



XLIV FACULTY SENATE OF THE UNIVERSITY OF CENTRAL OKLAHOMA
MINUTES FROM THURSDAY, MARCH 12, 2015
FORENSIC SCIENCE INSTITUTE AUDITORIUM

CALL TO ORDER

President Mock called the meeting to order and asked for call of the roll. A quorum was established for this meeting of the 45th UCO Faculty Senate.

ROLL CALL

Members Present (27): Senator Barger Johnson, Senator Bingabr, Senator Burns, Senator Chappell, Senator Evans, Senator Forbat, Senator Gorrell, Senator Hammond, Senator Hanebutt, Senator Holt, Senator Johnson, Senator Knight, Senator Knoche, Senator Krishnan, Senator Kyle, Senator Lohmann, Senator Maisch, Senator Mock, Senator Pac, Senator Platz, Senator Rider, Senator Schemm, Senator Verschelden, Senator Xu, and Senator Youngblood.

Senators Absent (7): Senator Atkins, Senator Brym, Senator Chooback, Senator Dechter, Senator DeLano, Senator Feinberg, Senator Kleeman, and Senator Manral.

RECOGNITION OF VISITORS TO THE SENATE

BRIEF PRESENTATION (SPECIAL ORDER OF THE DAY: MERCY CLINIC'S REPRODUCTIVE SERVICES/CARE)

Dr. Lindsey Churchill, joint presentation on perceived difficulties. Not about the Wellness Center, but about Mercy Clinic and access to health care. Mercy's position is they must protect its "ministry of care" – but our primary responsibility needs to be to our students who happen to be 60% female. Gave several sexual health statistics at UCO, students here are higher risk than our peers and national averages.

Dr. Churchill started a women's group last year. Among other issues, they advocate that women and men need to have access to sexual health services. Students attended a recent forum on the topic, and expressed discontent with current state of access (no condoms, no other birth control besides the pill, cannot advertise so people do not know, no information on website about how students get insurance.) Students care about this – students have been collecting signatures, over 450 signatures in the last seven days. Arguments against: "student responsibility" (they should be responsible for their own birth control) – we do not hold that same argument for anti-smoking, or for flu shots, why for sexual health? Discrimination against Catholics/Mercy – but why does any religious group hold such sway over a public campus student body?

Cost – lots of different solutions, short and long term, look at other providers, may do an RFP for a new provider with a list of required services, etc.

Mark Herrin from the Wellness Center: Mercy is part of the Wellness Center so they want to be involved in the process of any solution. History: health center began as just an on-call urgent care sort of treatment facility. Moved into Wellness Center and expanded when it was built, initially separately run through the Wellness Center. Around 2005/2006, the health office moved under the operations/control of the Wellness Center. There used to be a health fee that went partially to fund the Health office but that went away in the mid-00s. The UCO-run health clinic never operated in the black, and the quality of care wasn't what they wanted, so they explored outsourcing it.

Mercy Health System, Edmond Hospital, and some orthopedic facility from Tulsa responded to the RFI (request for information, i.e. bids). Mercy signed the contract in 2008. Financially it hasn't made a profit either. But it believes it has much better quality of care (longer hours, easier referrals, e-health records). UCO has renewed the contract once – will again in 4 years. The Wellness Center asked other groups at the last round to submit a bid, but nobody else from the metro area did.

Students do not pay any health fee now. More schools are looking at this model to decrease the financial burden (fee) on students. Focus has been on mental health. They look over the counseling center last year. Big concern is for the financial bottom line – need to find creative ways to fund it, or else student fees.

Q&A Time with Mercy (after the votes below):

As Mercy looked into taking advantage of federal subsidies under the ACA (for public clinics, e.g.) to help them operate in the black, did Mercy bring somebody in to help navigate ACA open enrollment (apparently yes), but how did they advertise that, many students didn't know, thus how else should they be advertising them more widely?

Since Mercy will only prescribe the pill, no other options in the office, who do they refer out to for other options?

APPROVAL OF MINUTES

The February 12, 2015 minutes as distributed were approved without correction.

EXECUTIVE COMMITTEE REPORTS

President's Report:

Report was e-mailed to free up time for discussion regarding the Mercy issue.

Vice President's Report:

No report.

Webmaster/Historian's Report:

No Report.

Secretary/Treasurer's Report:

No expenditures to report at this time.

Parliamentarian's Report:
No Report.

COMMITTEE REPORTS

NEW BUSINESS:

None

UNFINISHED BUSINESS

Revisions to the faculty handbook dealing with external employment and with work hours. VP LaGrow's helpful explanation follows:

Section 2.3.3, "Workload"

First, RUSO policy 3.17 dictates the full-time faculty workload as 18 credit hours per semester. UCO, like other institutions, has chosen to divide the 18 hours into the following:

12 hours devoted to teaching

6 hours devoted to research/scholarly/creative activities and service

Voted on and passed unanimously.

Nothing is being changed for faculty with the addition of the new language being proposed. Rather, we are striving to ensure consistency throughout the Faculty Handbook when we talk about workload in terms of work hours per week. Dr. Hughes crafted the proposed language primarily for use with ACA questions and compliance for part-time faculty (adjunct faculty). We realize that faculty work often involves more than 40 hours per week to achieve success in teaching, scholarly work and service.

In a new section of the Faculty Handbook effective fall 2014, **Section 4.1.22, "Salary Compensation for Additional Duties,"** the University is beginning to address additional compensation for duties that faculty have undertaken for years without additional compensation. Thus far, Dr. Barthell has added additional compensation for Irregular Enrollments and Independent Studies as specified within the section. There is an Action Team currently looking at additional faculty compensation that will further impact this section in the future.

And this on outside activities, with the existing policy first:

2.3.4 EXTERNAL ACTIVITIES

Full-time faculty members are professionally obligated to and accountable for their roles and responsibilities as UCO faculty employees. Off-campus activities, proprietary or otherwise, must not interfere or conflict with a faculty member's teaching, scholarly/creative activities, service, or administrative obligations to the university. A full-time faculty member may engage in off-campus activities for pay during the contractual appointment period subject to the following guidelines:

- a. Department chairs/school directors are informed in advance and agree in writing, with a copy of the agreement forwarded to the dean. The dean or his/her designee has final approval authority.
- b. Professional outside obligations do not interfere with the full-time faculty member's assignments for the contractual period.
- c. Activities undertaken are of such character as to sustain the prestige of the university.
- d. University resources and property, e.g., office supplies, equipment, computing hardware, and software, will not be used by faculty to engage in private, off-campus, income-producing activities.

And now the proposed policy:

SENT TO FHEB 1-16-15

REVISED BY TIM BRIDGES AFTER CONSULTING WITH THE KENNESAW STATE POLICY ON SAME SUBJECT

SENT TO FHEB 2-20-15 FOR REVIEW AFTER REVISION FROM 2-19 MEETING

SENT TO FHEB 3-2-15 CLEAN COPY FOR FACULTY SENATE REVIEW

2.3.4 EXTERNAL EMPLOYMENT ACTIVITIES

The University of Central Oklahoma recognizes that faculty must have the opportunity for self-renewal and revitalization on a continuing basis. Practicing their professions outside the university can contribute greatly to their service to students, the institution and society. Thus, full-time faculty members may participate in off-campus activities related to their disciplines and their areas of expertise as part of their academic responsibility to the university and the community, pursuant to 2.3.2 of the Faculty Handbook. As such, full-time faculty members may pursue external employment

activities without fear of reprisal or adverse employment action by the university, university alumni, individual or corporate financial benefactors of the university, or other special interest groups, provided those faculty members understand that they are professionally obligated to and accountable for their roles and responsibilities as UCO full-time faculty employees. External employment related to a faculty member's discipline or unrelated field, must not adversely interfere or conflict with a faculty member's teaching, scholarly/creative activities, service, or administrative obligations to the university. To avoid a conflict of interest, defined as any activity or situation in which personal gain or interest is in conflict with the faculty member's obligation to the institution, the faculty member must discuss this thoroughly with his/her supervisor prior to any commitment. For purposes of this subsection, external employment activities are defined as trade or business activities in which the full-time faculty member materially participates. A full-time faculty member may engage in external employment activities during employment at UCO subject to the following guidelines:

- a. Department chairs/school directors are informed in advance and agree in writing, with a copy of the agreement forwarded to the dean. The dean or his/her designee has final approval authority. The full-time faculty member's external employment activities must not adversely interfere with that faculty member's duties at the university.
- b. The full-time faculty member has received written approval from the department chair/school director and the dean (or dean's designee) prior to engaging in external employment activities. The department chair/school director and dean may not unreasonably withhold approval. At the beginning of every academic year, the full-time faculty member shall provide the department chair/school director and the dean (or dean's designee) written notification of those external employment activities that will continue from the previous academic year.
- c. In the event of a material change in the amount or character of the external employment activity, the full-time faculty member shall notify the department chair/school director and the dean (or dean's designee) of the change. The department chair/school director and the dean (or

dean's designee) may not revoke the prior approval of that external employment activity unless the material change could reasonably be construed to interfere adversely with that faculty member's current duties at the university.

- d. Full-time faculty members must refrain from using university resources or property (e.g. office supplies, equipment, computer hardware or software) to engage in external employment activities that have no relationship to that faculty member's duties to the university.

UCO faculty involved in external employment must make it clear to the external employer that they are operating as independent contractors, not as agents of UCO. An agent is one who has the authority to act on behalf of the other. If the name of the University of Central Oklahoma is to be used in the establishment of an external employment or otherwise agreement, written authorization must be obtained from the appropriate university signature authority as described in 4.1.3. [New section being created to clarify signatory authority within the university]

Potential or actual problems arising from a related external employment activity are to be resolved by discussion between the faculty member and immediate supervisor, with the college dean (or dean's designee) providing final review and resolution if necessary. In the event this does not resolve the issue from the perspective of the faculty member the following options are available:

1. Consult with the UCO Office of Academic Affairs
2. Consult with the UCO Ombudsman
3. Initiate the faculty grievance procedure as listed in Appendix G of the UCO Faculty Handbook

Per Senator Maisch, new changes: The appeals process. The administration must prove that the activity must ADVERSELY interfere with UCO position. Also narrowed it down to employment activities only, not including social, political, etc. Also changed it so that you don't need re-approval annually – just notification to dean that it's ongoing, but not approval again.

Concern from other Senators is still over how much administrative control is held over faculty.

Voted: Not unanimous, but passed.

ANNOUNCEMENTS FOR THE GOOD OF THE ORDER

None

ADJOURNMENT

President Mock adjourned the meeting at 3.36 p.m.

Respectfully Submitted,
Secretary/Treasurer—Senator Jennifer Barger Johnson with assistance from Senator Naomi
Schemm