



*Minutes of the  
University of Central Oklahoma 50th Faculty Senate  
Thursday, November 14, 2019  
Communications Bldg. Room 120*

**CALL TO ORDER:**

President Barger Johnson called the meeting to order at 2:00PM. A quorum was found to be present with 88.24% of membership present.

**ROLL CALL:**

**Members Present (30):**

*CBA:* President Barger Johnson, Senator Jog, Senator Maisch, Senator Osburn;  
*CEPS:* Senator Barnett, Senator Beasley, Senator Benson, Senator Cassel, Senator J. Davis, Parliamentarian Sealey;  
*CFAD:* Senator Bramlett, Senator Folsom, Senator Forbat, Vice President Geib, Senator Ladwig;  
*CLA:* Senator Burns, Historian/Webmaster Goulding, Senator McCune, Senator Mock, Senator Nelson, Senator Wood;  
*CMS:* Senator Bentley, Senator Ellis, Senator Eitrheim, Senator Fister, Senator Waters;  
*Library/Advising:* Senator K. Davis, Secretary/Treasurer Edwards;  
*Professional Administrators:* Senator Banks, Senator Weidell

**Members Absent (4):**

Senators Creecy, Hynes, Mattison, and Squires

**RECOGNITION OF VISITORS:** Lauren Bieri, Staff Senate Vice President; Kristi Archuleta, Faculty Senate Past-President; Monica Lamb, Dean of the College of Business; Jerry Legere, Emeritus Faculty Representative; Tracy Fairless, Director of Learning Design Services for eLearning and Connected Environments; Mickey “Cool Breeze” Loveless, Native American Heritage Student Association and Liz Tabak, Native American Heritage Student Association; Adam Johnson, Registrar; James Limbaugh, Chairman of Student Congress and Christian Coleman, VP of Student Body, UCOSA.

**APPROVAL OF THE MINUTES:**

Minutes for Meeting on October 10, 2019: Senator Jog moved to approve. Senator Nelson seconded. Approved with no corrections or changes.

**GUEST SPEAKERS’ PRESENTATIONS:**

*Tracy Fairless, Director of Learning Design Services for eLearning and Connected Environments.*

Addressed the need to focus on an instrument that we can validate and put some credibility behind as we work towards increased student engagement and learning.

Shared that her office is focusing on assessment and feedback in the learning process, using a number of tools to create the process and follow a sound system of design – wanting to correlate both summative and formative assessments.

If you want to be involved, please contact her, as she values your input.

*Mickey “Cool Breeze” Loveless, Native American Heritage Student Association.*

Shared what the association has been doing around campus to involve and assist students and to increase awareness of the Native American culture.

{While waiting for next guest to arrive, President Barger-Johnson entertains a motion to change the date for the April meeting, which coincides with the Transformative Learning Conference.

Sen. Benson moves to change the date to April 2. Sen. Fister seconds.

Brief discussion over whether this would conflict with any other campus activity.

President Barger-Johnson calls for vote.

Ayes have it, unopposed.

Date will be changed and new calendar invite will be sent.}

*James Limbaugh, Chairman of Student Congress and Christian Coleman, VP of Student Body, UCOSA.*

Taking advantage of a period of change while they are redoing their bylaws and constitution, UCOSA wants to make sure there is collaboration among the three governing bodies (student, staff, and faculty) for the betterment of the campus.

Shared on the projects and initiatives UCOSA has been involved with over the course of the year so far, including a night walk for safety, installing new product vending in female restrooms, and “shop central,” which promotes supporting small businesses in the Edmond community.

### ***PRESIDENT BARGER-JOHNSON’S REPORT:***

Thank you again for all of your hard work on campus and taking time to make a difference on Faculty Senate!

The Executive Committee endeavors to do our best to keep the lines of communication open between not only our team and you but the entire Faculty Senate and the university as a whole. Fostering genuine representation among our peers is our goal and we hope that you feel comfortable seeking out feedback from your colleagues on our pursuits as they are appropriate. At a minimum, the Executive Team encourages each of you to take back the Faculty Senate Agendas and Minutes to your colleagues to keep them updated on what we are doing here. It is also notable that we are working to get our UCO Faculty Senate webpage (<http://sites.uco.edu/central/faculty-senate/index.asp>) updated and in a form that can be utilized by all faculty. It is an honor to serve with each of you, and to represent you all in this capacity.

It is also a tremendous honor to be chosen to represent the faculty on the **UCO Alignment Task Force** that was announced last month. We have been given our charge and have begun meeting regularly with our latest meeting being this past Tuesday evening from 4:30pm to 6:15pm. We have intentionally blocked the end of the day to assure we have sufficient time to wrap up each meeting. It is also notable that UCOSA is going to be allowed to include a student observer of their choosing to observe every meeting of this Task Force. Provost Barthell and Vice President

Freeman are committed to keeping this process transparent and have provided a link (<https://www.uco.edu/alignment-allocation/>) to the new webpage designed to facilitate information sharing for this process. I have also provided a .pdf of our charge provided at our first meeting. I will continue to keep you all advised going forward as our meetings allow.

**The Provost's Advisory Council (PAC)** – did not meet in October due to scheduling conflicts. *The PAC meets next on Wednesday, October 27, 2019 at 9am.*

The **University Planning Council (UPC)** met on October 30, 2019. The group is continuing to work on revising our strategic goals for the campus. Once we have completed that process I will share with you the results as they are made available to the greater university body. *The UPC meets next on Monday, November 18, 2019 at 9am.*

The **President's Faculty Advisory Council (PFAC)** met on November 4, 2019. *The PFAC is next scheduled meeting is Monday, December 6, 2019 at 1pm.*

The **Executive Committee** meets monthly with the President and Provost and our meeting was this past Tuesday, November 5, 2019. Topics we discussed again related to the Alignment Process, the need for Faculty Salary Adjustments, and the work of the Faculty Senate Personnel Policies (FSPP) committee. Over the last few weeks, the FSPP committee worked on defining the parts of the salary determination and adjustment process that would benefit from more transparency and we discussed some possibilities of what that might look like. The committee also had a meeting set for last Friday with Associate Provost Charlotte Simmons to talk about CUPA and salary data, as a starting point so that we will be able to better address salary consistencies and process transparency. *Our next meeting of EC with the President and Provost is Tuesday, December 3, 2019 at 2pm.*

The Executive Committee also meets monthly with the Joint Senates of the Staff and Student Association for the **Joint Senates Luncheon**. UCOSA representatives were once again invited to attend both the Faculty Senate and Staff Senate meetings. Work is progressing on a joint proposal for a Preferred Name policy between the Faculty Senate, Staff Senate, and Student Senate. The Joint Senates met this past Tuesday, November 12, 2019 at 12:30pm. *Our next meeting of the Joint Senate is Tuesday, December 10, 2019 at 12:30pm.*

I also met with one-on-one with **Provost John Barthell** on Thursday, October 24, 2019. The Provost continues his commitment to faculty and throughout our discussions that commitment was apparent. *Our next scheduled meeting is Thursday, January 23, 2019 at 10am.*

**Faculty Handbook Editorial Board meetings** met Wednesday, November 13, 2019. We discussed two primary issues: 1] Proposed changes to the handbook regarding department chair elections; and 2] Updates and clarifications recommended by Human Resources. The proposal regarding elections were the result of a recent disputed election. Currently, the handbook declares that if a chair who has held office for two or more successive terms runs for reelection, she or he must get at least 60% of the votes to remain in office. In the recent case, three faculty members ran for chair, none of whom received a majority. The incumbent did not receive 60% of the vote, though did receive more votes than the other two candidates. Accordingly, Academic Affairs decided that the runoff election should be held between the incumbent and the recipient of the second-highest number of votes. The proposed changes would ensure that in this type of scenario, this outcome would be decreed by statute. In committee, concerns were raised about

how this effectively negates the 60% rule (and thus, from this perspective, the will of the majority of the department's faculty). Committee members recommended language that would make the 60% rule a stand-alone component, regardless of the actual numbers of votes cast for each candidate. The committee also discussed other related concerns. The possibility of disallowing abstentions in chair elections was considered and the FHEB members present all agreed that it would not be appropriate to mandate a faculty member vote on any election or initiative. We also discussed language for absentee ballots to be made available 24 hours after an election meeting is set, and all votes must be received by the Dean by the meeting in which the vote shall be held.

Many of the inconsequential changes from Human Resources (i.e., those dealing with name changes, law, etc.) were approved by the committee. However, the committee *rejected* the recommendation to replace the handbook's description of tuition waiver benefits with a link to HR's webpage regarding the benefit. The reason for this, committee members felt, is that would leave the details about the benefit entirely in the hands of HR, which could then make changes to the benefit without having to seek approval of Faculty Senate. Throughout the section, the word "employee" should in each instance be changed to "faculty." *FHEB's next meeting is scheduled for December 4, 2019 at 1:30pm.*

The ***UCO Faculty Constitutional Convention*** is underway and the committee has made tremendous progress toward streamlining the Constitution and updating the Bylaws and Operating Code to reflect our current status. We will be coming to this body hopefully before year's end to present our final work product. The members of that committee are:

Senator and Former FS President Jamie Mock  
Former FS President Luis Montes  
Senator and Former FS President John Maisch  
Past FS President Kristi Archuleta  
Senator Shawna Ellis  
Senator John Wood  
Parliamentarian Linda Sealey  
Historian Marc Goulding  
Secretary Christine Edwards  
Vice President Michael Geib  
President Jennifer Barger Johnson  
Staff Senator Taylor Baird

I have communicated directly with the Faculty Senate Committees on ***Personnel Policies***, ***Faculty Welfare***, and ***Academic Affairs*** on issues brought to me by faculty members. I am hoping that each committee is looking at getting into a regular meeting schedule and that they will include me in those conversations.

Thank you again for all of your hard work!

***EXECUTIVE COMMITTEE REPORTS:***

**Vice President Geib:** Updating the website is coming along by working more closely with IT. It will move more towards a blog format that will require minimal training.

**Secretary/Treasurer Edwards:** If your name plate used for meetings starts to fall apart, please return it to me for repair instead of putting it back on the railing.

**Historian/Webmaster Goulding:** Discussed the proposed changes to Handbook coming from people and culture, including a rejection of the suggestion to add a link to HR benefits page. We plan to retain as much control as possible over the language in the handbook.

**Parliamentarian Sealey:** A professional administrator will be leaving the university, so we will potentially be doing a new search in the spring to fill that space. Also, a reminder to speak loudly and clearly and to either raise your hand or say your name so we acknowledge who is speaking (especially when making a motion).

#### **OTHER COMMITTEE REPORTS:**

**Faculty Handbook/Academic Affairs (Sen. Goulding):** The FSHB reviewed two proposals - one to clarify the process for chair elections, and one to look over a number of changes recommended by People and Culture. On the first proposal, the committee suggested having the 60% rule for third-term-seeking chairs be separated from the election procedures. If this were to be implemented, it would disqualify the returning candidate entirely if she or he didn't receive 60% of the votes. Regarding the P&C recommendations, the committee approved all proposed changes (unit names, etc.) *except* the suggestion to replace a description in the FHB of the tuition waiver benefit with a link to the P&C website page dealing with the benefit. The thinking on this was that by taking the description out of the FHB, we essentially allow P&C to alter the terms of the benefit without having to be approved or vetted by Faculty Senate. Thus, the committee recommended keeping the full description of the benefit spelled out in the FHB.

**Personnel Policies/Adjunct Affairs (Sen. Bramlett):** Met a couple of times to continue discussing and organizing, specifically focusing on what types of questions we want to ask. We will be rescheduling with Dr. Simmons to get information on current CUPA data. If you are someone who wanted to be kept updated, please email her so she can send along reports.

**Research, Information Resources, & Technology (Sen. Edwards):** This committee will be meeting on Thursday, Nov. 21 in room 208J4 of the library. All are welcome to attend. We received a follow-up report from Sonya Watkins, Director of IT, regarding the Electronic Communications Policy that this committee worked on the last two sessions. A new version, inclusive of the feedback from faculty and staff senates, has been sent to Cabinet.

**Student Relations, Alumni, & Community Service (Sen. Osburn):** No report.

**Faculty Welfare (Sen. Benson):** Discussing health benefit plans and working with the Paycom system. Working to research what other institutions are offering and are setting a meeting with John Hights.

**Sen. Wood, on behalf of AAUP:** Health survey has been sent out to faculty and staff.

**Sen. Barnett, on behalf of University IT Committee:** There will be a change of leadership for this committee - Angela is leaving and Mike Page will be taking over.

**Sen. Nelson, on behalf of Athletic Council:** Concern has been raised about Division 1 football paying athletes. It will eventually come down the pipeline to us, so they will work at how to address it regarding institutional control and athlete well-being.

Sen. Geib contributes that NCAA is being very clear that athletes aren't being played to paid. They will be paid for their image being used by other platforms.

**UNFINISHED BUSINESS:**

FSR 2019-2020-001: Reaffirmation of Opposition to Weapons on Campus

Second reading.

Discussion

Sen. Wood: Informed that there is still another legislative piece being moved on this spring at the Capitol.

Sen. Folsom: Asks if this overrides the new law, to which President Barger-Johnson explained that guns can only be on campus in locked vehicles.

President Barger-Johnson calls for vote. Passes unopposed.

**NEW BUSINESS:** None.

**ANNOUNCEMENTS:** No announcements.

**ADJOURNMENT:** President Barger Johnson requested a motion to adjourn. Senator Mock moved. Senator Jog seconded. Adjourned the meeting at 2:49 p.m.

Respectfully Submitted,

Christine Edwards  
Secretary/Treasurer  
15 November 2019