big 12.

Bob Miller commented that while you do not include professional schools, for some of the disciplines such as his own, when they are in competition for faculty they are in competition for those faculty. Miller feels like it is important to know in those disciplines how OSU ranks. Hawkins replied they actually collect data for those disciplines but they do not try to normalize data for a Big 12 average. She added they publish a book each year that has all the faculty salaries by rank and by discipline for all the Classification of Instructional Programs (CIP's) and if there is a discipline you would like included in the special study they can do that.

Bob Miller asked why the Library was not included in the study. Hawkins replied one reason was the survey is done by the CIP codes and there is not a CIP code that fits neatly into the Library category. Another reason is that they require that at least 50% of the FTE's be instructional and research where the Library in most case is administrative and so the way they are paid, where their funding comes from, would not get them included.

Dare asked if there was any data in overall compensation, for example, the dramatic rise in fringe benefits over the last few years. Hawkins replied data is reported to AAUP and that does include fringe benefits and so there is a comparisons for whatever peer group that looks at salaries that include fringe benefits. Matoy added this is done by the four major faculty titles as well as one for everyone.

Email [christie.hawkins@okstate.edu](mailto:christie.hawkins@okstate.edu) if you have any additional questions for her.

### **SPECIAL REPORT: Vision for KOSU – Kelly Burley**

Burley reported that the first six months he has held the position of Director of KOSU he has done a lot of **listening** and **planting seeds** and provided the following report:

#### **LISTENING**

- Town Hall Meeting, civic groups, KOSU listener survey, public radio consultants and peers
- One thing that's loud and clear – **listeners want more diversity in our programming.** Right now KOSU airs **108 hours** of satellite-fed **classical music** out of a possible **168 hours** each week. Less than 30% of our weekly programming is news-related, yet historically, we have 10 news listeners for every classical listener and the same holds true for contributors. During the last on-air fundraiser, we took approximately 500 pledges, yet only 10% of those came during classical music hours.
- We're also creating a new mechanism by which we can incorporate listening into our ongoing strategies. **The KOSU Champions Council** is holding its first meeting this week. This new advisory board is made up of 15 Oklahomans who will serve as our **eyes and ears** in the communities we serve and they will help us **open doors** that will lead to significant private investment in the station. Council made up of university community and experts in public relations, fundraising, philanthropy and the media.

#### **PLANTING SEEDS**

- One of our primary goals coming in was to **create new reasons to listen** to KOSU **creating new reasons to invest** in KOSU. We plan to do that by increasing our news offerings and diversifying our music offerings on Friday and Saturday nights.
- Three phases – phase one is our weekday and Sunday schedule March 31. Phase two is our Saturday schedule, as well as the addition of several local modular programs, which will occur in May at the conclusion of the Met Opera season. Phase three is our local initiative in which we will have a live-host during Morning Edition.
- Partnerships are another key for our future success and we're pursuing several areas for local content development which we believe will lead to substantial private support.

Strategic Plan – What I've presented briefly here today is part of a much larger strategic business plan that we have created to move KOSU forward. I look forward to working with the University to strengthen KOSU so that it may be a true working partner with Oklahoma State in the development of learning opportunities for students and listeners.

- Ultimately, I believe the power of KOSU to positively impact Oklahoma State University, and the state of Oklahoma, is limitless.

- It is enormously powerful, reaching two major media markets in Oklahoma City and Tulsa
- It touches thousands of people everyday as a voluntary public service of values and ideas
- It lives in the present – it’s everyday and it’s every minute of every day.
- Ultimately, our mission is to be Oklahoma’s radio resource, and we look forward to standing shoulder-to-shoulder with OSU to ignite the power of public radio for our students, our faculty, our community and our state.

Yellin asked how one went about proposing a new show. Burley replied there was a process and you can contact the station directly and fill out a proposal. Contact him at [kelly.burley@okstat.edu](mailto:kelly.burley@okstat.edu) and let him know what you have in mind.

Brian Carter asked about High Definition Radio. Burley replied they do have two streams. One airs their on-air signal which is HD1 and the second HD2 is mostly talk radio. Some of those talk radio programs will be brought over to their “air” and during those times when “talk” is on they will be moving classical over to HD2. It is a resource. There is still some debate about what the future of HD radio is.

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

08-02-01-ASP	<i>Changes to Current Policy on Incomplete Grades:</i> Accepted. Recommended modifications have been approved by members of the Instruction Council and the Council of Deans.
08-03-01-BUDG	<i>Public Presentation of Proposed Budgets:</i> To President Hargis
08-03-02-FAC	<i>Spouse/Partner Hire at OSU:</i> To President Hargis
08-03-03-RFB	<i>Recommended Changes to Health Insurance Premiums – March 2008:</i> To President Hargis

**Appreciation to Marlene Strathe – Carol Moder**

Moder presented the following:

“On behalf of the Faculty Council I would like to take this opportunity to recognize the extraordinary dedication of Marlene Strathe in her term as Interim President and we would like to thank her for her dedication to cooperative faculty governance. We look forward to working with her in the future as Provost, but at this moment we would like to recognize her extraordinary work as Interim President. Thank you so much”. Followed by a round of applause.

**The President – Remarks and Comments**

Hargis seconded Council’s comments about Dr. Strathe and added he also appreciated her leadership and looks forward to their continued partnership.

Hargis said they had moved into their home here in Stillwater. He thanked Miller for arranging the recent dinners with Faculty Council members as they were extremely helpful and to Miller,

Moder and Van Delinder for hosting those dinners. He felt he learned a lot at the dinners and also in separate conversations with Miller as he lobbies very effectively on the faculty's behalf.

Hargis said he is extremely persuaded and sensitive to the issue of faculty salary disparity. Having come from the business world he understands not paying competitive salaries and what that does to an organization. He said it would be a challenge this year and coupled with it the issue of benefits with respect to dependent care and that will be a very high priority. He added he had some creative ideas about the issue which might want to be pursued. He wanted all to know he heard them and they need to make this issue a very important focus.

He said he was fascinated about the peer review process and how it works and said he knew that it is not just part of our reputation but our ability to recruit. Hargis said he had talked to Miller about this and he needed to talk to Strathe more about it but he is trying to identify universities around the country where best practices could be learned from. He understands Clemson has done a very good job. It involves having adequate funds to attend and present at conferences and to peers.

Three issues that need immediate attention include healthcare (mentioned above), safety and security (a major issue that needs to be addressed quickly and he has discussed this with VP Bird and the other Vice Presidents), and OSU-Tulsa. There is the issue of Langston and the fairness there and also Civil Rights which is in the middle. He feels progress is being made on the hospital situation in Tulsa and thinks they have come up with a model that will give long-term viability there. He said he hopes to access the Council to help come up with strategies where, without being overburdened, we can be much more prominent in certain areas, especially in Oklahoma City and Tulsa. Hargis said, "Believe it or not, OSU is largely anonymous in Oklahoma City". He wants people to see the areas of excellence and the talented faculty OSU has.

Hargis has some ideas about becoming a more "green" campus and has some recycling ideas and he asked for faculty's help with this issue.

Hargis ended his remarks by saying there will be tremendous pressure on tuition this year. If we did the 15% that Christie Hawkins talked about earlier, it would be roughly \$22M. For every percent of increase in salary, for faculty and staff, it is about \$1.5M and with benefits it goes up from there. For every percentage of tuition it is \$500,000. At the last President's meeting the amount predicted is less. If we are going to continue this effort of catching up with the Big 12 it puts a lot of pressure on tuition. There is no more Endowed Chair money and no more Foundation money that can be accessed. The only area to access is tuition and you are probably talking about a 15% increase. There is elasticity to this issue and there is a point where your enrollment drops off. That is the near-term challenge. The long-term challenge is that a lot more money needs to be raised. Hargis added the Endowed Chair Program does leverage our money one-for-one and that money will eventually be cut off. We need to take advantage of the time we have left. He will be focused on that a lot. Scholarship money is a big issue as well and a lot more is needed. A lot of regional schools are our competition regarding scholarships. This will all require a lot of creativity. There are a lot of bright minds here and we have to access everyone and get them to come up with strategies that can move us forward. Hargis said, "We have to have the attitude that we are a team, we're not in one college or another college, and that we're all in this together and I think we can do it".

**REPORTS OF STANDING COMMITTEES:****ACADEMIC STANDARDS AND POLICIES — Brad Bays**

The AS&P Committee is currently working on seven (7) separate issues, the three most significant of which Bays reported on today:

1. Next month they plan to bring forth a recommendation that is a substantial revision of the current Drop/Add Policy (Academic Regulation 5.3 and 5.4). More specifically, the revisions seek to clarify rules regarding the dropping of courses after the drop deadline and withdrawing from the university after the beginning of Pre-finals Week. The policy revision seeks to place authority over late withdrawals with the existing Late Drop Review Committee so that both late drops and late withdrawals are handled together using a standard protocol. Additionally, a new Enrollment sub-section and committee will be proposed that specifies the rules guiding, as well as the process of determining, refunds of tuition and fees, including the process for petitioning for refunds by students who drop courses or withdraw from the university after the deadline due to hardship, extraordinary circumstances, or other reasons for which a Tuition Refund Review Committee shall determine valid.

2. The committee is also considering a new policy by the Provost's Office to REQUEST 6-week grades from instructors of upper division courses. It is generally believed that six week grades will not be possible to get from every upper division instructor, but maybe this would provide a helpful wakeup call for some students. The committee is currently not supportive of this policy for a number of reasons.

3. The committee has also been asked to investigate the possibility of moving to a plus/minus grading system. So far the committee is not convinced that there is good reason for such a change.

Please contact any member of the committee with your views on these issues.

**ATHLETICS — Kris Giles**

Giles reported Mike Holder, Vice President, Athletic Programs/Director, Intercollegiate Athletics, will present a Special Report at the April 8, 2008, Faculty Council Meeting.

**BUDGET — John Veenstra**

At their last two meetings representatives from the OSU Alumni Association and the OSU Foundation were present. Among items discussed were scholarships and tuition waiver issues. The committee is in the process of collecting data and formulating ideas on these issues.

Veenstra then present the following recommendation:

**Title:** Public Presentation of Proposed Budgets

**The Faculty Council Recommends to President Hargis that:** the University reinstate the annual public presentation by College Deans and University Vice-Presidents of their units' proposed budgets to the University Budget Committee at a regularly scheduled Budget Committee meeting.

**Rationale:**

Oklahoma State University being a public institution should strive to have an open and transparent process related to budgeting of state funds. In the past unit budget requests were presented to the University Budget Committee in a public forum. With this openness the budgeting process was available for examination by interested parties resulting in carefully documented budgetary priorities. Further, in recent years the amount and number of fees collected by the University has increased, and a number of students, staff, faculty, parents, and the public-at-large have questions about how these funds are utilized. Having a budget presentation by the College Deans and University Vice-Presidents open to the public would address these types of questions and signal OSU's commitment to open and transparent budget processes.

Miller asked for a vote. Recommendation passed unanimously.

**FACULTY — David Yellin**

Yellin presented the following recommendation:

**Title:** Spouse/Partner Hire at OSU

**The Faculty Council Recommends to President Hargis that:** Oklahoma State University add the following statement to its Policies and Procedures handbook:

Oklahoma State University is committed to assisting qualified candidates by exploring dual career hires for spouses and partners of prospective, tenure-track or tenured faculty within the University community. Such a commitment is viewed as a positive inducement for recruiting quality faculty to the University.

While such employment cannot be guaranteed, the Office of Academic Affairs will assist the requesting dean in identifying open positions in other colleges that may be of interest to the spouse/partner. If the spouse/partner of a tenured or tenure track faculty member is interested in a staff (exempt or non-exempt) position on campus, the requesting dean will contact OSU Human Resources for information on available positions.

It is understood that the spouse/partner will clearly be qualified for any prospective position. Within the University the final employment decision rests with the unit administrator and dean of the unit being asked to accommodate the hire.

**Rationale:**

Oklahoma State University currently does **not** have any written statement regarding spouse/partner hires. Most of the other Big 12 schools and many other universities across the

nation that we surveyed **do** have some sort of a written statement in their handbook or other official documents.

Oklahoma State University is committed to recruiting and retaining outstanding faculty and academic personnel. In an age where more **dual career couples** are working in academic careers, a candidate's final decision to accept or reject employment at OSU is increasingly influenced by a university's ability to identify appropriate employment opportunities for a spouse/partner. Accommodating a spouse/partner may also result in a higher percentage of minorities and/or females among university faculty, which is another goal of university diversity planning. It is thus to the advantage of OSU to make every effort to assist spouses/partners in their employment searches.

Miller said just for clarification the hope is that this will end in a Policy and Procedures Letter. This currently only addresses the "Policy" part of that final document. If the Policy is accepted then the Faculty Committee will have an opportunity to write the Procedures portion. The recommendation presented only addresses the "Policy" and not the details of the procedure of implementing it.

Moder stated that she chaired the ad hoc committee on this issue and they referred the matter to the Faculty Committee. She added that this recommendation puts forward the intentions of the ad hoc committee. She commended the Faculty Committee for realizing the intentions of the ad hoc committee.

Strathe said she would hope that we would think about the concept of partner or spousal accommodations broader than one that is a faculty member within this university community. She feels there are good models on employment tracking that would link, for example, Meridian Tech, Stillwater Public Schools, health care facilities, etc., might have available.

Miller called for a vote. Recommendation passed unanimously.

#### **LONG-RANGE PLANNING AND INFORMATION TECHNOLOGY — Nick Materer**

The committee is continuing to have discussions on long-range strategic planning. This committee received a comment about the on-line directory. They would like to remind people that their information is constantly updated from several sources, including O-Key. Faculty are encouraged to verify their personal and departmental information in the directory. Errors can be corrected by clicking the "How do I change my information?" link. A pdf of the directory is generated regularly and can be downloaded by clicking the "printed version" on the upper right hand side of the web page. The committee is working with IT to make this download more visible, to add additional instructions related to searching, and to improve this product to better suit everyone's needs.

#### **RETIREMENT AND FRINGE BENEFITS — Bruce Russell**

Russell thanked the Administration, and in particular Anne Matoy, who has been very sensitive about these issues for over a year which lead to the BlueCross and BlueShield alternatives for this year which have saved premiums over what we would have had otherwise.

Russell presented the following recommendation:

**Title:** Recommended Changes to Health Insurance Premiums – March 2008

**The Faculty Council Recommends to President Hargis that:** OSU adopt a competitive cost structure for health insurance premiums. Specifically, we recommend that:

- 1) The Health Insurance Premiums be adjusted such that the “out-of-pocket” expense for Health Insurance for all employees is made less than the “out-of-pocket” expense from the median of our Big XII peer institutions. Our recommendation would move OSU System’s health care premium for employees with dependents from LAST in the Big XII to No. 5 or 6.
- 2) OSU pay 100% of the Health Insurance Premium for “employee only” insured units. These employees are employees whose health insurance does not extend to dependents. Our recommendation keeps the OSU System’s health care premium for “employees only” as the best (No.1) in the Big XII (nine of our 12 peers require some payment from “employees only”).
- 3) OSU Adopt the out-of-pocket premium rate schedule found in Table 2 of the appended Rationale, which includes rates for each type of insured group. The recommended rates are built upon the OSU System paying 100% of the health insurance premium for employees only and 70% of the health insurance premium for employee plus dependent coverage. The costs are based on 2008 insurance premiums. Budget projections are based on the employee selections in 2008. The recommendation elevates OSU into the top half of Big XII institutions for health insurance premium costs across the board.
- 4) The University Paid Health Insurance Premiums for the BlueEdge and BlueLincs alternatives be adjusted commensurate with the premium changes recommended for BlueChoice.

**Rationale:**

1. Oklahoma State University offers a generous health insurance benefit to individual employees, but the worst benefit for employees with spouses and dependents. The Faculty Council Retirement and Fringe Benefit committee has carefully studied the health insurance plans and out-of-pocket expenses of our peer institutions in the Big XII and Big 10 conferences. Compared to our peer institutions, out-of-pocket premiums for dependent coverage are, by far, the highest among our peers. OSU is 23<sup>rd</sup> out of 23 institutions in the Big XII and Big 10. OSU is the only institution to not have a cost-structure that includes substantial cost-sharing of dependent premiums by the employer. OSU’s current cost-structure for health insurance benefits places OSU at a considerable competitive disadvantage and will continue to cost us in recruiting and retaining the best possible faculty and staff.
2. The issue of health insurance premiums is primarily an issue of competitiveness. Several Faculty Council members have spoken about the difficulty that the current premiums structure places on recruiting new faculty. To ensure our continued competitiveness in recruiting and retaining our outstanding faculty and professional staff, we believe that recommended changes are imperative for the successful future of OSU. Table 1 highlights the disparity between insurance premiums paid by OSU

- employees with dependents compared to the median insurance premiums paid by our Big 12 peers. OSU employees covering their spouse pay annually \$2,251.68 more than the Big 12 median represented by the University of Kansas (KU). OSU employees covering their spouse plus children pay annually \$4,536.00 more than the Big 12 median represented by Texas Tech University (TTU).
3. Our recommendation (shown in Table 2) maintains a 100% premium benefit for “employees only.” Although each of these employees is asked to “give up” the \$34.44 available as part of a cafeteria plan; we note that 2008 is the only year which these extra moneys were available due to the change in insurance carrier. The recommended coverage for “employees only” that continues to pay 100% of their health insurance premiums, which is consistent with years prior to 2008.
  4. The projected cost of \$0.9 to \$1.3 mm annually is justified in that we believe it important to place our premium structure in the top tier of the Big XII instead of remaining content to lie fallow in the lower tier. Faculty and Administration alike must consistently demand excellence in all of our programs. Excellence must permeate every program at OSU including our premium structure. The long term goal for our benefits programs must be that we maintain our standing in the upper tier of Big XII institutions.
  5. The recommended rate structure maintains our standing in the Big XII as No. 1 in Health Insurance Benefits for the group of employees without dependents.
  6. Our recommendation improves the benefit for Employees plus Spouse from No. 12 in the Big XII to No. 6.
  7. Our recommendation improves the benefit for Employees plus Children from No. 8 in the Big XII to No. 5.
  8. Our recommendation improves the benefit for Employees plus Spouse and Child(ren) from No. 12 in the Big XII to No. 6.
  9. We believe that the recommended rate structure will encourage healthy families and dependents to re-enter the medical insurance group represented by the OSU System. Accordingly, we believe that the group’s claims rate will decrease. If the claims rate decreases as expected, then as a group OSU employees can expect future savings in relation to the anticipated increase in the medical insurance costs.
  10. The recommended rate structure should encourage more preventive medicine and is therefore consistent with the stated goal of becoming “America’s Healthiest Campus.”
  11. We believe that the recommended rate structure will particularly benefit lower paid employees with dependents, as they are more likely to insure their dependents at the lower costs. We note that the RFB committee is proposing a separate recommendation for the Administration to review its policies for medical insurance cost for lower paid employees.

<b>Table 1. Comparison of OSU premium expense vs. Big XII median, Calendar Year 2008 (The Table Shows Employee Out of Pocket Expenses)</b>							
		<b>Employee Only</b>	<b>Employee &amp; Spouse</b>	<b>Employee &amp; Child</b>	<b>Employee &amp; Children</b>	<b>Employee, Spouse &amp; Child(ren)</b>	<b>Approx. Annual Budget Cost (Savings) to OSU System</b>
<b>Premium Expense Paid by Employees - OSU System</b>	Blue Choice PPO - Monthly	<b>(\$34.44)</b>	\$461.64	\$189.04	\$233.58	\$722.00	Budget Neutral
	Blue Choice PPO - Annual	<b>(\$413.28)</b>	<b>\$5,539.68</b>	<b>\$2,268.48</b>	<b>\$2,802.96</b>	<b>\$8,664.00</b>	
<b>Premium Expense Paid by Employees @ Median of Big XII Schools</b>	Equivalent PPO	\$61.00 (KU)	\$274.00 (KU)	n/a	\$232.00 (KU)	\$344.00 (TTU)	<b>(\$3.1 mm)</b>
<b>Differences in Premiums Paid by Employees; OSU System minus Big XII Median</b>	Monthly Difference	<b>(\$95.44)</b>	\$187.64	n/a	\$1.58	\$378.00	
	<i>Annual Difference</i>	<b>(\$1,145.28)</b>	<b>\$2,251.68</b>	<i>n/a</i>	<b>\$18.96</b>	<b>\$4,536.00</b>	

<b>Table 2. Recommended OSU Out of Pocket Premium Rates (Employees Only at 100%; Employees with Dependents at 70%)</b>							
		<b>Employee Only</b>	<b>Employee &amp; Spouse</b>	<b>Employee &amp; Child</b>	<b>Employee &amp; Children</b>	<b>Employee, Spouse &amp; Child(ren)</b>	<b>Approx. Annual Budget Cost (Savings) to OSU System</b>
<b>Recommended Premium Expense Paid by Employees - OSU System</b>	Blue Choice PPO - Monthly	<b>\$0.00</b>	<b>\$247.76</b>	<b>\$165.98</b>	<b>\$179.35</b>	<b>\$325.87</b>	<b>\$0.9 mm</b>
	Blue Choice PPO - Annual	<b>\$0.00</b>	<b>\$2,973.12</b>	<b>\$1,991.76</b>	<b>\$2,152.15</b>	<b>\$3,910.44</b>	
<b><i>(PROPOSED SAVINGS per EMPLOYEE)</i></b>							
<b>Difference in Premiums, Proposed OSU System minus Current OSU System</b>	Monthly Difference	\$34.44	<b>(\$213.88)</b>	<b>(\$23.06)</b>	<b>(\$54.23)</b>	<b>(\$396.13)</b>	
	<b><i>Annual Difference</i></b>	<b>\$413.28</b>	<b>(\$2,566.56)</b>	<b>(\$276.72)</b>	<b>(\$650.81)</b>	<b>(\$4,753.56)</b>	

Miller reported that several Council members recently attended a luncheon hosted by the OU Faculty Senate in Oklahoma City. One of the issues discussed was health insurance premiums. It was stated that OU has adopted a similar plan and it has led to a seven percent increase of the faculty with dependents joining the health care plan where they had otherwise been buying insurance outside the university.

Moder stated this plan would be better than the OU plan because OU's plan requires employees to make contributions to their own health insurance. They have a six-tier sliding scale on contributions depending on your salary. However, even at the lowest State rate this plan would be better for employees than what OU adopted.

Miller called for a vote. The recommendation passed unanimously.

Russell said he had been invited to address the Staff Advisory Council at their March 12 meeting and they will discuss this recommendation. Russell added they wanted to express their support of what they believe is a very forward looking cost structure that would help staff employees immensely. They recognize that some of the people on the very, very lowest end of the pay scale may still have trouble paying insurance costs for dependents but this is still an incredibly big benefit for them, perhaps even more so, because a large percent of their compensation goes to health care costs.

Provost Strathe commended Professor Russell and his committee and also Anne Matoy for the incredible amount of work they have done in regard to fringe benefits over the past year and we owe them a great debt of appreciation.

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

There are at least two nominees for each vacant position on Faculty Council except for the College of Engineering, Architecture and Technology. According to the Council By-laws, "If fewer than two candidates are nominated for a vacancy, the Nominating Committee of the Faculty Council shall make an additional nomination or nominations to provide two candidates for each vacancy at the general election". For more information regarding the candidates go to the Faculty Council website at: <http://facultycouncil.okstate.edu/>, scroll down the left side of the home page to "Elections". Ballots will be mailed by Friday, March 14, with a return date of Wednesday, April 2.

## **REPORTS OF LIAISON REPRESENTATIVES:**

### **Staff Advisory Council — Bonnie Gladden**

- Major focus currently is the annual Staff Appreciation Picnic to be held Thursday April 3<sup>rd</sup>, 11:30am – 1:30pm, Willard lawn and terrace (rain – Student Union Ballroom). As always they welcome Faculty Council's participation in the form of assisting with serving. If you can help please contact Becky McIntire at 744-6919.
- An Equity Pool Recommendation has been sent to Administration: Staff Advisory Council recommends that Administration create an equity pool (or pools) separate from

the anticipated annual raise program to be used to bring staff position salaries that are farthest from normal market values closer to normal. Funds from the equity pool (or pools) should be used to address staff positions that are at the lower end of the pay scale. Special emphasis should be placed on considerations of longevity and performance, and different positions affected by the special equity pool last fiscal year should be addressed this year.

- Under formulation is 'Rest Break Policy Recommendation modification to Policy 3-0713' which should be sent to Administration in the near future: **The Staff Advisory Council Recommends to Administration that:**  
Policy 3-0713, Attendance and Leave for Staff, section 6.01 A. be changed to read, "Each unit administrator *shall* allow full-time non-exempt staff one rest period during the first half of the work shift and one rest period during the second half of the work shift," etc. (Bold, italic emphasis was added to highlight the change made.)
- Staff Advisory Council has been apprised of Faculty Council's two recent recommendations surrounding **Health Insurance Premiums** and will be discussing supporting the recommendations at their meeting March 12.

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

Miller thanked Faculty Council and the Faculty Committee for moving forward on the spousal/partner hiring initiative. Miller announced they have 35 applications for their research awards and are reviewing them at the present time. Miller had talked to Steve McKeever and they will try and tie those into Research Week. She encouraged any other groups that give research awards to let VP McKeever know. One of the issues Women's Faculty Council will be working on next year is an initiative to obtain adequate daycare facilities on campus and they are seeking input from other interested groups. Please contact either her, Barbara Miller or Michele Seikel, WFC President. An additional item WFC would like to work on is a formal policy on targeting of minority hires for next year.

Dare, OSU-Tulsa representative, ask if they were working on a day-care facility in Tulsa due to the fact that they are a commuter school and serve a lot of single mothers. Miller replied this issue will be discussed next year and if there was anyone at OSU-Tulsa that would like to interact with Women's Faculty Council to please contact them.

### **Center for Health Sciences-Tulsa – Rhonda Casey**

On behalf of the Center of Health Sciences, particularly the Department of Pediatrics, Casey wanted to welcome President Hargis and thank him for the hard work he has put in on the teaching hospital and she also thanked Provost Strathe and the hard work that she has done.

President Hargis pointed out that Regent Calvin Anthony has been a tremendous help in this venture and has spent much time working in this regard. Not only in his knowledge of the legislature but also as the national lobbyist in Washington, D.C. for the Pharmacy Association. Hargis added Anthony is very knowledgeable regarding health care issues.

**New Business:****Letter from CEAT Faculty Council**

Miller said Faculty Council had received a letter from the College of Engineering, Architecture and Technology Faculty Council. They had some questions regarding the policy for the Cumulative Review of Tenured Faculty. He read portions of letter as follows:

“The Faculty Council for the College of Engineering, Architecture and Technology would like to express our appreciation for the hard work that the OSU Faculty Council and your committee performed while developing the policy for the Cumulative Review of Tenured Faculty. We are unanimous in our belief that this policy holds great potential for the continued development of tenured faculty, and thus has the potential to significantly enhance the institution.

We do question how implementation of this new policy is to be financed. Section 2.07 states that ‘the cumulative review process should identify and recognize outstanding performance by faculty members,’ including ‘compensating those with outstanding performance.’ **Question 1:** Is this ‘reward’ part of the ‘Restore-Reward-and-Grow’ policy of the university, or must colleges account for this from their already thin budgets? On the other side, Section 2.08 of the policy states that a corrective plan should ‘identify resources available for implementation of the plan.’ **Question 2:** From where do the resources to implement this development plan come?”

Miller said since the Faculty Committee developed the policy he is referring this matter to that committee for action. The Faculty Committee might seek advice from the Budget Committee since the CEAT Faculty Council asked financial questions.

**Campus Safety and Guns on Campus – Heidi Hoffer**

Hoffer said House Bill 2513 had been discussed and the faculty, at-large, had ask Council to develop a position on the issue of campus safety and the use of guns on campus

Hoffer presented the following resolution:

**Campus Safety**

In the wake of recent campus shootings and the complexities involved in making our campus safer, OSU Faculty Council opposes any legislation allowing concealed-carry permits for 21-year-old students on state college campuses and extended concealed-carry permits to 18-year-olds. Campus safety is a complex issue and must be coordinated through existing campus agencies and appropriate expertise; it cannot be hastily remedied by putting more guns on campus. Therefore, OSU Faculty Council supports the long-term recommendations of the Oklahoma State Regents for Higher Education Campus Life and Safety and Security Task Force (CLASS) published on January 15, 2008 (available at <http://www.okhighered.org/class>). This state-wide committee of higher education experts was convened to evaluate all of Oklahoma’s postsecondary emergency preparedness and make recommendations for improvement. They identified five major areas of focus – Laws and Policies, Counseling, Response, Notification and

Funding – by which to improve, prepare and hopefully prevent future campus tragedies. OSU Faculty Council supports implementation of these guidelines and procedures as they are thoughtfully designed to increase the ability of Oklahoma higher education campuses to better handle emergencies.

Hoffer said this issue was brought to light because of the news of recent shootings at Northern Illinois and Virginia. Hoffer said she had contacted the OSU Police Department to get their read on how well students would be able to handle guns because they work with students in those kinds of situations. She spoke with Capt. Atkins and she quoted him as saying, “The age group, 18-22, even if they have a concealed and carry permit, they are not trained in situations of ‘shoot-don’t shoot’. They don’t know who has the authority and who doesn’t. That’s not necessarily part of the training.” Hoffer gave an example of a student who was thought to have a gun but in reality it was a knife with a gun handle. Another student pulled his gun to protect other students. When police arrived they would see two gunmen and would have to determine which one was the danger and both would probably be eliminated. Hoffer said that OSU would be against any legislation that allows more guns on campus.

Hoffer referred to Dr. Lee Bird for more information on this issue. VP Bird said she had served on the State Regents Campus Life and Safety and Security task force. There will be a forum specifically for students to discuss this issue on April 9 with both City and Campus Police Departments present. Bird said the bill prohibits faculty and staff from carrying concealed weapons on campus even though it allows students with permits to do so. Bosserman said, at the present time, State laws says that if you have a “permit to carry” and you bring a gun to campus it has to stay in your car in the parking lot. Police officers are the only exception.

Miller said he wanted to clarify that this is a resolution that OSU Faculty Council will forward to the appropriate State Legislature members as a policy statement. All were urged to contact State Senators at: (<http://www.oksenate.gov/Senators/directoryalpha.htm>).

The resolution was moved and seconded. The resolution passed with one abstention.

The meeting adjourned at 4:50 p.m. The next regular meeting of the Faculty Council is April 8, 2008 and the Spring General Faculty Meeting is April 15 beginning at 3:00 p.m., Student Union Theatre.

Respectfully submitted,  
Tom Jordan, Secretary