



*Minutes of the  
University of Central Oklahoma 50th Faculty Senate  
Thursday, February 13, 2020  
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 81.81% of membership present.

***ROLL CALL:***

**Members Present (27):**

*CBA:* President Barger Johnson, Senator Jog, Senator Maisch, and Senator Osburn;

*CEPS:* Senator Barnett, Senator Beasley, Senator Benson, and Parliamentarian Sealey;

*CFAD:* Senator Bramlett, Senator Folsom, Senator Forbat, and Senator Ladwig;

*CLA:* Senator Burns, Webmaster/Historian Goulding, Senator McCune, Senator Mock, Senator Squires, and Senator Wood;

*CMS:* Senator Bentley, Senator Creecy, Senator Ellis, Senator Eitheim, Senator Fister, and Senator Waters;

*Library:* Secretary/Treasurer Edwards;

*Academic Advisors:* Senator K. Davis;

*Professional Administrators:* Senator Banks, and Senator Weidell.

**Members Absent (6):**

Senator Cassel, Senator J. Davis, Senator K. Davis, Vice President Geib, Senator Mattison, and Senator Nelson

***RECOGNITION OF VISITORS (4):*** Kristi Archuleta, Faculty Senate Past-President; Luis Montes, Former Faculty Senate President; Jerry Legere, Emeritus Faculty Representative.

***APPROVAL OF THE MINUTES:***

Minutes for Meeting on December 12, 2019 were approved with no amendments or changes.

***EXECUTIVE COMMITTEE REPORTS:***

***PRESIDENT BARGER JOHNSON'S REPORT:***

Welcome to the first Faculty Senate meeting of 2020! I hope you never tire of hearing me applaud you for making a difference on campus by serving your colleagues in this way.

The **UCO FS Executive Committee** continues to foster genuine representation among our peers and we hope that you feel comfortable seeking feedback from your colleagues on our pursuits as we proceed. Our UCO Faculty Senate webpage (<http://sites.uco.edu/central/faculty->

[senate/index.asp](#)) is being updated and in a form that can be utilized by all faculty. We met with the President and Provost as a team on Thursday, February 6, 2020.

The **UCO Alignment Task Force** has been meeting and working diligently over the past two months. In January we met on the 21st. We met on February 4<sup>th</sup> and 11<sup>th</sup>, and have plans for an open forum with the Provost Barthell when he returns to campus on February 25<sup>th</sup> to report on the progress of the task force. The web link for the Task Force is (<https://www.uco.edu/alignment-allocation/>). We continue to compile best practices from peers and non-peer institutions who have gone through this process in the past and have been looking at the process that OSU-Okmulgee is utilizing. I will continue to keep you all advised going forward as our meetings allow.

The late November meeting included the generation of lists of factors that might be worth considering in an alignment and allocation process. The discussion and listing of these variables took up the majority of the time of the group but it was agreed that these would be prioritized.

Quantitative factors considered were (1) the “pain index” (workload levels within units), (2) Self-Study in Continuous Improvement (SSCI) data reports, (3) summer revenue sharing (currently inactive), (4) enrollment, (5) persistence (retention and graduation), (6) accreditation reports, (7) physical capacity (e.g., classrooms), (8) tuition and fees (vis-à-vis student debt), (9) credit hour production, and (10) “competitor” rates.

Sources of qualitative factors included (1) SSCI reports, (2) accreditation reports, (3) UCO’s four strategic pillars, (4) stakeholders and the job market, (5) the mission of the university (as reflected at both regional and state levels of oversight by regents), (6) the state legislature, (7) workforce needs, (8) disciplinary foci (e.g., centers of excellence), (9) demographics (rural, urban, metropolitan based, etc.), (10) student satisfaction, and (11) NCAA reports.

A new student representative has been added to this group as of December. In the December and January meetings and the results of the polling conducted prior to the meeting were shared with the group. Two subgroups were then formed to assess the findings and to report out by the end of the meeting as to the value of the two types of factors/variables and to give at least three “take home” messages resulting from their discussions. A summary of these are provided on this website in association with this report and include the following considerations.

UCO’s strategic plan, with its associated four pillars, provided an overarching theme that should be assumed throughout the process. It was also noted that some factors considered previously were redundant (e.g., workforce needs and stakeholders/job market) and that these “buckets” needed to be reduced in number. Among quantitative variables, credit hour production was described as the best means to measure enrollment and that workload concerns related to resource availability (time, equipment, space, etc.) were an important consideration as well. Among other observations, it was suggested that tuition and fees should be important factors for assessing competition among institutions. In addition, assessing efficiencies outside of the academic area may require new measures that are not currently under consideration. *Our next meeting is scheduled for Tuesday, February 25th at 3:30pm.*

**The Provost’s Advisory Council (PAC)** – did not meet in December or January. *The next PAC meeting is scheduled for Wednesday, February 26<sup>th</sup> at 9am.*

**The University Planning Council (UPC)** met on January 13<sup>th</sup> at 9am. 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, February 17<sup>th</sup> at 9am.*

The **President's Faculty Advisory Council (PFAC)** did not meet in January. The group did, however, meet as a group with Erika Cerda from People and Culture. *The PFAC is next scheduled meeting is Wednesday, February 19<sup>th</sup> at 1pm.*

The **Executive Committee** meets generally monthly with the President and Provost, however our January meeting was canceled due to scheduling conflicts and rescheduled. At the February 6<sup>th</sup> meeting we discussed the upcoming Joint Senates Proposal regarding Chosen Name Policy. Additionally, we discussed our work on the Constitution and Bylaws, as well as our desire to protect faculty and provide for more communication for faculty regarding benefits. *Our next meeting of EC with the President and Provost is Tuesday, March 10<sup>th</sup> at 2pm.*

The Executive Committee also meets monthly with the Joint Senates of the Staff and Student Association for the **Joint Senates Luncheon**. Work is progressing on a joint proposal for a Preferred Name policy between the Faculty Senate, Staff Senate, and Student Senate. It was proposed at our last meeting that the makeup of the joint proposal task force would include the chairs of the FS personnel policy committee and the FS faculty welfare committee or any agreed combination as agreed to by those committees. *Our next meeting of the Joint Senate is Tuesday, February 18<sup>th</sup> at 12:30pm.*

My monthly meeting with the **Provost Team of Charlotte Simmons and Gary Steward** was expedited to Friday, January 17<sup>th</sup> at 3pm. At that meeting we discussed changes across the university particularly in the College of Business leadership.

**Faculty Handbook Editorial Board meetings** met Thursday, January 16<sup>th</sup> at 1:30pm. Historian Goulding will discuss the outcome of that meeting in his report. *FHEB's next meeting is scheduled for February 13<sup>th</sup> at 12:30pm.*

The **UCO Faculty Constitutional Convention** is underway and the committee has made tremendous progress toward streamlining the Constitution and our work as shifted toward updating the Bylaws and Operating Code to reflect our current needs. We have come to a conclusion with that process and are ready to submit our completed project to this body.

I have communicated directly with the **Faculty Senate Standing Committees**. I am hoping that each committee is looking at getting into a regular meeting schedule and that they will include me in those conversations and meetings.

Thank you again for all of your hard work!

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**Vice President Geib:** Absent. No report.

**Secretary/Treasurer Edwards:** No Report.

***Historian/Webmaster Goulding:*** With the help of Senator Mock, we have tracked down the elusive digital records of the Faculty Senate and will work to get those on the website. Hiccups with the website transition have made things difficult, but we are hoping for more seamless transitions in the future.

***Parliamentarian Sealey:***

Parliamentarian Sealey informs the Senate that we will be sending calls for nominations on February 21. You will have at least two weeks to nominate and elections will happen the week we come back from Spring Break. Due to staggering needed to maintain experience on Faculty Senate, some seats are eligible for a one-year term this election. Available seats are listed below:

- 3 CB (1 is only a 1-year term)
- 3 CEPS
- 4 CFAD (2 are only 1-year terms)
- 5 CLA (1 is only a 1-year term)
- 3 CMS
- 1 Librarian
- 3 Prof. Administrators (1 is only a 1-year term)
- 1 Advisor

**Senators who are term-limited & *not eligible* for 2020-2021 candidacy:**

Karis Barnett (CEPS)  
Susan Benson (CEPS)  
KaDee Bramlett (CFAD)  
Christine Edwards (Library)  
Michael Geib (CFAD)  
Marc Goulding (CLA)  
Chintamani Jog (CB)  
Jamie Mock (CLA)

**Senators who are completing a first term, and eligible for 2020-2021 candidacy:**

Linda Banks (Prof. Adm.)  
Jennifer Barger Johnson (CB)  
Caroline Bentley (CMS)  
Jill Davis (CEPS)  
Karen Davis (Adv.)  
Eric Eithreim (CMS)  
Daisy Folsom (CFAD)  
David Forbat (CFAD)  
Scott Mattison (CMS)  
LaDonna McCune (CLA)  
Holly Osburn (CB)  
Constance Squires (CLA)  
Charleen Weidell (Prof. Adm.)  
John Wood (CLA)

## **OTHER COMMITTEE REPORTS:**

**Faculty Handbook/Academic Affairs (Historian/Webmaster Goulding):** Forthcoming are two connected measures to change the procedure for electing chairs in the faculty handbook. One will be recommending doing away with the provision for chairs returning for a third term. The other addressing that currently only tenured faculty can petition for a called review, and there will be a recommendation to change this to all full-time faculty (tenure, tenure-track, and permanent lecturers). In brief, if you can vote for the chair you can vote to get rid of a chair.

**Personnel Policies/Adjunct Affairs (Senator Bramlett):** We are in the process of gradually acquiring the data requested concerning faculty salaries over time. It has been slightly complicated because of the change in the provost office. Still plugging away!

**Research, Information Resources, & Technology (Secretary/Treasurer Edwards):** We have reached out to Sonya Watkins, IT Director, to get an update on the policies that went through cabinet in the fall. We will be having a committee meeting at the end of this month.

**Student Relations, Alumni, & Community Service (Senator Squires):** No Report.

**Faculty Welfare (Senator Benson):** The committee met to discuss a meeting that some senators had with benefits and to begin drafting a proposal.

**UNFINISHED BUSINESS:** None.

## **NEW BUSINESS:**

**FSP 2019-2020-001 Chosen Name Policy**, first reading. Will be voted on next month. If you have revisions, let FS President Barger Johnson know because we are all trying to submit the same document (we being the staff, faculty, and student governing bodies).

**FSP 2019-2020-002 Constitution and bylaws revision**, first reading. FS President Barger Johnson provided print redline version of revisions to the Constitution and read aloud before opening the floor for discussion.

- **Senator Jog** asked the body to clarify
  - VII. A. i. ½ of *whole body* of Faculty Senate.
- **Former Faculty Senate President Montes**
  - VII. B. Change board of regents to RUSO
- **Senator Wood**
  - III. C. Change to “a current, dated” UAP manual
  - II. Do we need both gender and gender identity?
    - Faculty Senate President Barger Johnson answers yes, due to the way the courts have interpreted the two.
  - Motion by Senator Wood to change and place gender and gender identity next to each other. Senator Jog seconded. No opposition.
- **Senator Osburn** questions last sentence in article II. Suggests that it could be open to interpretation.

- Senator Mock responds that this was an addendum that was taken through legal and an amazing amount of misery to get it added in.
- Senator Fister points out that we are saying something twice. “no circumstances” and “any form.”
- Senator Goulding sees these as two different things
- Senator Wood agrees it could be weaponized. We could refer to a definition of harassment somewhere, to the faculty handbook or a certain standard.
- Former Faculty Senate President Montes clarifies that “in a past senate session this was very well hashed out. There are procedures in place to remove senators in the bylaws. So claims of harassment would still have to go through the due process.”
- Senator Mock: “there is also the university grievance section of the handbook.”
- Past Faculty Senate President Archuleta: “in my opinion process should be in the bylaws and this should stay as it is.”
- Senator Goulding agrees that reference does not need to be in this.
- Faculty Senate President Barger Johnson states this is consistent with having the *Why* in the constitution and the *How* in the bylaws and that we want to avoid linking to other documents that may change.
- **Senator Ladwig,**
  - III. B. expressed concern over the removal of the word budgeting.
  - Past Faculty Senate President Archuleta clarifies that budget used to be its own committee and it has been absorbed into the executive committee.
  - Senator Ladwig, still the idea of no oversight stated in the constitution for budgeting is concerning.
  - Former Faculty Senate President Montes recommends adding back “and budgeting” after the words “strategic planning.”
  - Friendly amendment accepted.

**Faculty Senate President Barger Johnson** requests that if you have friendly amendments, get them to her before the next meeting, so we can vote on this document in our March meeting.

**Senator Fister** thanks constitutional committee for all their hard work.

**ANNOUNCEMENTS:** No announcements.

**ADJOURNMENT:** Faculty Senate President Barger Johnson requested a motion to adjourn. Senator Mock moved. Senator Jog seconded. Adjourned the meeting at 3:00 p.m.

*Respectfully Submitted,*

**Christine Edwards**

*UCO Faculty Senate Secretary/Treasurer*

*04 March 2020*