



Minutes of the University of Central Oklahoma
45th FACULTY SENATE
April 14, 2016
Forensic Science Institute, Room 106

CALL TO ORDER

President Barger Johnson called the meeting to order at 2:02 p.m.

ROLL CALL

Members Present (27): Senator Archuleta, Senator Atkins, Senator Barger Johnson, Senator Bhargava, Senator Bridges, Senator Burdina, Senator Burns, Senator Chappell, Senator Chooback, Senator Churchill, Senator Dechter, Senator DeLano, Senator Feinberg, Senator Hickman, Senator Johnson, Senator Karpowicz, Senator Lohmann, Senator Maisch, Senator Martinez-Sotelo, Senator Maxwell, Senator Overman, Senator Rollins, Senator Pac, Senator Paynter, Senator Schemm, Senator Xu, and Senator Youngblood

Members Absent (8): Senator Gorrell, Senator Hossan, Senator Jiang, Senator Krishnan, Senator Kyle, Senator Platz, Senator Vanhoy, and Senator Verschelden

RECOGNITION OF VISITORS

Staff Senator Liliana Renteria Mendoza
Executive Director Kristopher Masterman of Keep Oklahoma Promises

APPROVAL OF MINUTES

Minutes for February 11, 2016 (Senator Bridges motion, Senator Archuleta seconded) and March 10 (Senator Archuleta motion, Senator DeMaio seconded) were approved.

SPECIAL PRESENTATIONS

Campus Parking by the UCO Director of Transportation & Parking Services, Josh Stone (jstone23@uco.edu, 974-2781), and Assistant Director, Justine Tozer (jtozer@uco.edu, 974-2781).

Accessibility Compliance by the UCO Director of Disability Support Services, Sharla Weathers, M.Ed. (dssdirector@uco.edu, 974-2544), and Director of Client Services, Stephanie Edwards (sedwards14@uco.edu, 974-2613).

SENATE EXECUTIVE COMMITTEE REPORTS

President Barger Johnson:

March 21, 2016 – University Planning Council (UPC) met to discuss a variety of concerns but the primary agenda included:

1) *Custodial and Mowing contracts* by Director Fred Fieth – Director Fieth presented an overview of custodial services and client satisfaction. After posting poor performance (survey) on most tasks, an improvement plan was implemented. Two subsequent surveys revealed significant improvement. However, the amount of surface area to clean has significantly increased. Physical Plant developed two options.

- a. Increase salary of WFF employees from \$9.25 to \$10.00 per hour. Cost to UCO is \$77,600.00 per year.
- b. Increase salary from \$9.25 to \$10.50 per hour. Cost to UCO is \$128,528 per year. Employees tend to stay on the job for two years or more versus option (a)- one year or more.

The second item focused on the hire of four new positions that would assist in lawn services in the spring-summer-fall and ice removal in the winter.

2) *Campus Master Plan* by Director David Stapleton (same one Faculty Senate saw last month). Director Stapleton presented an update on the CMP. There has already been a significant amount of effort invested in this project. There are ten substantive phases (for details, see PowerPoint in share drive). Director Stapleton stated that we are currently in the data gathering phase (Phase 4). Information will be shared with the campus as the process unfolds.

3) *Foundation Database concerns* by Vice President Ann Holzbeierlein. VP Holzbeierlein provided a preliminary case for a new database. Banner is not designed for development. The timing of the purchase is crucial because of the necessary lead time for installation and training. It may canvass a full two years. It will be important that the product is purchased two years before the next campaign.

4) *Budget Update* by Vice President Don Chrusciel;

5) *Faculty Workload/Academic Affairs Strategic Initiatives* by Provost John Barthell. Provost Barthell detailed Academic Affairs strategic initiatives that included five substantive areas. A table was presented that compared UCO full-time faculty to student ratio with our RUSO peers—the data reveals that UCO is below the median number of faculty of our RUSO peers. The following items were discussed as the strategic initiatives of Academic Affairs. The items are listed in priority:

- a) *Increase tenure-track faculty*. This could be accomplished by assessing a mandatory fee (student success).
- b) UCO anticipates a large number of freshmen and transfer students in AY 16-17. To accommodate this cohort, we need faculty to offer courses in key areas. Provost Barthell reiterated a short-term solution that would include the use of carry forward monies (academic service fees) to fund existing temporary faculty. Also noted were four key courses that could use temporary faculty. An additional \$500,000 from reserves to fund ten temporary faculty lines for AY16-17 was requested.

- c) The technology in the Center for Transformative Learning facility requires an upgrade. One possible solution is to evenly distribute the cost of the upgrade among Academic Affairs, Office of Information Technology, and the university. The total cost for equipment upgrades and labor is \$365,000. OIT and AA will contribute \$244,550 and request one-time funds of \$120,450.
- d) Faculty and advisors require some office space as downtown classes and programs expand. One possibility is to finish the unused space at the Santa Fe property. There are preliminary discussions about relocating the radio station downtown. The cost is about \$500,000. The request is to use one-time funds.
- e) Increase in operating budget.
- f) Teaching Assistants are vital to some programs and colleges. More funds are requested to increase the number of teaching assistant positions campus-wide. In the College of Fine Arts and Design, for example, the total number of TA positions is 1.5. [The approximate cost per position (full-time is considered 20 hours per week) is about \$8,200.00]

6) *Student Affairs/Advisors and Student Support* by Vice President Myron Pope. VP Pope underscored the need for advisors, improved retention, and maintaining, if not increasing, the current tuition discount to the overall budget. UCO has been effective in recruiting students but can improve in the area of keeping students tethered to the university.

7) *President's Comments*: President Don Betz commented on the state of affairs among the legislature in terms of addressing budget deficit. There is currently no clear direction from the legislature. Regents and state agencies have posted across the board cuts throughout the year. Reductions to higher education have exceeded \$100 million. In the midst of the ambiguity, UCO has not pushed the panic button and will approach the reductions thoughtfully and cautiously. We are different than our RUSO peers in a myriad of ways. The outstanding faculty and staff, location, and programs are the assets that will help us weather the current challenges and propel UCO into the future.

March 23, 2016 - Provost's Advisory Council (PAC) met to discuss four primary matters as follows: 1) Blended Learning Data Profile presented by Dr. Bucky Dodd and Dr. Gary Steward; 2) Request for a new Course Prefix (PS) for the Professional Selling program by Dean Mickey Hepner; 3) Certificate in Historical Performance proposal by Dean Pam Washington; and 4) an Update on the NCATE/CAEP Accreditation Visit by Dean James Machell. The next meeting is scheduled for Wednesday, April 27, 2016.

March 24, 2016 – Faculty Handbook Editorial Board met and sent forth to the Faculty Senate proposed revisions which will be presented in the FHEB report later today by Senators Delano and Barger Johnson.

April 6, 2016 - Tenure and Promotion Policy Revision Task Force (last meeting of the year April 6, 2016). The group met to consider two primary items: 1) Solicit feedback from departmental chairs regarding potential clarification and improvements to the tenure and promotion process. Suggest modifications, as appropriate, sections of the Faculty Handbook pertaining to tenure and promotion process. 2) Review the current tenure and promotion policy with respect to non-renewal of contracts of full-time tenure-track faculty. Consider in that

process, recommendations as outlined by the AAUP and in the context of RUSO policy. The committee recommended to change the language to move the notice of non-reappointment or intention to not reappoint back to December 15 after two or more years of service to UCO. A variety of other subjects were also raised but the committee tabled those items until the fall semester when forums can be held to get more feedback from faculty before attempted revision of the Faculty Handbook or other information.

April 11, 2016 – *University Planning Council* met to discuss the following items: 1) Differential Tuition proposals – College of Business; 2) Differential Tuition proposals – College of Math and Science; 3) Differential Tuition proposals – College of Education and Professional Studies; and 4) UCO website update.

April 12, 2016 – *Faculty Senate Executive Committee* members (Senator Johnson, Senator Churchill, Senator Chappell and Senator Maisch in attendance) met with President Betz and Provost Barthell to discuss budget concerns as mentioned in the forum with President Betz on April 5th. We also discussed other ongoing issues in Faculty Senate and upcoming Bills which will be brought forward at the April 28th meeting.

Vice-President Lindsey Churchill: *No report.*

Secretary-Treasurer Elizabeth Overman:

Senator Overman reviewed the material appended to the faculty nameplates. This included resolutions calling for the evaluation of senior academic administrators as called for in the FHB; revising the FHB so that administrators have to tell faculty why they are being dismissed. If this does not occur there is no way of discerning whether or not a person is forced to leave for discriminatory reasons; calling on the faculty senate to restore their control over the FHB; allowing the faculty senate to approve any ombudspersons the university hires; greatly expanding the FHB diversity statement; restoring the privacy to SPIES reviews that the university promised faculty when faculty evaluation instruments were originally introduced. And, an open letter to the Faculty Senate from the president of AAUP.

Reporter-Historian Chappell: *No report.*

Parliamentarian John Maisch:

On behalf of the Faculty Senate, we want to thank everyone who participated in this year's election process, especially to those who agreed to be nominated. Thirty-five members were nominated for 18 open seats. We had a 48% increase in candidates between the College of Business, College of Education and Professional

Studies, College of Fine Arts and Design, College of Liberal Arts, College of Math and Science, Library, and Academic Advisement Office. The voter turnout rate was 46% university-wide, with a 100% participation rate among Librarians and an 83% participation rate among Academic Advisers. The College of Business had the highest participation rate among the five colleges (59%), with the College of Liberal Arts second at a 52% participation rate.

There will be a **run-off** in two colleges: College of Liberal Arts and College of Math and Science. Run-off ballots should be distributed to these two colleges by tomorrow, Friday, April 15th, by noon. **Run-off ballots must be returned by next Thursday, April 21st.** Here is a list of the run-off candidates:

Faculty Senate Run-Off Elections 2016-2017	
<i>Ballots Due by Thursday, April 21, 2016</i>	
College of Liberal Arts (four seats to be filled)	College of Math & Science (two seats to be filled)
Jaime Burns James Daro Marc Goulding Mark Hanebutt Sherri Johnson Jill Lambeth Jamie Mock John Wood	John Michael Ferguson Grace Park Nikki Seagraves Gang Xu

Three colleges, the Library, and Academic Advisement Office do not require a run-off. Here is a list of those candidates elected to serve on Faculty Senate for 2016-2017:

Faculty Senate Election Results 2016-2017 Partial		
College of Business	College of Education & Professional Studies	College of Fine Arts & Design
Timothy Bridges Susanne Rassouli-Currier Chintamani Jog	Karis Barnett Susan Benson Trey Cone Lea Ann Garcia	KaDee Bramlett Michael Geib Robyn Pasternack
Library		Academic Advisement
Christine Edwards		Karen Davis

Thank you, once again, to everyone who participated in this year's Faculty Senate Elections.

UNIVERSITY-WIDE COMMITTEE REPORTS

Faculty Handbook Editorial Board

Senators Delano and Barger Johnson presented changes to the Faculty Handbook as proposed by the Faculty Handbook Editorial Board as follows:

- A) **1.5.7.8 CALLED REVIEW.** Changed from 60% of tenured faculty in a department to 60% of faculty in a faculty. This definition of the faculty does not include those faculty with temporary appointments. CHANGE APPROVED on motion from Senator Delano, seconded by Senator Bridges.
- B) **C.3 PROCESS OF SELECTION.** After debate from Faculty Senators about the content of this suggested revision, it was suggested that this portion be sent back to the Faculty Handbook Editorial Board for further revision.
- C) **2.3.3 WORKLOAD.** Sent back to Faculty Handbook Editorial Board. Because of broad variance across campus, the Faculty Senate does not want to encumber faculty with policy that needs to be taken up by each individual department, if taken up at all. This follows a motion by Senator Overman which was seconded by Senator Archuleta.

Personnel Policies Committee

After review of the Resolution related to Defined Contribution Retirement Plan option versus the current Defined Benefit Retirement Plan as presented by the Personnel Policies Committee, it was suggested that the Resolution go back to committee to change the wording to reflect further exploration, but not necessarily adopting this new plan.

Concerns were raised about how a Defined Contribution plan could significantly dilute the current OTRS Defined Benefit plan over time. A Defined Contribution plan requires high levels of self-discipline coupled with the ability to select the correct investment options. The Defined Contribution plan presented appeared to need further exploration. Senator Bridges moved and Senator Archuleta seconded the motion to send the plan back to the Personnel Policies Committee for revision.

Faculty Senate Joint Proposal – 02 (FSJP-02)

The proposal to spread the annual Oklahoma Teachers Retirement System employee contribution of \$700 over the full extent of the annual contract period rather than extracting a lump sum was approved unanimously upon a motion by Senator Maxwell and seconded by Senator Paynter.

SPIE Advisory Group

Presentation of SPIE Advisory Group findings were tabled to the next regular meeting of the Faculty Senate so Senator Vershelden could be present.

CPP&E Committee

Chair John Maisch reported that the joint Faculty Senate/Staff Senate committee is continuing to work on development of a joint resolution process.

Faculty Welfare Committee

Senator Chappell's resolution to permit adjunct faculty members to maintain their UCO e-mail accounts following their tenure at UCO will be taken up at the next meeting.

Notices for the Good of the Order

- 1) The deadline for all resolutions/bills to be submitted to the Faculty Senate is 2:00 p.m. the week prior to the meeting.
- 2) The next meeting is April 28th. All senators whose service is terminating this year are encouraged to sit, from the president's perspective, on the left side of the room until the newly elected senators and the senators continuing to serve elect next year's officers (president, vice-president, secretary-treasurer, historian-reporter).

The meeting adjourned at 3:33 p.m.