



*Minutes of the University of Central Oklahoma
51st Faculty Senate
Tuesday, 12 October 2021
Held virtually via Microsoft Teams*

I. CALL TO ORDER:

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

II. ROLL CALL – Secretary Waters

Members Present (28):

CBA (3): Senator Arnold, President Barger Johnson, and Senator Anderson;

CEPS (5): Correspondent Archuleta, Senator Cassel, Senator Jill Davis, Senator Evans, and Senator Loucks;

CFAD (4): Senator Ladwig, Senator McGuigan, Senator Moran and Senator Webb;

CLA (6): Senator Breslin, Senator Copley, Senator Green, Senator Maier, Parliamentarian Provencio, and Senator Shukla;

CMS (8): Senator Bentley, Senator Eitrheim, Senator Fister, Senator Gamagedara, Senator Jones, Senator Paynter, Senator Seagraves, and Secretary Waters;

Library/Advising (1): Senator Kirsten Davis;

Prof.Adm (2): Senator Banks, and Senator Jobe.

Members Absent (1):

Senator Squires, Vice President Burdina, Senator Canada-Phillips, and Senator Kuschel.

III. RECOGNITION OF VISITORS BY UCO FS PRESIDENT BARGER: Kevin Freeman (Vice President for Finance and Operations and Chief Financial Officer), Dallas Caldwell (Office of Registrar), Adriana Edwards-Johnson (Staff Senate President), Amanda Keese (Manager of Academic Technology and Training), Christi Moore (Office of Inclusive Community), Dene Roseburr-Olotu (Director of Office of Diversity and Inclusion), Marc Goulding (AAUP President), Michael Martin (Director of IT Client



Experience and TRC), David Herd (Assistant Vice President for Compensation and Benefits), Jeremy Oller (Dean of College of Business), Laressa Beliele (CEPS), Lindsey Churchill (AAUP Treasurer)

IV. Special Presentation on UCO Budget Process with Kevin Freeman, Vice President for Financial and Operations and Chief Financial Officer: Total yearly operating budget for UCO is approximately \$172M with \$115M of that total being salaries and benefits. Fall 2021 census headcount was 13,250 students (150,072 credit hours) which is the lowest headcount enrollment since 1985 and lowest credit hour production since 1998. It is the eighth straight year of enrollment decline. FY21 budgeted a 2% decline in credit hour production, but in actuality it was about 6% which is exacerbating the current budget issues. This left the fall 2021 tuition revenue deficit with an immediate budget shortfall of about \$1.5M. If normal enrollment trends continue for the spring and summer semester, an additional \$1M shortfall is expected. That totals an annual revenue deficit of \$2.5M for current budget year. Relief funds are helping to bridge that immediate shortfall, but increasing enrollment and credit hour production will be crucial. Planning FY23 budget has begun and the hope is to formalize a plan by the end of the calendar year. Even if enrollment for FY22 stays flat, there will always be a \$2.385M mandatory cost increase for items like health care, increases for tenure and promotion, and utilities and other service increases. With enrollment decline and mandatory cost increases the budget deficit adds to \$14.85M. With temporary staff savings and other saving it brings the deficit down to \$13.5M. There is \$8M in remaining government relief funds, but not all will be used for the deficit. It will be split between balancing the budget and one-time investments to strategically improve the campus. That leaves an estimated \$6-7M in budget deficit that needs to be accounted for with a permanent budget reduction.

Questions from faculty senators included why the cost of benefits had increased so much since last year (referred to VP Feinberg), what is the exact dollar figure academic affairs is being asked to cut (explained the variability in the budget and federal funding ended with it is too early to pin it down exactly), was declining enrollment solely responsible for the deficit and if so



why was their vacancy in enrollment staff that have not been filled yet (the issue is being addressed), how much COVID relief federal money did UCO receive (\$38 M to UCO and another \$30M to students through UCO), is depreciation included in the deficit (no, the deficit reported is a cash deficit), why don't we lower tuition to attract students (UCO not willing to gamble that it would eventually pay off, but admits enrollment increases are essentially to not be in a deficit), how do academic affairs cuts lead to growth in the future (cuts first to balance the budget, then focus on growth)

- V. Special Presentation from UCO AAUP** with Marc Goulding, UCO AAUP President, Senator Leeda Copley, and Lindsey Churchill: A presentation was given to encourage faculty senators to join AAUP and describe the differences in the organization. Emphasize that AAUP represents and supports all faculty types as advocates. They have had a 300% increase in membership over the last year.
- VI. Special Presentation on Native American Heritage Month and the Land Acknowledgement** with Dene Roseburr-Olotu, Director of Diversity and Inclusion: Provided an update on the university-wide land acknowledgement from the Native American Faculty and Staff Association. This has been officially recognized by the UCO president. It will be celebrated on November 3 at 2pm in the NUC Grand Ballroom at the Native American Heritage Month celebration.
- VII. Special Presentation on Insurance and Benefits changes during Open Enrollment** with David Herd, Assistant VP of Compensation and Benefits: Discussed the benefits and changes that have occurred this year. Emphasized the My Health and Wealth Benefits Tool, the new UCO benefits app, and that open enrollment was happening now. Discussed that in general annual increase for health care is 8% every year. Question from faculty senators include: Why is open enrollment shorter and earlier than most other employers (send dates to UCO benefits of when other open enrollments are and they will consider changing for next year), why limit the insurance options for 6 plans to 4 (cost decision), why is the highest premium lowest deductible so limited on providers this year, concern was raised about provider/patient relationship and the limited networks hindering that.



VIII. Special Presentation on Post-Covid-19 Academic Technology Training
with Dr. Amanda Kesse, Manager – Academic Technology and Training:
Give an update on the direction of TRC over the next few years. Discussed technology use in the classroom pre and post COVID. Discussed the blurred nature of the 100% in-person and 100% online classroom now. The main focusses moving forward will be digital literacy for students and flexible teaching and learning. Any suggestions are appreciated and should be sent to TRC.

IX. Approval of Minutes:

1 September 2021 Special Meeting: Senator Fister moves and Correspondent Archuleta seconds, no opposition. Minutes are approved.

9 September 2021 Special Meeting: Senator Archuleta moves and Correspondent Fister seconds, no opposition. Minutes are approved.

VIII. Special Order of the Day

a. Certification of the Election Results for the College of Fine Arts Design:

- i. Senator Sam Ladwig (2021-2022)
- ii. Senator Keith Webb (2021-2022)

b. Certification of the Election Results for the College of Business:

- i. Senator NaRita Anderson (2021-2023)

c. Certification of the Election Results for the College of Liberal Arts:

- i. Senator Michael Breslin (2021-2023)

Senator Archuleta moves and Correspondent Fister seconds, no dissent. Senators Ladwig, Webb, Anderson, Breslin are affirmed.

IX. Senate Executive Committee Reports:

- a. Senator Jobe*** (for ProfAdm) – No Report
- b. Senator Moran*** (for CFAD) – No Report



- c. *Parliamentarian Provencio* – Report made in the Election Results disclosure.
- d. *Correspondent Archuleta* – No Report
- e. *Secretary Waters* – No Report
- f. *Vice-President Burdina* – No Report.
- g. *President Barger Johnson*

Thank you so much for your continued service to the University on the Faculty Senate. It is because of Faculty like you, that our voices are heard to the UCO Administration and beyond. We are being called to work toward different issues on campus, recognize we are continually being sent e-mail from you and we are constantly trying to find ways for all of you to be heard. Per the UCO Faculty Handbook's Faculty Senate Constitution Article III, Section A, we, as the UCO Faculty Senate are “the official voice of the UCO Faculty Association and its members.” Further, under Section B, 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 are also charged with participating in academic policy and decision-making processes at UCO. This charge includes teaching, faculty welfare, and faculty personnel policies, including tenure and promotion, as well as university-wide budget and strategic planning related to the same. I 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. I would like to express my sincere gratitude to each and every one of you. Please trust that if you bring an issue to me, I will make sure it is heard.

I cannot remember a time I personally have been pulled in so many different directions at mid-semester. I’m sure the rest of you are . There are so many questions swirling on our campus about our future. I want you all to know that I appreciate all you are doing to make UCO a place that students want to learn. You as UCO Faculty are the reason students are here. They come here because they know they will have dedicated



professors who are truly interested in helping them to learn and grow as individuals.

I would also like to take this time to recognize the land on which our campus is gathered is land entrusted to the care and protection of the Caddo and Wichita people and shared by 39 Indigenous Nations including my own tribe the Cherokee Nation. I would also like to acknowledge that settler policies designed to confine and erase Indigenous people resulted in their forcible relocation to this place and that the Land Runs in our state reinforced this stance.

The UCO COVID-19 ON-CALL TASK FORCE. This group met on Thursday, September 30th to make recommendations related to campus events including graduation ceremonies and holiday events. We are next scheduled to meet on Thursday, October 14th and 28th.

The UCO FS EXECUTIVE COMMITTEE (FSEC) continues to meet monthly with the UCO President and the UCO Provost. We have also been meeting with the joint Senates and are scheduled to meet on Wednesday, October 13th at 11:30am. We continue to discuss the effect of budgets on Faculty and Staff as well as opportunities to collaborate.

The UCO PROVOST'S ADVISORY COUNCIL (PAC) MEETINGS, our last meeting was on Wednesday, September 29th. Our next meeting is scheduled for Wednesday, October 27th at 9am.

The UCO UNIVERSITY PLANNING COUNCIL (UPC) MEETINGS have not been held since our last Faculty Senate regular meeting. Our next meeting is Monday, October 25th at 9am.

The UCO PRESIDENT'S FACULTY ADVISORY COUNCIL (PFAC) is next scheduled to meet on Wednesday, September 29th at 4pm. We did not meet at all through the summer.

My monthly meeting with the UCO PROVOST CHARLOTTE SIMMONS was rescheduled.

Please remember to send any reports you may have to our FS SECRETARY AMANDA WATERS 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 PARLIAMENTARIAN ALYSSA PROVENCIO is responsible for parliamentary procedure for our body so please address any questions regarding the same to her.

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

X. Senate Standing Committee Reports

- a. Faculty Handbook/Academic Affairs** – Senator Green (Senator Arnold) They are working to draft language for the question of getting a designated faculty representative on the UCO cabinet.
- b. Faculty Welfare Committee** - Senator Eitheim (Senator Jobe) Nothing to report.
- c. Personnel Policies/Adjunct Affairs** - Correspondent Archuleta (Senator Moran) Nothing to report.
- d. Research, Information Resources and Technology Committee** - Senator K. Davis (Secretary Waters) Reminder to complete the Extended Classroom Action Team survey so that your voices and opinions are recognized by the committee doing that work on campus.
- e. Student Relations, Alumni and Community Service Committee** – Senator Cassel (Senator Maier) Nothing to report.

XI. University-Wide Committee Reports

- a. Alumni Association Board of Directors** – Senator Fister Nothing to report.
- b. Appellate Committee on Discipline** – Senator Shukla (Senator Cassel) Nothing to report.
- c. Athletic Advisory Council** – Senator Burdina Nothing to report.
- d. Committee on Student Conduct** – Senator Kuschel Nothing to report.



- e. **CUIT – VACANT** Nothing to report.
- f. **eLearning Advisory Team** – Senator Loucks Nothing to report.
- g. **Faculty Handbook Editorial Board** – Senator Green (Senator Barger) Nothing to report.
- h. **Faculty Merit Credit** – Senator J. Davis Nothing to report.
- i. **Graduate Affairs Council** – Senator Seagraves Reported on the graduate enrollment management initiative the committee is working on. This would be similar to the undergraduate retention and recruitment work but at the graduate level. They are also discussing accelerated degree pathways.
- j. **Inclusive Community Response Team Advisory Council** – Senator Barger Nothing to report.
- k. **Research Advisory Council** – Secretary Waters Nothing to report.
- l. **SPiE Advisory Group** – Senator Maier Nothing to report.
- m. **Technology Faculty Advisory Board** – Senator K. Davis Nothing to report.
- n. **Transportation & Parking** – Senator Shukla Nothing to report.
- o. **21CPI Advisory Board** – Senator Green Nothing to report.
- p. **UG Research Advisory Council** – Senator Canada-Phillips Nothing to report.
- q. **University Council on Diversity** – Senator Bentley Nothing to report.
- r. **UCO Faculty Grievance Board** – Senator Evans (Senator Fister) Nothing to report.

XII. New Business

None

XIII. Old Business

a. FSR2021-2022-002 Acknowledge Native Lands

The proposal was read in the last meeting by President Barger Johnson. It was called for a vote this meeting by Senator Green and seconded by Senator Maier. No opposition was heard. The vote was called and the resolution unanimously passed with no abstentions.



b. Assignments for Personnel Policies Committee

Continue work on Faculty CUPA/AACSB/AACN Salary Data and Salary Adjustments.

c. Assignments for Faculty Handbook/Academic Affairs Committee

Asked to work on “Should the Faculty Senate Request to have a designated Representative on the UCO Cabinet?”

d. Assignment for Research, Information Resources and Technology Committee

No active assignments, but asked to liaison with the Extended Classrooms Action Team for further information.

e. Assignment for Student Relations, Alumni and Community Service Committee

No active assignments

f. Assignment to FS Executive Committee

Continue to work on FSP 2020-2021-003 Faculty Handbook Revisions vested in the Faculty Senate only with Correspondent Archuleta heading this task.

g. Assignment to FS Ad Hoc Committee on *Title IX*

They are continuing to meet. Still concerns that need to be addressed with Dr. Erin Logan to make sure they have completed their work to their satisfaction.

XIV. Announcements for the Good of the Order

None

XV. Adjournment 3:34 pm

Motion to adjourn by Correspondent Archuleta and Senator Fister seconds. Adjourned at 3:34 pm.



Respectively Submitted by **Secretary Amanda Waters**, on 3 November 2021