

**Minutes of the University of Central Oklahoma**  
**43<sup>nd</sup> FACULTY SENATE**  
**April 11, 2013**  
**Education Building 106**

***CALL TO ORDER***

President Mock called the meeting to order at 2:21 pm and asked for a call of the roll. A quorum was found to be present for this meeting of the 43<sup>nd</sup> UCO Faculty Senate.

***ROLL CALL:***

Members Present (21): Senator Adele, Senator Barger-Johnson, Senator Barnes, Senator Brown, Senator Charoenwongse-Shaw, Senator Chooback, Senator Clavin, Senator Cowan, Senator DeBolt, Senator Delano, Senator Dickson, Senator Epstein, Senator Farnell, Senator Ferguson, Senator Fister, Senator Frush, Senator Garcia, Senator Glaubitz, Senator Holt, Senator Kickham, Senator Krishnan, Senator Khandaker, Senator Lindblade, Senator Maddy, Senator Mertens, Senator Mizell, President Mock, Senator Overman, Senator Patrick, Senator Rundle, Senator Vanhoy.

Members Absent (15): Senator Butler, Senator Chappell, Senator Mazuet, Senator Nelson, Senator Shin.

***RECOGNITION OF VISITORS TO THE SENATE:***

No visitors present.

***APPROVAL OF MINUTES:***

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

***SENATE EXECUTIVE COMMITTEE REPORTS:***

**President's Report**

The Executive Committee met with Provost Radke on Wednesday, April 9<sup>th</sup>. We spoke about his trip to Chicago and the HLC information meeting. The provost was gathering information on the

still-developing new processes for HLC accreditation and the progress on the three-year cycle. President Betz is considering which of a range of plans for HLC updates. It seems likely that even though we have a ten year approval, we will be dealing with the updating procedures by 2015. Provost Radke, Dean Barthell, and a student presented a paper on student research and transformative learning as handled at UCO.

We briefly discussed health care costs, in light of my questions stimulated by attending the budget task force meeting (next section of my report), and the provost's position is that we simply do not have enough information to have any ideas about how to negotiate our way through the health cost system. This, however, if it impacts adjunct faculty, will possibly be difficult to deal with.

We spoke about faculty salaries and the provost's engagement in an ongoing attempt to raise faculty toward 92% of national public institution discipline's CUPA. This has required a long series of negotiations and trade-offs with RUSO and State Regents, with the goal of adding a modest academic service fee dedicated to improving faculty salaries. The UCO College of Business will have a pay increase which is mandated by their accrediting body, but this raise will come by instituting a differential tuition for business majors. The business college raise will roll-in when the rest of the campus gets the raise to 92% of discipline CUPA. The provost emphasized that the raises he is speaking of do not go to administrators: they are only for faculty.

As to the, shall we say, grumping about the system used for this round of merit pay-outs, the provost understands the problems and whoever next does this (if it is done) will use the grumping to better structure the new model. We now have a clear idea about deficiencies/problems/unhappinesses.

As to the provost search, there were 58 applicants, now winnowed to 10, with 3 internal candidates. Phone interviews are under way, and it is very likely that the final three will speak at faculty forums.

We spoke a bit about the new definition of the provost's tasks: the new provost will be, as is nationally quite standard, the senior vice president, with clarified reporting lines so that the provost is fully informed of campus trends, events, and tasks. That said, the new provost will remain the senior academic affairs person.

The CFAD dean search is in the reviewing of applications phase, with a goal of having the new dean in place when dean Clinton leaves in August.

We spoke about the staff senate resolution to come before us under new business. Senator Adele led the discussion, with Senator Epstein providing important insights as to what has gone wrong with the proposals in the past, and indicating ways that those problems might be avoided. One of the important features of a new design would be to have the executive committees of the faculty and staff bodies interact closely on projects of joint interest.

I attended the Budget Task Force meeting on Tuesday, 08 April, 2013.

Higher ed and legislature, 29 million and change problem from 2008 budget balancing taken from 100 million dollar capital bond issue, 2004-2005: the deal was the state would pay the bond debt. 2008 refinancing deal has pushed the debt service onto the universities. Now, to break even, we need the money back from the legislature: this has become a huge fight, and the current legislature has no interest in honoring the 2008 deal that would pay back the higher education money. The latest problem is that the legislature considers this return as an actual increase in higher education funding. Higher education is almost always dealt with at the end of the legislative session, so we won't hear anything till the end; But Kreidler does not expect any new money from the state. So, the bond million dollar hole may be ok, but the fixed cost rises are still going to bite us badly. In addition, the students and faculty will mostly be gone when the state legislature finally comes up with their money notions.

On the good news front, we have been very frugal with money, so there is some money to use for one-time requests. Kreidler and Betz have chatted about the one-time requests for priority funding as the system has developed this year. No money for athletics and IT, but the other top requests will get funding. This availability of one-time funding is rare, the result of extreme frugality, and is the only bright spot in the budget report. 794,465.00 which can be looked at as 'left over' funds.

We do not know what the Affordable Health Care act is going to do to our expenses; especially difficult is the number of hours of part time teaching is going to tip this over. If even one single person is over hours, then the entire campus is not in compliance which is a huge thing, involving a staggering fine.

This is not a good thing for our budget, especially since student workers may possibly fall into this. And we do not know what the mysterious none-compliance number is! Student workers, adjuncts, etc.: we cannot let them go over the mysterious number of hours, which then means hiring more workers. This is only a problem for part-time employees, however.

So, we have 3,153,664.00 of none dodge-able mandatory cost increases. And we have to pay over a million bucks to process the paperwork the state requires us to file.

And yet another problem: actual benefits costs in the budget now generally at 34 %, but lower salary is now a higher benefit rate, and the Affordable Health thing may be going to push benefit costs into the 40s. UCO is still paying full health care, which is not the new national standard for universities, which off-load about 25 percent of health care onto the employees. As of now, no one knows what is going to happen, except that we have to assume benefits will be funded at a higher rate than now. This is why the discussion with the provost went as it did. Uncertainty is the only prominent characteristic.

Again horribly, we don't really know what the tuition money will be until after August 19<sup>th</sup>, hence budget revisions traditionally have to be made then. Do we sort it out at the moment it arrives, or do we do scenarios in advance??? Plans in advance seem to be the better approach as chatted about. This is especially interesting since we don't know tuition rates, nor what the student pay-rates will be.

As a closing observation, the Huron group will be coming to campus to re-evaluate our budgeting models campus-wide. This is an enormous project.

**Vice President's Report:**

No report

**Webmaster/Historian's Report:**

No report

**Secretary/Treasurer's Report:**

No expenditures reported.

**Parliamentarian's Report:**

Runoff elections will be concluded on April 15, 2013, gratitude was expressed to those who volunteered to count votes. A short conversation ensued concerning how ballots are distributed, nomination deadlines, and the fact that not all colleges handle ballots in the same manner and therefore not all faculty received ballots.

***COMMITTEE REPORTS:***

- Faculty Merit Credit Committee reports their work has concluded.
- Comments from the Budget Task Force are included in the President's Report.
- Faculty Handbook Committee brought forward Section 3.1 concerning class attendance, excused absence, and a faculty requirement that students having an excused absence should be allowed the same opportunities as other students in the class. This item was sent back to the committee for further discussion.
- Faculty Handbook Committee brought forward Section 3.3 concerning an inclusion to course syllabi stating that the Final Exam date and time would be in accordance with the UCO Final Exam Schedule. This was passed with six nay votes given.
- Faculty Handbook Committee brought forward Section 3.5.2 regarding final examination schedule and conflicts. This revision passed by unanimous vote.

***UNFINISHED BUSINESS:***

- A vote on the Faculty Handbook Committee's revision of Section 3.9 regarding office hours was passed without opposition.

***NEW BUSINESS:***

- A resolution was put forth to create a Staff Senate. The Staff Senate would address staff-related issues throughout the University as a mechanism to address subjects that are common to different administrative areas, but where there currently lacks an organized process to best coordinate their efforts, resolve issues, or to develop best practices. A Constitution, by-laws, and a mandate to work closely with the Faculty Senate would be developed for further Administrative review. The resolution passed by unanimous vote.

***ANNOUNCEMENTS FOR THE GOOD OF THE ORDER:***

NONE

**ADJOURNMENT:** President Mock adjourned the meeting at 3:28 p.m.

Respectfully Submitted,

Secretary/Treasurer

Dana Rundle, 4/23/13