Minutes of the University of Central Oklahoma
51st Faculty Senate
Thursday, November 12, 2020
Held virtually via Microsoft Teams

CALL TO ORDER:
President Barger Johnson called the meeting to order at 2:00 PM. A quorum was found to be present.

I. ROLL CALL – Secretary Ellis
Members Present (32):
CBA: Senator Arnold, President Barger Johnson, Vice-President Burdina, Senator Maisch;
CEPS: Correspondent Archuleta, Senator Beasley, Senator Cassel, Senator Jill Davis, Senator Evans, Parliamentarian Sealey;
CFAD: Senator Folsom, Senator Ladwig, Senator Moran, Senator Weidell, Senator Wynn;
CLA: Senator Copley, Senator Goulding, Senator Green, Senator Jobe, Senator Squires, Senator Warehime;
CMS: Senator Bentley, Senator Creecy, Senator Eitrheim, Secretary Ellis, Senator Fister, Senator Skiles, Senator Waters;
Library/Advising: Senator Kirsten Davis, Senator Kuschel;
Professional Administrators: Senator Banks, Senator Mendoza;

Members Absent (3): Senator Burns, Senator Maier, Senator Nelson

RECOGNITION OF VISITORS: NaRita Anderson, Elham Azadfar, Brittany Banish, Susan Barnes, David Bass, James Bidlack, Stephen Black, Jamie Burns, Kato Buss, Jesse Byrne, Suzanne Clinton, Jakey Dobbs, Cheryl Frech, Sanjeewa Gamagedara, Chris Goodchild, MeShawn Green, Melissa Griffin, Nancy Gwin, Emily Hendryx, Vikki Jackson, Amy Johnson, Kristin Karber, Amanda Keesee, Samantha Kramer, Liz Lane-Harvard, Leann Laubach, Sean Laverty, Jerry Legere, Stephanie Legrande, Sam Ladwig, Marvin Ludlum, Michael Martin, Thomas Milligan, Dallas New, Holly Osburn, Elizabeth Overman, Gang Qian, Adam Randell, Sasha Reese, Junghwan Rhee, Linda Rider, Nancy Rollins, Charlotte Simmons, Jeanetta Sims, Kathlynn Smith, Dave Stapleton, Thanh Tran, Lee Tyner,
II. Recognition of Visitors – President Barger Johnson

III. Special Presentations by UCO Interim Provost Team – Interim Provost Charlotte K. Simmons, and Interim Co-Provost Gary Steward

Gary Steward delivered a presentation over the budget (addendum). He began by looking at what students pay per credit hour including fees which comes to about $325 per credit hour (undergraduate) and $350 per credit hour (graduate). Right now we are at about 77,000 hours of credit production which is about 8,800 hours less than last year which amounts to a $3 million deficit. He then looked at enrollment trends over the last ten years. Enrollment peaked at about 2012 with about 17,000 students and began to fall from that point, with steeper drops starting at about 2018. Since 2012, that amounts to about a 17% drop in total number of students (about 3000 students) and a 16% drop in credit hours which is a $23 million drop in revenue. He broke down the losses by college (addendum). Mandatory cost increases amount to $2.5 million including promotion and tenure and utilities and benefit increases, so we need 7500 more credit hours each year to meet this, which is a daunting number. He notes that since 2012, we have increased employment numbers by 15 Full time Faculty and 62 Staff members. Additionally, we have increased by 500,000 square feet in building space, which costs about $8/sq. ft. in custodial and heat and air costs, excluding capital renewal. He then looked at the breakdown of credit hours by schedule type and noted the rise in distance education as a percentage of credit hour production, which currently accounts for about 26% and is expected to rise to 30% in the next 4 years. He acknowledges that raising tuition as a solution to revenue issues could negatively impact enrollment.

Charlotte Simmons begins by thanking Faculty for enduring these past difficult weeks, and thanking President Barger-Johnson for the invitation to speak. She acknowledges the difficulty of navigating the current circumstance, and reveals that in a recent survey, Faculty have made it clear that if given the option, an overwhelming majority would prefer to teach remotely if given the option in the Spring. A survey of students is currently
being analyzed. She transitions back to Gary Steward’s presentation to address what this information will mean for Faculty. She notes that there have been presentations over the last few years by UCO leadership regarding the declining budget trends, but that so far budget cuts have been made without the loss of a single occupied position. Looking forward in the face of budget deficits, it is likely that there will be less money to support travel, new initiatives, and renovations. We will likely not be able to offer as many low enrollment classes as before, there may be less reassignment time available, and we will likely struggle to fill open lines. She ends with a quote from Dr. Peggy Guthrie, “Start where you are, use what you have, and do what you can.” She assures us that the Academic team will do the best they can to address the current challenges and to support Faculty and students.

The floor is opened for questions to Dr. Simmons. Dr. Goulding states he is concerned that the basis of comparison is 2012- a high point- so did we budgeting based on a continued expectation of perpetual increase? Charlotte Simmons responds that yes- they do project based on recent past- in the glory days we continued to go up and up, when we began to decline, we thought that was an anomaly and we would continue to increase, then we had to begin to adjust to a continuing declining budget. Dr. Weidell asks if there a consideration in reducing our physical holdings? Charlotte responds that they have been asking the question- what can we give up? Yes- they will think about this, recognizing that giving something up that may not immediately benefit us do to leases we hold.

IV. Special Orders of the Day:

A. Confirmation of the Appointment of Brock Wynn Committee Service – FS President Barger
   1) Student Relations, Alumni, & Community Service Senate Standing Committee
   2) Transportation and Parking Committee (University Wide Committee)
      Passes unanimously

B. Election for Faculty Senate Vacancy due to the Resignation of Susanne Currier (CB) - Parliamentarian Daisy Folsom
   1) Results: Allen Arnold elected
   2) Confirmation of Election Results: as a CB Faculty Senator
C. Appointment of Allen Arnold to Committee Service – FS President Barger
   1) Faculty Welfare Senate Standing Committee
   2) Student Relations, Alumni, & Community Service Senate Standing Committee
   3) Appellate Committee on Discipline (University Wide Committee)
      Passes unanimously

D. Cancellation of January 14th Faculty Senate Meeting – FS President Barger
   1) Schedule set back in May 2020
   2) Change in the University Calendar has this during the Week before classes Resume

V. President’s Report

More than ever, I want to thank you all for being here today. As the number of Covid-19 cases rise in the state and unexpected ice storms take down power lines and Internet, we are aware more than ever of the risks faced by those of you who are teaching in the Face-to-Face classrooms. We appreciate your willingness to be a rock for students during this difficult time. As Faculty Senators we have a unique role in promoting conditions of learning and free inquiry, exercising and advocating for academic freedom, and advancing knowledge. We will continue to stand up for what we should be afforded in our role as faculty at UCO, and while we may not always have every request granted, we will continue to make those requests known. Please trust that if you bring an issue to me or any member of the Faculty Senate, we will make sure it is heard.

The UCO COVID-19 ON-CALL TASK FORCE. This group did not meet since our last FS meeting but is scheduled to meet tomorrow. Our Agenda includes updates on contract tracing efforts, holiday testing recommendations, telework after Thanksgiving questions, quarantine requirements after the holidays, WH Report/Recommendations, and any other new business.

The UCO FS EXECUTIVE COMMITTEE (FSEC) continues to meet monthly with the President and the Provost team. This month we discussed the status of the Chosen Name Policy on campus. This is still pending and the university is planning
on implementation at the beginning of the next semester. We discussed continuing technology concerns (tech glitches, network lagging/slow down) and the difficulty of teaching in the face-to-face plus virtual classroom. We also discussed how much student participation in classes has fallen off and the fact many students are opting to attend virtually even though they have a face-to-face seat. We discussed Remote Teaching Preferences, including employee family health care and privacy concerns. We discussed a Risk Model for Faculty that was developed by Faculty Senator Eric Eitrheim along with Faculty Senator Jarrett Jobe. We discussed the fact that this pandemic is operating to add not only physical health concerns to our worlds, but also mental health concerns. Campus leadership noted many of our concerns and suggested they would look into them more closely.

The FS Executive Committee had multiple inquiries related to the status of prior legislative efforts on campus. Communication/Shared Governance was addressed, Budget Updates – with questions related to travel funding and CeCE Development funding, the Provost and Deans Searches, and Salary Data Information and Reports were all discussed. The next meeting of the UCO Executive Committee meeting with the President and Provost Team is scheduled for December 8th at 2pm.

The UCO PROVOST’S ADVISORY COUNCIL (PAC) MEETINGS Our next meeting will be held on Wednesday, November 25th at 9am.

The UCO UNIVERSITY PLANNING COUNCIL (UPC) MEETINGS were held virtually with subgroups to address the strategic goals of the university and the development of the wording related to those. We met on Mondays, September 14th, September 21st, and September 28th. Our next meeting is Monday, November 16th at 9am. FS VP Burdina will represent us as I am in Provost Search Interviews all day.

The UCO PRESIDENT’S FACULTY ADVISORY COUNCIL (PFAC) met on Friday, November 6th. We discussed adapting to virtual delivery and potential budget shortfalls again. Our informal conversation revisited several topics that are unresolved. We will meet again on Friday, December 4th.

My monthly meeting with the UCO PROVOST TEAM OF CHARLOTTE SIMMONS AND GARY STEWARD was held Wednesday, November 4th by
WebEx meeting. At this meeting we discussed the upcoming budget shortfalls again. Our next meeting is scheduled for Thursday, December 24th.

The UCO INCLUSIVE COMMUNITY RESPONSE TEAM has been meeting every two weeks since this summer. The group has been discussing Bias reporting, defining Bias, the U.S. President’s Executive Order Combating Race and Sex Stereotyping, as well as sharing best practices across the campus. Our next meeting is scheduled for Wednesday, November 18th.

FACULTY HANDBOOK EDITORIAL BOARD will begin working on projects on Thursday, December 3rd.

The UCO FACULTY CONSTITUTIONAL CONVENTION has completed its work and presented the same to this body. We are still awaiting the Regents approval.

I want to express my appreciation for the work of the FACULTY SENATE STANDING COMMITTEES. Continue to work toward affecting change on our campus.

Please remember to send any reports you may have to our FS SECRETARY SHAWNA ELLIS for her inclusion in our minutes. Also please remember to send any Resolutions or Proposals your Standing Committees may produce to FS VICE PRESIDENT MARIYA BURDINA. Our UCO Faculty Senate webpage is now being maintained by our FS CORRESPONDENT KRISTI ARCHULETA and can be found at (http://sites.uco.edu/central/faculty-senate/index.asp).

Thank you again for all of your hard work this year, and thank you for allowing me to represent you.

VI. Senate Executive Committee Reports: President Barger Johnson
  Vice-President Burdina - Nothing to report
  Secretary Ellis - Nothing to report
  Correspondent Archuleta - State that we are working to increase the communication flow across campus, and that we continue to update the website.
  Parliamentarians Folsom - Nothing to report
VII. Senate Standing Committee Reports

**Faculty Handbook/Academic Affairs Committee** – Senator Goulding (Senator Folsom) Senator Goulding state that they are discussing concerns about communication and flow of information from administration to Faculty as well as the use of SPIES for tenure and promotion during these times. They are working on provisional language in the Handbook that would relate to emergency situation like Covid-19 but not exclusive to it.

**Faculty Welfare Committee** – Senator Eitrheim (Senator Jobe) Senator Eitrheim states they have been looking at the 3 criteria required for Faculty to request remote teaching and suggesting way to expand that. They are beginning to develop a risk model demonstrating that Faculty are at a greater risk for Covid-19 exposure.

**Personnel Policies/Adjunct Affairs Committee** – Senator Ellis (Senator Archuleta) – Senator Ellis states that they are looking possible suggestions concerning evaluations of staff, as well as with looking at how CUPA and other data are using to determine Faculty salaries.

**Research, Information Resources & Technology Committee** – Senator Ladwig (Senator K. Davis) Senator Ladwig states they are looking at classroom technology issues, but waiting to see how the semester plays out.

**Student Relations, Alumni, & Community Service Committee** – Senator Cassel (Senator Nelson) Senator Cassel says they are collecting data about Covid-19 reporting, and have noted that many Faculty are not receiving data about which students are being quarantined.

VIII. University-Wide Committee Reports:

**Alumni Association Board of Directors** – Senator Fister nothing to report.

**Appellate Committee on Discipline** – Senator Burns (Senator Cassel) nothing to report.

**Athletic Advisory Council** – Senator Nelson nothing to report.

**Committee on Student Conduct** – Senator Kuschel nothing to report.

**CUIT** – Senator Banks nothing to report.

**eLearning Advisory Team** – Senator Ladwig nothing to report.

**Faculty Handbook Editorial Board** – Senator Goulding (Senator Barger Johnson) nothing to report.

**Faculty Merit Credit** – Senator J. Davis nothing to report.

**Graduate Affairs Council** – Senator Creecy nothing to report.
Inclusive Community Response Team Advisory Council – Senator Barger nothing to report.
Research Advisory Council – Senator Waters nothing to report.
SPIE Advisory Group – Senator Maier nothing to report.
Transportation & Parking – <VACANT>
21CPI Advisory Board – Senator Green nothing to report.
Technology Faculty Advisory Board – Senator K. Davis nothing to report.
UG Research Advisory Council – Senator Warehime nothing to report.
University Council on Diversity – Senator Renteria-Mendoza - The committee heard a report inclusion in cabinet level positions, provided feedback on the diversity in curriculum proposal. The proposal will be shared via TEAMS.
UCO Faculty Grievance Board – Senator Sealey (Senator Moran) nothing to report.

XI. New Business-none.

X. Old Business

A. Assignments for Personnel Policies Committee
   Issue: Faculty CUPA/AACSB/AACN Salary Data and Salary Adjustments
   Issue: Responsiveness of Staff and Administration to Students/Faculty/Administration

B. Assignments for Faculty Handbook/Academic Affairs Committee
   Issue: Continuous Cultural Competence Program review
   Issue: Faculty Senate Covid-19 Task Force Q/A Action Items

C. Assignment for Faculty Welfare Committee
   Issue: Health Concerns Related to Remote Teaching

D. Assignment for Research, Information Resources, and Technology Committee
   Issue: Pedagogical Concerns about the F2F/Extended Classroom Environment; and Technological Resources and Training related to Fully F2F Teaching in the Extended format.

E. Assignment for Student Relations, Alumni & Community Service Committee
   Issue: Faculty have questions related to Covid-19 Notification Issues/Accuracy/Safety/Rights on campus.
X. Announcements for the Good of the Order

XI. Adjournment 3:12 pm

    Motion to adjourn - Senator Goulding, Second - Senator Archuleta

XII. Addendum A: Presentation by Dr. Gary Steward
University Full Time Equivalency FTE Report

- State Regents required FTE Reports beginning in the fourth quarter of 2012
- We are required to submit quarterly FTE reports: Sept, Dec, March, June
- Three personnel groups are included: Faculty, Staff, and Students

ADDITIONAL SQUARE FOOTAGE 2010 - 2020

- In the past 10 years, new construction and acquisitions has totaled nearly square feet. The ongoing cost of these facilities is approximately $3.37 per square foot per year for heat/AC/custodial. A few examples include:
  - Liberal Arts addition
  - Mitchell Hall addition
  - IPS building
  - Sports Performance facility
  - Hamilton annex
  - Softball complex
  - UCO Boathouse
  - St. Mary’s
  - Center for Transformative Learning
  - Co-op