



*Minutes of the University of Central Oklahoma
51st Faculty Senate
Thursday, 11 February 2021
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 (31):

CBA: Senator Arnold, President Barger Johnson, Vice-President Burdina, Senator Maisch;

CEPS: Correspondent Archuleta, Senator Beasley, Senator Cassel, Senator Jill Davis, Senator Evans, Senator Sealey;

CFAD: Parliamentarian Folsom, Senator Ladwig, Senator Moran, Senator Weidell, Senator Wynn;

CLA: Senator Burns, Senator Copley, Senator Goulding, Senator Green, Senator Squires, Senator Warehime;

CMS: Senator Bentley, Senator Creecy, Senator Eitrheim, Secretary Ellis, Senator Jones, Senator Waters;

Library/Advising: Senator Kirsten Davis;

Prof. Adm: Senator Banks, Senator Jobe, and Senator Renteria-Mendoza

Members Absent (4): Senator Fister, Senator Kuschel, Senator D. Nelson, Senator Weidell

II. RECOGNITION OF VISITORS BY UCO FS PRESIDENT BARGER: Provost Charlotte Simmons, Alyssa Provencio, Amanda Keese, Niccole Miller, Susan Barnes, Trevor Cox, Scott DeBoard, Jakey Dobbs, Samantha Kramer, Jesse Byrne, Lindsey Churchill, and Nikki Seagraves

III. Special Presentation by Provost Charlotte Simmons: Provost Simmons thanks the Faculty Senate and states that she has asked Senate President Barger-Johnson to allow her some time to come to every Faculty Senate meeting, just at the beginning, to give updates so as to increase



communication between academic affairs and the faculty. Provost Simmons mentions that while there are still formal channels of communication through Deans and Department Chairs, this will be a way for her to communicate directly to Faculty. This is something that is also done regularly at other institutions. She updates the Faculty Senate on Dean searches underway in the Colleges of Business, Fine Arts and Design, and Mathematics and Science. The committees are working hard, and at least in a couple of cases they're already interviewing the semifinalists. She mentions that she is excited that Dr. Churchill is going to be making her presentation on a proposed diversity class requirement. She says she will be talking to us in the future about the new Bronco Blueprint initiative which was piloted last Fall in Forensic Science, and that she has high hopes for this Freshman experience to increase retention. She wants the Faculty Senate to know that they are in the processes of charging a Task Force to look at what to do with technology beyond COVID-19, and that if any faculty are interested in serving on the task force, please make that known to your Department Chairs and Directors so that the Deans can nominate you for that. Provost Simmons updates the Faculty Senate that Alignment and Allocation data is coming out soon. The Dean's council has now heard five hours of intense lectures as they grapple to understand the model and as adjustments are being made based on Dean feedback. She is not sure on the exact timeline that this data will be released.

Dr. Simmons continues her updates, moving to the topic of budget cuts, since there are more details to share since last semester's Faculty Senate updates and college forums. Academic Affairs portion of the budget cut is \$4.2 million, the largest budget cut we have ever had to the Academic affairs budget and recurring funds. She reminds the Faculty Senate that Academic Affairs has been able to withstand a series of mini cuts over a period of five years without the loss of any vacant faculty lines or otherwise. However, with a needed cut of \$4.2 million, it is difficult to believe that is still possible. Provost Simmons reaffirms her 21 year stance on the importance of shared governance, as a belief she is committed to continue to practice in her role as Provost. She offers some clarifications to the directions coming down from Deans and Department Chairs regarding Faculty lines. First, Dr. Simmons states that they are asking Departments and, in some cases, programs, to tell Academic Affairs about what we foresee for the next three to five years. What are our needs? Where do we see opportunities to grow? What would be



needed to get us there? But also, the question no one wants to think about, and with declining enrollment, what are areas where positions won't be needed anymore? She states that this is not so that Academic Affairs can start laying off people, and she certainly hopes not. This is so, as there is attrition in a Department, this might be a good place where we can think about downsizing over time, the next 3 to 5 years. Though she could, with the Deans, make a cut of \$4.2 million to the budget; no one would like that including herself, she should not do that, and it would not be in the spirit of shared governance. Faculty should be involved and use this opportunity, working at the Department level, sending that information to the College level and then to the Academic Affairs level so that we together can try, as a group, to make the best decisions possible, that will minimize the impact of such a drastic cut in a short amount of time in Academic Affairs. She realizes that Faculty are nervous, scared for the future, and wondering what this all means. She reiterates that right now we truly are talking about vacant lines. She hears people are worried about promotions, but states that is not in the discussion. This is about positions. She does not want to make these decisions without Faculty input, and while scary, Faculty need the information she is providing in order to be informed and to be involved in this process. She wants us to work together to face this challenge. She wants to avoid misinformation. President Neuhold-Ravikumar and she will be holding 1 hour meetings with all 35 Departments and School visits, by the end of March. These meetings will be about listening- hearing 2-3 page plans but also what is not in the plan. This is personal to her, as she has interacted with most of us over the years in some way. She remembers a time when she was Department chair in 2007, after they lost 5 Faculty members by retirement and none of those positions were replaced, that it was the case that 50% of Faculty taught an overload. So, she understands the consequences these cuts can have, and she wants us to work together to do this in the smartest way possible. So, during these Department visits, she wants to hear how this will impact us individually, what our fears are, and what are our ideas for growth and for getting out of this crisis? This communication can impact Academic Affairs decisions going forward.



Question and answer session: *Paraphrased*

Senator – Thank you for your transparency. Can you give us an idea of cuts to other divisions?

Provost Simmons – Every division is undergoing a 6% cut and for most divisions that's a few thousand dollars but can go up to \$700 K. Every division is going to be less than Academic Affairs, because our 6% is on Faculty salary and benefits. We have 550 full time faculty and so we have what looks like a large budget. We have trimmed our operating budget over the years but unfortunately that is no longer practical. Our budget is the most sizable and there's no getting around that—it is going to hurt.

Senator X – Are overloads being discussed?

Provost Simmons – Overloads are not being discussed, but that's an outcome. When you begin to cut faculty you still need the same amount of classes. You try to find adjuncts, and when you can't, the Department Chair comes looking for you. I've seen how that happens. What also has to occur is reassignment time has to be looked at, and cutting reassignment time is not simple and has all kinds of ramifications. I take this very seriously but this is the point we are at, though through the years including with Provost Barthell, we have tried our best to avoid it.

Senator X – In regards to overloads, is there going to be any directive in regards with promotion and tenure.

Provost Simmons – Nothing has been discussed. My position aligns with Provost Barthell that we don't want to lose Faculty positions. Unfortunately we already have colleges and departments where overload is a regular thing. There are times when we had to intervene and say, you know, that may not have been considered when you have two people going up at the same time and one didn't teach a lot of overload. Unofficially, I think most Department Chairs do take that into consideration, but there is nothing formal about that.

Senator X – I'm concerned about the switch to virtual learning for inclement weather. Faculty Senate was asked about this possibility last semester. As a representative for the School of Music, I have asked for comments from my faculty—which were overwhelmingly against going virtual for inclement weather.



Students need building facilities to attend virtual lessons and that disadvantages both students and faculty with kids in daycare or school that is cancelled.

Provost Simmons – Yes, so on Tuesday we were surprised with inclement weather and I got a phone call about 10:10 from University officials and the call was made at 11 to cancel classes, and with the roads it seemed to be the right decision. However we got a lot of negative feedback, as in why aren't we allowed to teach virtually after you have invested in all this technology and we have been doing this the last 3 weeks. In consultation with the Deans, they were unanimously in favor of going to a virtual environment. Things are not expected to get better until at least next Tuesday, and that is a lot of class to miss. We did that last Fall when a lot of people were losing electricity, but that is not the case here. We know there will be challenges for some students and some Faculty, and we ask for leniency and if you can't do the virtual environment, then find a way to communicate with your students. We know that one strategy does not always work for everyone and every situation. We are going to be working with creating at least 3 scenarios as far as decision making so we can make better decisions in the future.

Senator X – Are they looking at giving adjunct pay for summer courses?

Provost Simmons – Not at this point- there could be a point where we look again at the summer model, but no we not look at an adjunct pay model, and any model we would considered would be under shared governance.

Senator X – Can we get some guidance on how we're expected to go forward with the recommendations from the Department level- because right now it seems like we need to figure out who we are going to sacrifice in order to deal with the budget crisis?

Provost Simmons – We are not asking you to figure out who. We had 43 vacant positions, and now we have had at least 5 retirements and resignations. That is not what we want, but some people have gotten scared. It is horrible and not the intention, but if you want shared governance and transparency then this is what it looks like, and sometimes the news is bad. So now we have closer to 50 vacant positions and we're trying to figure out which ones of those we do not absolutely have to fill because of attrition in the program and maybe a shift of needs in the program. This is not about naming people, not this year, not next year, not ever. This is about honest conversations, for example having three Faculty teaching in a program that only has 10 students- this is a real example. No we're not to lay off

those people or ask them to leave or retire, but maybe this is an area that doesn't need as much as an overall need of Faculty or we could reduce overtime. Maybe the vacant position in this Department could be reallocated or used toward the budget cut. So no, I don't want you to think, I'm going to go ask Professor X to retire so that it will save my job. Think in terms of programs- and not all of this is about cutting, it is about growing. How are we going to stop these budget declines? Where are the areas we have potential to grow? And this needs to align with the data because when I go to President and say I want to keep these positions and let these positions go, as our former CFO, she is going to want to know how this aligns with the data. And if it doesn't, there needs to be another explanation- maybe an accreditation issue for example. As so I need to hear from your Department and I need you to look at the data and say yes, this fits our Department, or no, this isn't really what's happening and this is why. That is how I will understand your needs so that I can advocate for those.

Senator X – While our budget is the most sizable, we are also the engine of the University producing credit hours/income. So I think having an across the board cut may be something to be looked closer into, because without Faculty we are losing income potentially, so we have to be careful.

Senator X – Are they looking at student credit hours again at the end of the second week of classes? There seems to be a backlog in the enrollment office of processing some students.

Provost Simmons – That is a good point- there is a cutoff date for the numbers we send to the Regents so some of those things get missed, and also includes block 2 classes. These are the kinds of things I need to know so I can articulate on your behalf.

- IV. Samantha Kramer AERS Academic Early Referral System.** AERS is a way for us to collaborate with Faculty to identify students who demonstrate behaviors that may impede academic success, especially targeting the Freshman population taking 1000 level courses. Excessive absences is a huge red flag, as well as D2L engagement, avoiding the course instructor, and refusing assistance. The process consists of the Faculty member submitting report, Student Advocacy creates the case files, Student Advocacy attempts outreach and intervention, then Student Advocacy closes the case file and inform Faculty of the outcome. This form is on UCONNECT under 'Enter



grades' titled Academic Referral Submission. We will partner with BAT and CCWB when appropriate. It is possible to report several students at once. If you have a student who never attended a class, we recommend an Administrative Withdrawal, which accounts for about 8% of our referrals. 33% of our referrals are due to excessive absences, and 41% are due to academic concerns. We can refer students to Academic Advisement, Bronchos Helping Bronchos, and UCO Bookstore scholarships. If possible, we recommend you should also reach out at least once if they are struggling, so they are not blindsided. We will also recommend to students to reach out to their instructors. We are exploring options to make this work with D2L. Referrals are confidential and do not go on their permanent record and is not punitive. It is no longer true that entering a 'D' or 'F' into midterm grades will automatically send students to academic referrals.

**V. Lindsey Churchill — Committee on Diversity: Curriculum Committee
Class room diversity**

In 2018 students came to a Faculty Senate meeting and suggested that Faculty create a required class on Diversity. Our idea is to use existing courses. Many large research universities and our peer regional institutions already have a diversity requirement. A diversity course would focus on at least one historically marginalized population or community. It would focus on historical contexts and or present day experiences of inequality. It would contain a reflexive component. We will need to work with Faculty, Deans, Department Chairs, University and College curriculum Committees and Academic Affairs.

VI. Approval of the minutes

December minutes: Senator Archeleta motions, Senator Goulding seconds, minutes are approved

VII. Senate Executive Committee Reports:

Parliamentarians Folsom: Nothing to Report

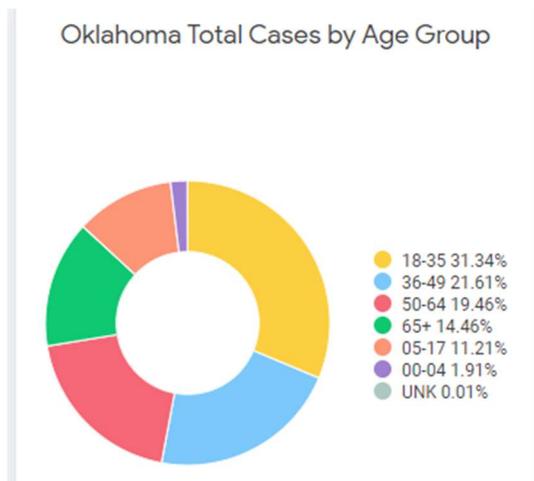
Correspondent Archuleta: Nothing to Report

Secretary Ellis: Nothing to Report

Vice President Burdina: Nothing to Report

President Barger's Report

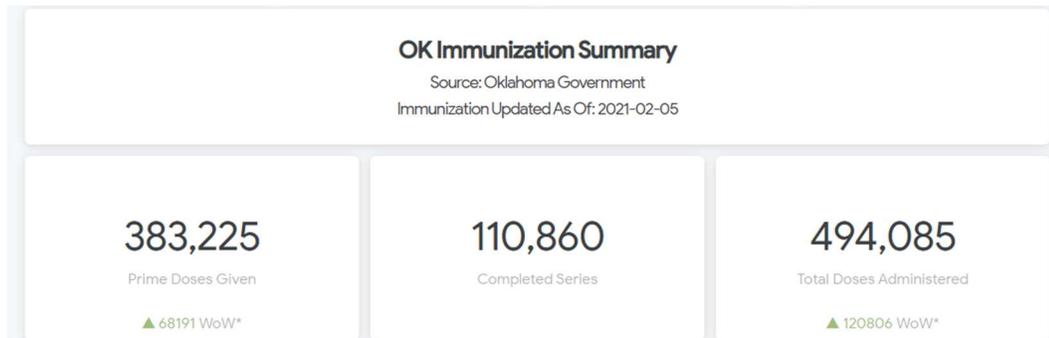
Happy New Year UCO Faculty! Even with the delayed start to the semester, we are now well into the fourth week of the Spring 2021 semester, and most of us are back in the live classrooms. While many of you are still learning to navigate utilizing the technology alongside what you have done for years in our classrooms, our students are back and ready to be engaged. According to the Oklahoma Department of Health, cases have begun to decline slightly in Oklahoma. We recognize that we are not out of the woods yet. We continue to be aware of the risks faced by those of you who are taught in the Face-to-Face classrooms. As I had indicated I previously had two family members pass from this virus, the virus hit even closer to home for me this month as my own 11- year-old daughter was diagnosed with the virus. She is fine and had zero symptoms, but it was nerve wracking nonetheless. There's something very different knowing your child is at risk. Data also shows that by region, we seem to be flattening at a much quicker rate than some other regions. However, the most alarming data of all to me was that the group with the highest infection rate, according to the Oklahoma Department of Health, was the group occupied by our students. As you will see in the ODoH graphic below, those between the ages of 18-36 have the highest number of cases of any group with 31.34%.



Source: Oklahoma Department of Health webpage.



As the vaccination clinics across the state continue to administer the vaccines, we will hopefully see our most vulnerable populations protected. As of this week, 110,860 Oklahoma residents have been fully vaccinated. Another 272,365 have been given their first dose and will be fully vaccinated within the month. This is hopeful, but we have a long way to go.



As Faculty Senators we are often called upon to advocate for our colleagues. I want to commend you all for bringing issues to me as they arise so I can carry them forward to our administration. As budgets tighten, it is going to be more important than ever to make sure we are heard. 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. Today we will be given another unique opportunity to make our voices heard in new business in our discussion related to shared governance.

The UCO COVID-19 ON-CALL TASK FORCE. This group did meet multiple times in December, January, and February. One primary function was to make recommendations for delaying our return to in-person classes. Our initial recommendation of two-week delay was granted, and a second two week delay was requested and partially granted. As the committee's name suggests, we are continually being called to meet quickly to make decisions to benefit our campus.

The UCO FS EXECUTIVE COMMITTEE (FSEC) continues to meet monthly with the President and the Provost team. This month we started with a discussion on technology needs to make virtual learning more effective when combined with the live classroom. That was followed by a brief budget



discussion related to the role we as faculty will play in that process. We also discussed potential for training in the mode of virtual delivery with a live classroom much like we are trained for teaching Online. *The next meeting of the UCO Executive Committee meeting with the President and Provost Team is scheduled for March 9th 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 was held virtually on Monday, January 25th. We discussed enrollment and the overall outlook for campus numbers. The beginning of the semester saw a decline of 7.6% overall in headcount. This equated to a decline of 8.1% in credit hours. All classifications were down in overall numbers with Freshman being the largest decline overall number. As for Summer 2021, we are down by 10% compared to last year at this time. Fall 2021, is not looking great at this time as overall applications are down by 34.9% year over year. After enrollment discussions, a mandatory fee request was heard as presented by the CIO Watkins. The meeting closed with Budget discussions. *Our next meeting is scheduled for February 15th at 9am.*

The UCO PRESIDENT'S FACULTY ADVISORY COUNCIL (PFAC) met on Friday, January 22nd, and we will *meet again on Friday, February 26th.*

My monthly meeting with the **UCO PROVOST CHARLOTTE SIMMONS** was Thursday, January 28th. *Our next meeting is scheduled for Thursday, February 25th.*

The UCO INCLUSIVE COMMUNITY RESPONSE TEAM has been meeting every two weeks since this summer. We last met on Wednesday, February 3rd. *Our next meeting is scheduled for Wednesday, March 3rd.*

FACULTY HANDBOOK EDITORIAL BOARD last met on *Thursday, December 3rd.* While there are not any outstanding projects assigned, we did revisit a couple of projects that we will look at this year.

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



approval. Somehow the new Constitution was lost in the shuffle with the President/Provost this past fall and it has been once again dispatched.

UCO FACULTY SENATE ELECTIONS will be coming up soon. It is my understanding that the following Senators are Term-Limited at the end of this term and are thereby ineligible for re-election:

- Lori Beasley (2021)*
- Marc Goulding (2021)*
- Shawna Ellis (2021)*
- Linda Sealey (2021)*

Additionally, the following Senators are finishing their first term, and are eligible for re-election:

- Mariya Burdina (2021)
- Jaime Burns (2021)
- Darlinda Cassel (2021)
- James Creecy (2021)
- Nelda Fister (2021)
- Sam Ladwig (2021)
- John Maisch (2021)
- David Nelson (2021)
- L. Renteria-Mendoza (2021)*
- M. Nicole Warehime (2021)
- Amanda Waters (2021)
- Barbara Weidell (2021)

All other Senators are in the first year of their first or second terms, and will be continuing. *Professional Administrators who are termed out will not be replaced going forward per 2020 Constitutional Amendments.

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>). **FS**



PARLAMENTARIAN DAISY FOLSOM will begin our election process soon so be looking for information related to that.

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

VIII. Senate Standing Committee Reports

Faculty Handbook/Academic Affairs Committee – Senator Goulding (Senator Folsom) nothing to report.

Faculty Welfare Committee – Senator Eitheim (Senator Jobe) nothing to report.

Personnel Policies/Adjunct Affairs Committee – Senator Ellis (Senator Archuleta) nothing to report.

Research, Information Resources & Technology Committee – Senator Ladwig (Senator K. Davis) nothing to report

Student Relations, Alumni, & Community Service Committee – Senator Cassel (Senator Nelson) nothing to report.

IX. University-Wide Committee Reports:

Alumni Association Board of Directors –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 – 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 – Senator Wynn nothing to report.

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 nothing to report.

UCO Faculty Grievance Board – Senator Sealey (Senator Moran) nothing to report.

X. New Business

A. Appointment of Senator to replace Senator Banks on CUIT

Left this open to volunteers.

B. Open Discussion: *What Does Shared Governance Mean or Look Like To You?*

Senator Goulding states that Faculty should be part of the decision making process in curriculum, budget, and all the major levels of decision making. There is a definition of shared governance by the AAUP at <https://www.aaup.org/our-programs/shared-governance>. We are an educational institution, not a business, and Faculty should be equal partners in making decisions.

Senator Burdina states there is a difference in being included and being in agreement in the final decision. AAUP definition is a great place to start. What practices are we currently using that are contributing well toward that goal, what are we doing to get closer, and what areas are we still lacking in as far as shared governance?

C. Open Discussion: *Virtual versus Canceling on Inclement Weather Days*

Brief Discussion melded into point B above.

XI. 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.

XII. Announcements for the Good of the Order

XIII. Adjournment 3:44 pm

Motion to adjourn – Senator Goulding, Second – Parliamentarian Folsom

Respectfully Submitted by **Secretary Shawna Ellis**, on 09 March 2021