

**Minutes of the University of Central Oklahoma
43rd FACULTY SENATE
Thursday, 13 September 2012
Education Building 106**

CALL TO ORDER

President Mock called the meeting to order at 2:04 pm and asked for a call of the roll. A quorum was found to be present for this meeting of the 43rd UCO Faculty Senate.

ROLL CALL:

Members Present (24): Senator Adele, Senator Barger-Johnson, Senator Barnes, Senator Butler, Senator Charoenwongse-Shaw, Senator Chooback, Senator Cowan, Senator DeBolt, Senator Dickson, Senator Epstein, Senator Ferguson, Senator Frush, Senator Garcia, Senator Glaubitz, Senator Holt, Senator Lindblade, Senator Maddy, Senator Mertens, Senator Mizell, Senator Mock, Senator Nelson, Senator Patrick, Senator Rundle, Senator Vanhoy.

Members Absent (11): Senator Brown, Senator Chappel, Senator Clavin, Senator Delano, Senator Farnell, Senator Kickham, Senator Khandaker, Senator Krishnan, Senator Overman, Senator Shin, Senator Mazuet is on sabbatical.

RECOGNITION OF VISITORS TO THE SENATE:

Adam Johnson, Registrar's Office, Division of Enrollment Management.

APPROVAL OF MINUTES:

The minutes of the meeting as distributed were approved without correction.

SENATE EXECUTIVE COMMITTEE REPORTS:

President's Report, 13 September 2012 (from President Mock's submitted written report):

With great appreciation for the responses to my requests for the filling of vital university committee positions, I will try to present as brief a report today as possible.

On August 28th, the executive committee met with the provost. I raised the question of sabbatical policies, because it was a topic at the last meeting, and there had been a series of emails dealing with the issue. The account that I sent to those in the email discussion, cut to what I believe to be the most important points, is as follows. Appendix L of the faculty handbook, on sabbaticals, deals with the pay system. It is almost entirely italicized, indicating that it is RUSO policy. It is not impossible to change RUSO policies, but it is difficult. I have talked about this process with President Webb and others over

the years: the RUSO school presidents have to agree to a policy change, and then it has to be agreed to by the regents. On top of the problems with the general agreement system, there are obvious political issues that the regents would face, not least the disinclination to be seen to be adding a taxpayer-funded not- understandable- by- the- person- in- the- street cost to the university system. And, of course, the only doctoral degree granting institutions in the state system are OU and OSU.

For those who have not yet read the OCPA position paper attacking funding for higher education in Oklahoma which I have had linked on the senate website, it would be very helpful for discussion purposes to read it carefully. Indeed, this is part of the reason for my sending some extra links earlier this month

As to the local implementation of the sabbatical system, the provost pointed out that, contrary to endless rumors, there is no limit on applications in a year. There tend to be two to three who apply, but that is an artifact of the pay scale and not an administration mandate. Indeed, the provost told us that he can recall only one person who applied and was rejected, and that rejection was based on the faculty person's college dean's recommendation not to approve the request.

As to the replacement cost and mechanism, whether or not there will be a search and a visiting professor hired or classes covered by an adjunct or adjuncts is at the discretion of the department chair. If the classes are covered by adjuncts, there is a salary saving to the university, but, I have been told, the money saved goes into a fund from which special leaves are paid (medical/crisis).

We had a discussion about the current version of the SPIE, spoke of the action team working to redesign the SPIE, and the problems associated with course re-design and format experimentation which might well lead to a problematic SPIE outcome with the current format.

There was discussion of the upcoming strategic planning meetings. There will be two outside consultants who will meet with each dean, and then there will be planning events for each college, and meetings with chairs and then open forums with all faculty. The provost said that one of the outside consultants has had previous successful interaction with President Betz, and they both come well-recommended. There is no connection

between the strategic planning forums and processes and the HLC accreditation events and processes. HLC will have its own series of faculty forums.

There was an extensive discussion of difficulties with the new D2L system, which has had what I could call a very bumpy startup. There are problems of course migration from WebCT, inadequate in-house support, and very problematic response times within the system.

We then spoke about campus signage issues, especially in-building posting policies and the lack of uniformity.

We closed the discussion with the provost on a bright note: the financial situation appears much less dire than it did at this time last year.

Since the meeting with the provost, I have attended President's Council strategic planning meetings, as have others of the executive committee. They go forward. And, I attended the first of the University Budget Committee meetings on Tuesday, with Senator Shin. The prioritization mechanism is to start earlier this year than last, and the long-range goal is to have the budget aligned with the strategic plan. As the minutes of the budget meeting are sent to the committee, I shall forward them to you. As Vice president Kreidler emphasized, there is nothing private/confidential about this information. What he desires is that all university divisions think out what it is that is of vital importance and should be in the budget, considering the good of the university as a whole. It is my hope that Senator Shin and the budget committee will be working on this question, and that all senators will send suggestions to Senator Shin and the budget committee.

Following the budget meeting, I continued my long series of conversations with Vice President Rolfe (many, many emails) concerning difficulties with D2L. Some of the faculty and student concerns she had not been aware of, and has been working to correct. Ultimately, however, there are staffing issues in IT, which summarize as too few people and no money to hire more. Interesting to me was the history of D2L. D2L is a hosted system, with off-site hardware and software: there is no local control. Apparently many

problems having to do with system response speed are entirely system issues and there is nothing to be done on our part. The hosted system, which has problems, is not less expensive than other approaches: indeed, hosted systems are said to be twice as expensive as local alternatives. We have D2L not because IT wanted it, but because it was chosen by the faculty and administrators who comprised the selection steering committee. There is hope that the difficulties faculty and students are encountering can be smoothed, and efforts are being made. For those who do not want to point out difficulties directly, I will pass them along to Vice President Rolfe after removing individual-identifying information.

Finally, I had a question forwarded to me asking about the possibilities for a faculty buy-out, as they are called, or offering financial incentives for retirement. As part of a query went, edited down by me; "[the] point is that a full prof is paid {fill in the salary according to your own department} and a new hire makes {fill in the salary accordingly}. [The person] believes the university is overloaded with full professors and the future of the university, given the rapid state of change in learning (transformative, new technology, etc), would be best served by offering an incentive toward retirement to encourage older and eligible faculty to retire to make room for new hires that would be more in tune with the current and future trends of the university. Also, the salary cost savings for the university would possibly make up the cost of the incentive in a year or so." I looked into this because it is a question that comes up regularly over the years, and I wanted to give a reasonable answer. One of my personal objections to the buyout notion is that it undercuts the idea of tenure and decent pay for devoted service. My more cranky objection is that it falls into the trap of considering employees as 'deadwood' based on age, a far too powerful social trend and worrying to me as I look at the foes of higher education in legislatures across the country. Finally, I really get crabby about this since our research requirement for post tenure review is supposed to be keeping us from getting stale, on top of which is the endlessly documented fact that teachers in many fields get better with age/time. Added to which, I recall that this was tried, and didn't work out well at all.

I will condense the responses from administration, but most simply, from the provost, even were it desirable, we do not have the money to do it. With fuller development, I have Vice President Kreidler's responses: based "on our last experience, we have very little compensation gain from making this kind of change. If I recall correctly, the one time we tried this, a couple of things

happened. One is that not many faculty took us up on the opportunity. Second, the salaries needed to attract new faculty were very close to those of the departing faculty. Third, the early payout incentive, along with other costs associated with the departures, created no net gain to the overall budget. “

In addition, he said: “Another couple of points here. First, this would be age discrimination and we would not make decisions in defiance of federal law. Second, we are learning that a huge percentage of our mature faculty are embracing new forms of student learning. These folks add the incredible value of years of expertise in their fields with newly learned models for effective transformative learning. Sure, we'll have a handful who won't embrace the technology, but that would be true in any sample size of folks.”

Such is my report for today.

Vice President’s Report:

No report

Webmaster/Historian’s Report:

A calendar has been set up on the Faculty Senate website. This may be used to see future meetings, download to a personal calendar, or ask for reminders.

Secretary/Treasurer’s Report:

No expenditures to report at this time.

Parliamentarian’s Report:

Special elections were held for the Academic Advising position. After two rounds of nominations, Tami Clavin, Academic Advisor for College of Business ran unopposed.

The remaining year for senator position in the College of Math and Science is in the nomination stage.

COMMITTEE REPORTS:

The Travel Task Force has been tasked to look at mechanisms for the way travel funds are dispersed. Funds are allocated on a historical basis versus an equitable allocation and the committee will provide input to a new funding mechanism proposed this year. It was stated that international travel for faculty are typically 50% funding, whereas trips by administrators are 100% funded. The committee wishes to understand why these funding differences exist, perhaps some types of travel are purely a job requirement versus other trips that are more of a voluntary, scholastic nature. Senators Shin, Charoenwongse-Shaw, Maddy, and Farnell were on this committee last year and are anticipated to continue to serve this year.

UNFINISHED BUSINESS:

A vote was taken for Senator Clavin to serve as a co-chairperson for the student retention committee. The vote passed without opposition.

NEW BUSINESS:

Following up on the topic of a senior faculty buy out, President Mock commented on his conversation with the Provost and the Vice President:

This topic undercuts the value of tenure and pay based on performance and negatively implies that deadwood is defined by age. It is typical that teaching gets better as time passes, and that the post tenure review scholarship requirement is supposed to prevent senior faculty from becoming stale. Faculty buy outs in the past were not an economic success and are not financially viable now. In the past few faculty members took up the offer and no money was saved, Presently some fields have a higher or equal starting salary to that of a retiring faculty member. Older faculty are receptive to new technology, and this practice could lead to be a federal age discrimination issue.

The School of Music has logistical problems with enrollment permitted until midnight on Sunday. This creates problems with adjuncts not knowing what their class(es) will be, payroll issues are created that need quick resolution, and when too few enroll early the class is cancelled and this affects a student's ability to graduate in a timely manner. Class size in Music also affects where and if a student can be placed in an ensemble group. It was reported that some Music faculty have had loads increased to 15 hours without compensation to accommodate late enrollments. The suggestion is to add a fee for late enrollment to encourage early enrollment.

Enrollment is open over the weekend based on regular face to face class scenarios where students were not missing coursework, and this is in contrast to some on-line classes where work is assigned or due over the first weekend. It was suggested that Faculty Senate introduce a resolution that ends enrollment as of 5 pm Friday. This idea could be taken up by the Academic Affairs Committee. It was noted the Regents define enrollment and drop dates, but that an exception could be sought. This may be a specific college or course requirement rather than an absolute for all classes. This resolution would have to go to President Betz for approval, then the Editorial Board, and then for final approval for the Faculty Handbook for Spring 2013.

It was further noted this may impact enrollment numbers, but the drop/add for the last weekend for enrollment can be obtained to assess the impact and to permit suggestions for remediation if enrollment numbers are affected.

An experience with a student who enrolled over the weekend for an on-line class and who was behind in terms of not having a textbook, who had already missed one or more graded assignments in the first week that could not be made-up because the graded assignment had already been released back to the student, and who was upset about not being allowed to make up the work. These problems could have been avoided by a Friday enrollment deadline.

It was further noted that the goal of late enrollment is to give the student the opportunity to try a class, and if it is not the right class for them they can drop and add the appropriate class.

Summer classes have been impacted because students from other schools have different calendars and their intersession courses do not coincide with the first week of our summer classes.

Other students are trying to adjust a work schedule to their course schedule the first week of classes, the number of many students who work is increasing. We need to be flexible for working student enrollments.

Some years ago UCO stopped admitting students after the first week due to advising requirements, time needed to acquire textbooks, and time needed to integrate into the university system. This could be moved back, but it would limit enrollment for new students. This could negatively impact the international student population who often arrive late due to visa or travel delays.

It was asked whether or not students can enroll in the second week with permission. The answer was that students can enroll past the second week with permission, therefore there is flexibility in the system to accommodate late enrollments on a case by case basis.

Students for an Accessible Society have reported that Howell Hall and HES buildings have accessibility issues. The elevators are too small, and HOH is reported to be the worst. One disability support dog was reported to have been caught outside the elevator as the door closed in its owner.

ANNOUNCEMENTS FOR THE GOOD OF THE ORDER:

The annual CareerFest major's fair is 10/4/12. Invitations have been sent to Deans and Chairs to provide representatives from each academic department to spend 2 hours in the ballroom to recruit and advise students who have not declared majors. Some Success Central and all Success Strategies classes are required to attend. Last year 437 students attended and this number has been increasing each year.

Dining in the dark is October 1, 2012 with a silent auction starting at 5pm. The scenario is an interactive experience with smells, textures, and so forth to provide greater disability awareness. The dinner is free and tickets are available from Disability Support.

The Spring 2013 schedule is on-line.

The Career and Internship Fair is Wednesday September 19 from Noon to 4pm in the Ballroom. All are invited to meet the employers, 80 organizations are attending.

The Chemistry Department is hosting the all-class Chemtastic reunion September 21 and 22.

Concerning books received from publishers, Title 39 of the U.S. Penal Code Section 3009 – any items sent to you unsolicited is your personal property. The State law that says faculty owned textbooks cannot be sold violates property rights under federal law. Federal law supersedes State law. A comment was that during textbook selection, many are solicited but not used – this does not meet the personal ownership criteria.

The College of Education is hosting the Midwest Research-to-Practice Conference in Adult, Continuing, Community and Extension Education on Sept. 27–29. It is a traveling conference with dozens of institutions represented. John Dirx will be speaking; topics include flipping the classroom and other learning strategies. All are invited.

ADJOURNMENT: President Mock adjourned the meeting at 2:55 p.m.

ADDENDUM: (Business conducted by email after the last meeting.)

Academic Affairs Curriculum Council:

Via email, President Mock solicited a representative from the College of Math and Science and announced that the newly elected Math and Science Senator, Nelda Fister, has also agreed to serve as the Math Science Senate Representative to the Academic Affairs Curriculum Council.

Respectfully Submitted,
Secretary/Treasurer Dana Rundle, 10/15/12