



*Minutes of the University of Central Oklahoma  
51st Faculty Senate  
Thursday, 9 December 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 (32):**

- CBA (4): Senator Anderson, Senator Arnold, President Barger Johnson, and Vice President Burdina;  
CEPS (6): Correspondent Archuleta, Senator Canada-Phillips, Senator Cassel, Senator Jill Davis, Senator Evans, and Senator Loucks;  
CFAD (4): Senator Ladwig, Senator McGuigan, Senator Moran, and Senator Webb  
CLA (7): Senator Breslin, Senator Copley, Senator Green, Senator Maier, Parliamentarian Provencio, Senator Shukla, and Senator Squires;  
CMS (8): Senator Bentley, Senator Eitheim, Senator Fister, Senator Gamagedara, Senator Jones, Senator Paynter, Senator Seagraves, and Secretary Waters;  
Library/  
Advising (2): Senator Kirsten Davis, and Senator Kuschel;  
Prof. Adm (1): Senator Jobe

**Members Absent (1):**

Senator Banks

**III. *RECOGNITION OF VISITORS BY UCO FS PRESIDENT BARGER:***

President Patti Neuhold-Ravikumar, Provost Charlotte Simmons, Jerry Legere (Emeritus Faculty), Samantha Kramer (Student Advocacy),



Adam Johnson (Associate Vice President for Registrar), Adriana Edwards-Johnson (Staff Senate President), Adrienne Noble (Vice President of Communications), Alina Mizell (CLA), Amalia Gomee-Wilkinson, Amanda Keese (Manager of Academic Technology and Training), Amanda Putman (CLA), Amy Johnson (CFAD), Angela Bichchi Pham (student), Brett Sharp (CLA), Chad King (CMS), Christopher Lynch (Vice President for Enrollment and Student Success), Clara Hibbs (student), Clark Ovrebo (CMS), Claudio Lamar-Parham (student), Courtney Pegketwa (student advocacy), Cristi Moore (Inclusion and Diversity Strategist), Dallas Caldwell (Office of Registrar), Dani Harris, Diane Feinberg (Vice President for People and Culture), Hari Kotturi (CMS), Heloisa Campos (CEPS), Ivy Barton, Jacilyn Olson (CEPS), Jennifer Molock (Inclusive Community Officer), Jesse Warner (CFAD), Joe Hight (CLA), Katrina Lacher (CLA), Kagvan Noori (student), Kenneth Shimer (student), Kevin Freeman (Vice President for Finance), Larissa Boyd (CEPS), Linda Sealey (CEPS), Liz Lane-Harvard (CMS), Luis Montes (CMS, Past Faculty Senate President), March Goulding (AAUP President), Margaret Musgrove, Maria Diaz Montejo (CLA), Marianne Edwards (Student Advocacy), George Lang, Mark McCoy (FSI), Mary Carver, Megan Bolin, Michael Martin (IT Director of Client Experience and Technology), Michael Springer (CLA), Michaela Vance (student), Michelle Moeller, Mickie Vanhoy (CEPS), Nazgul Nurbyek (student), Nicole Warehime (CLA), Patti Loughlin, Rachelle Franz (CEPS), Rebecca McGuigan, Samantha Kramer (Student Advocacy), Sandi Stewart, Sara Boyd (student), Sean Laverty (CMS), Sean McMillian (CEPS), Shawna Ellis (CMS), Sherri Johnson, Shun King (CLA), Sonya Watkins (Chief Information Officer), Sophia Clark (CLA), Taylor Baird (Parliamentarian Staff Senate), Vicki Jackson (CMS), Waleed Manaf (student), Britney Hopkins, Christina Hendrickson (CMS), Cynthia Faulkner, Elizabeth Overman, John Wood (CLA), Jordynn Martinez, Laura Donner, Fran Petties (Director of Talent Development), Scott DeBoard (Past-President Staff Senate), Jakey Dobbs (Vice-President Staff Senate)



**IV. Open Session by Provost Charlotte Simmons:** Noting that there would be a lot of questions for President Neuhold-Ravikumar, Provost Simmons kept her comments brief. She thanked everyone for all their hard work this semester.

**V. Open Session with President Patti Neuhold-Ravikumar:** President Neuhold-Ravikumar thanked everyone for the opportunity to attend and hear the information. It was noted that there were numerous questions submitted and those would be answered first and then if time permitted others would be asked. She also noted that a Frequently Asked Questions (FAQ) documents would be created from these and other questions and be available to all faculty and staff.

\*Note: When possible, the answers below were taken verbatim from the transcript of the meeting.

*Q: How can we as faculty advocate for more equitable updated funding formulas?*

A: 3 things to help the university. 1) Work to understand where we are today. 2) Communicate with legislature and state regents 3) Recommend a solution that is a task force/committee be convened to update the formula.

*Q: Higher ed institutions across the state are working to collaborate with each other to serve students all over the state. Is UCO administration working with any of these entities in an effort to fulfill our role as a metro university and serve the community?*

A: Yes. Academic Affairs, Enrollment and Student Success have been spending a lot of time developing over 140 academic pathways for Rose and OCCC student to transition into UCO. Communication is ongoing between university presidents. Including occupying space on Rose state campus to foster this collaboration.

*Q: Are the FY 20 and FY 21 audits publicly available yet?*

A: Yes for the FY 20, the FY 21 audit is still in progress so not available yet.



*Q: How do we submit out audit to the state? “Why hasn’t one been submitted since 2017?”*

A: This was a misinformed question. The audits have been submitted every year and are discussed with the audit and finance committee RUSO each year. The financial statements have been published each year on the public UCO website in financial services website. The budgets are also included there and public.

*Q: What was the decision-making process that led to the decision that the best approach to cost-savings is faculty losses? For instance, was there ever a discussion about salary cuts across the board in all positions?*

A: There has been no decision that the best cost-savings is faculty losses. “No plan has been determined, no decisions have been made, no specific faculty or staff positions have been discussed”. There have been discussions at some point in time about salary cuts across the board, furloughs, reducing certain categories of salaries. There is no plan currently. Discussion are ongoing to find the best one. 62% of operating budget is in personnel costs and 63% of that budget is in academic affairs. Over the last five years the operating budget has been reduced by millions of dollars. Unfortunately, we've run out of the ability to reduce our operating dollars, and so now we are having to consider faculty and staff positions. But yes, lots of things are being discussed in an effort to find the best option for us and our students.

*Q: What proportion of the university budget today is dedicated to administration or non-academic staff compared to years past?*

A: So having just received this, I don't have a comparative analysis for you over the last 10 years, but here's what I can offer you in the moment. A higher percentage of UCO's budget goes to instructional expenses than any other institution in the state. You can see that in our budget documents when you compare it to other institutions' budget documents. I think there's a way to compare that on it through the through the state system. But we spend more of our budget on instructional costs than the other institutions do as is reported in their budgets. When it comes to administration costs, we are given a cap



under which we must remain. We cannot spend more than 13% of our budget on administrative costs. We are currently at 7.9%. So we're well below the allowable amount. And working to keep that low.

*Q: Layoffs have been described as draconian. Is it correct to interpret this description as the UCO administration is not planning to layoff faculty?*

A: President: So I will clarify that the comment that was written in the communication where draconian was mentioned was the mention of the number of 147 faculty being laid off this year is labeled as draconian. Currently, and I need the Provost to explain this more fully, academic affairs is working through their plan for program reviews in order to assess where they can make reductions, if possible, where they can make optimizations. Leverage things that we have more effectively. At this time no specific faculty or staff positions have been identified. It's important for all of us to understand is that there's no way to begin addressing the scale of this deficit without losing positions somewhere at the university. Because of the amount of money we put into their instructional costs.

Provost Simmons: Academic affairs has been working since June to try to work towards making the best decisions that we can to address any cuts that are taken from our division. So as many of you have heard me say, before 75% of the budget cut that we had in the spring from academic affairs, which total \$3.5M came from eliminating 18 faculty lines. The Academic affairs leadership feels that we cut all the operating budget and you've heard across time the totals that we that we had. That this is not last year was not the first year that we had cuts, but this is actually moving into the 6th year that we've had cuts or maybe more. So we feel like we've cut all the operating budget that we can. That is why for academic affairs, we are now in a position where we recognize that further cuts mean that we're looking at faculty lines. We began this process by looking at all of the qualitative data, quantitative data that we've been provided with. All the qualitative filling out qualitative reports like other divisions, did across the university and now we are moving towards trying to understand what it would look like to look at our programs and determine in which ones we have places where there could be efficiencies, which ones maybe are not



performing the way that we would like for them to for the future. Which ones need more resources for growth? That has involved the Deans working already many hours to even begin thinking about some of these questions that I know that I've read that are being presented today so the Deans don't have the answers to how they're going to execute these cuts. At this moment, the only thing that I can tell you is within academic affairs what we're trying to accomplish is, while the Deans will start talking about what are the things that are going to come up, they're going to be talking back with their directors and their department chairpersons and those chairpersons and school directors should be talking back to you, the faculty and I've heard both sides of the coin, so to speak, from those who want to be deeply engaged and those who feel like they don't want to be responsible for having their colleagues voted off the island, so to speak. But the reality is, we want your involvement. That's the shared governance process that academic affairs is committed to.

*Q: Please clarify the adherence to the UCO Faculty Handbook. Specifically, will faculty be told in Spring 2022 that they will not be employed for AY 2022-2023 (which goes against Faculty Handbook 2.6 and 2.7), or will they be told in Spring 2022 that they will be let go for the AY 2023-2024 (which would be well ahead of the Faculty Handbook 2.6 and 2.7 timelines)?*

President Deferred to Provost Simmons

A: Provost Simmons: There are some things under my control and things that are not. What I can tell you is that the Deans as well as the Deans Council are all acutely aware of the faculty handbook. It is absolutely our intent that any recommendation that would come out of academic affairs will be in alignment with the faculty handbook. We will not recommend anything including cuts from our division or any processes from our division that are not in strict accordance with the faculty handbook.

Follow-up Q: If layoffs are to occur, when would faculty be notified?

Follow-up A: Provost Simmons: We are not going to know until mid-spring because no recommendations we be prepared before then. When the recommendation comes forward from academic affairs about any kind response to the budget cut number, we will academic affairs will adhere to the faculty handbook. So I don't have an answer for that question right now. We



will not know anything until the spring. When academic affairs gives the recommendation to the broader cabinet, it will be in full alliance with the faculty handbook.

*Q: Does the university plan on declaring financial exigency?*

A: There are no plans for declaring financial exigency. In fact, we are working as a university to define a path this year to get us out of this situation and keep us away from that option.

*Q: Would there be an option equivalent to the incentives or buyouts offered in the non-academic world for those close to retirement? Or considering a change?*

A: For those of you who were here a couple years ago, we did something like this. It was an early retirement program. We offered it to faculty who were eligible to retire and might have been staying longer than the retirement numbers would have said they had to. They were working and contributing at the time they felt like they wanted to stay. We offered them that opportunity to take advantage of an early retirement. Several took it and several didn't. It was not anything that has made a significant impact in our budget. Of course, anyone who leaves as a full professor would leave us a position that would be filled in a lower ranking level. It would create some modicum of savings over the period of time it would take for that individual to move through the promotion process. We've done that in the past. We are not currently discussing an early retirement program. That doesn't mean it can't be brought up as an option in the future, just it's not in discussions right now. The thing we have to remember right now is that cash is our issue. We're trying to hang on to cash a little bit longer. Stretch the dollar to soften the impact of the declining enrollment revenue so we have certain amounts of money that instead of just blowing it all in one year, we're going to try and squeeze that and reduce our budgets less in order to try and increase tuition or fees less. We have to balance it, and so making cash last longer is one of our considerations. If we were to consider one of these buyouts, we would have to be ready to invest that cash up front for a long-term return, and that's going to depend on several other elements inside of the plan that we that we come



up with in order to see. So it could be an option, it's just not being discussed right now.

*Q: RUSO policy indicates that faculty should be given options to find another position within the university. What would be the process for that option?*

President Deferred to Provost Simmons

A: Provost Simmons: I think we are too early in the process to know what that is going to look like. As I mentioned earlier, what we are trying to do is stay away from pinpointing people. We want to think about programs. While all of us are painfully aware within the Deans Council that as we talked about programs, ultimately we have to talk about people we're trying to find a way to evaluate programs. On the one hand, as equitably as possible across the colleges, but on the other hand, every college has different needs, different approaches.

We want the process to be flexible enough to accomplish the goals of the college as they try to figure out which programs need more resources. Which programs need less resources? Which programs may not be viable? At the same time we have to put that together as a comprehensive academic affairs plan. So the first step is analyzing the programs. We expect that to happen by the beginning of March. Once that happens, we have to try to understand what does it mean if we determine that a program is not viable anymore in terms of the faculty that are associated with it? These are extremely painful conversations. I can tell you that I have never had or seen because I've been on Deans council in different roles as an associate VP as the Provost, but also as a Dean. I've never seen a more stressed set of Deans Remember as you go about your day to support your leadership because they are suffering a lot right now so they are painfully aware that once we analyze the programs, then we have to begin talking about the people and the strategies. What we want to do and this is something that I've been saying for a year now is I want to help us get through this as best we can, minimizing the damage as much as possible. And so as we began to talk about the people we will. Well, I can't tell you exactly what we're going to do. I can tell you a couple of things we are going to explore. Every possible option. And the way that we can guarantee that we do that is make sure that we get as many voices at the table as possible. While



we're not going to call you in and tap you on the shoulder and say, look, what do you think about Professor X? What should we do? We are going to ask you about concepts. Non-tenure track positions versus tenured positions? How do you feel about those things? We are going to pay strict attention to the faculty handbook and what it says, but we also are going to try to decide as a community within the academic affairs division. What are the principles that we want to apply as we move forward with these cuts? I want your voices to be heard up through the chain with your department chairs and your school directors and then up through your Deans. We want to get as much input as possible. Please understand that I know no matter what we do, if it involves one person, one job, it's going to be utterly, absolutely heartbreaking for me and any cabinet member. The President, I see lots of cabinet members on here. They can all attest to you that I make them feel that pain. So I don't have the answers to you for how that's going to happen. I can tell you that it's going to be involved. A lot of discussion with you for any decisions or recommendations that are coming from me as a representation of our division.

*Q: Why is UCO engaging in an increasing number of outside consulting firms over the past few years?*

A: Without the data about the frequency with which we're using outside labor today compared to the past, I will just simply tell you that. Labor and consultancies of this type help us because we do not always have the resources or the time or the infrastructure or the expertise in-house to do those things. Especially as we're short staffed in some of these areas, it becomes really challenging to conduct some of the work that we need with who we have. We are understaffed for just keeping the lights on and so bandwidth, as I'm sure you all have experienced yourselves is becoming thin, Trying to make as much change as we need in such a short, intense amount of time is going to be really tough. We've got IT folks who are running a 24/7 365 operation and have to use external help and professional services in order to help us meet our mission that's been kind of a long standing practice for this office. When you talk about the one for the mission Vision Values project, that's an expertise of conducting market research and needing some objectivity added to a project. We also want to make sure we're bringing in an outside



perspective and not leading the project somewhere. That's another benefit of an external consultant in those moments, but I'd tell you that three of the primary forces for this kind of work is it's time, resources, and quality. We have to look at the time that's available to deliver the project. We have to look at the cost that represents the amount of money or resources available and then the quality represents the fit to purpose of the project and how we achieve that success. We're paying attention to those things we are using.

*Q: Are there plans to cut the upper administration along with the faculty, given that vice presidents make multiple times what a faculty member makes? It seems more fiscally prudent to cut compensation or entire vice presidencies.*

A: So I will tell you that as we look for opportunities to reduce expenditures in ways that make the most strategic sense, we should be looking broadly across all levels within the organization. True fiscal prudence, as mentioned up there, supports the idea that our decisions should be based on their impact to our financial health and the sustainability of the institution. So we will evaluate the contribution and essential nature of every position as we move forward.

*Q: If faculty are to be cut to 1980s levels, then the administration should be cut to 1980s levels as well.*

A: Well, first of all, there's never been a suggestion to cut to that level. I believe the comment was our enrollment is at a level not seen since the mid 80s. The reality is that since it is as low as it was then or at the same level as it was then, it seems logical to evaluate the differences in what we're doing now compared to then all across the institution. So number of positions, number of programs, type of support, services, technology, infrastructure. I'm going to guarantee you that we're spending maybe 100 times more in technology today than we did in 1985. And that's not a place that we can simply look at and stop doing something. We are going to be looking at everything and evaluating what we can do differently. Is there a way that we can align all of our services and practices with where we are today?



*Follow-up Q: We continue to talk about the number of faculty and the number of students we had back in those times, but I think really the focus needs to be more on the credit hour production because our credit hour production has gone up during that time. Relationally you can't say well, you only need the number of faculty you had when that you have that number of students, because we're actually taking on more classes right now, then you know we were in that particular time period that keeps being referenced.*

Follow-up A: Referred to VP Freeman: Thank you, I appreciate that very good point, so I've looked at both students headcount wise and looked at the credit hours. Credit hours actually was only 1998. I think when credit hours were what it is right now. I just want to use those really as frames of reference just to add some perspective to looking back at where credit hour production and where student enrollment was over the last several decades. So nothing more implied by that other than a frame of reference on how we measure.

*Q: Will these reductions continue each year if enrollment decline continues?*

A: Well, as long as our revenues are less than our expenses will need to take steps to address the deficit. Will it all come through reductions? Gosh, I hope not. Yeah, but we have to take steps so as that's why we're looking at how we develop a multi-year plan in order to address this. And when we create a multi-year plan there will be opportunities to evaluate the effectiveness of that plan. Once we decide as a university how we want to proceed, and then we will pause and evaluate how we're doing and if enrollment perks up will adjust some other levers in order to maybe reduce reductions in order to reduce reliance on things that we're trying to wean ourselves off of reductions. Any growth that comes over the next couple of years and that will also help us soften the impact across the institution. Our goal is to increase enrollment and stabilize it as best we can. And there's certain things that are within our control. We can't control as an institution the number of high school graduates that there are. We can't control how many students are leaving high school in order to head for college. But we can certainly reach out to prospective students. We can certainly make sure that our communications to those students is sharp and on point that we are talking to high school students earlier. In order to help them set their dreams, help them set their aspirations



on college. We're making sure that our recruiting practices are contemporary. We're outreaching to different parts of the community we are building and growing partnership. The other side of this is not just enrollment growth as we've used historically, you can always look at other enrollment avenues as well. That's not what we want to do. It's not how we aim to solve these problems initially, but as we're in a tight competition with other people in the market, other institutions in the market, we need to really be mindful of how much we're charging or not charging. What we are asking our students to cover what we're asking the government to cover, what the university is able to cover. We could increase scholarships. We've got new fund-raising practices and a new fund-raising team out there. And I know that the energy that they're bringing in is really going to pump up the number of scholarships in the amount of the scholarships that will be able to give from the foundation. So we're working to balance out as many places as we can at the same time.

*Q: If the president had intimate knowledge of the budget while CFO, why now? Are things and immediate dire situation?*

A: So the situation has not changed. The deficit has been present and building for years. The situation hasn't changed, but what has changed or two things. The scale of the deficit and our ability to manage it the way we have in the past. The university has used cash to fill the deficit year over year millions of dollars in cash year over year. Plain and simple. Truth is that we're running out of cash. And we're trying to address the problem before it's too late.

*Q: Does the VP of Finance and Chief Financial Officer not have a roll in budget decisions?*

A: I think this is again aimed at me and not the current Vice President, but so I'll answer it as such and tell you that the role of the CFO and budget decisions was and is determined by the President. The president makes the final decisions in consultation, hopefully with his or her cabinet colleagues and campus stakeholders. When oversight exists for a checks and balances of the Vice President for finance office. We conduct two audits a year. A voluntary internal audit conducted by an outside accounting firm selected through an RFP process and hired by RUSO. We also conduct an external audit



conducted by a different outside accounting firm selected through the same process and used by all RUSO schools. As an added measure of assurance for the asker of this question, our financial statements are fully prepared by outside accounting firms. Those are the checks and balances.

*Q: Will there be guidance provided from UCO or academic affairs about the status of the extended classroom?*

President Deferred to Provost Simmons

A: Provost Simmons: Yes. Fortunately the extended classroom action team working on making recommendations to us about how we should handle the extended classroom moving forward. So the extended classroom task force even though they had only been working for a very short time when we had our University Planning Council meeting in October, they only had a few short weeks to work on it and I was extremely impressed by the work that they've done so far. They're surveying other institutions. I know that they had surveyed some of the RUSO schools they were planning to serve a broader. Some of the Metropolitan area schools. So they'll be bringing forth recommendations in the spring, and those will be very helpful to us in determining what our path forward is. Of course, we're going to bring those recommendations back to all of you to try to understand how we as a group want to move forward with the extended classroom.

*Follow-up Q: That question was more directed at the immediate spring. Will academic affairs provide guidance of what we can and cannot do?*

Follow-up A: Provost Simmons: Very good in the spring I've not heard the schedule is already being built, so in the spring I would not expect the guidance to be any different than it has been this fall, which has been that we have not used the extended classroom. In other words, we have not used the mixed model except in very few cases where exceptions were requested through the department chair. The guidelines for the spring should be as far as I know, the same as it was for the fall and in cases of an individual faculty member who was teaching a face-to-face class but how they wanted to operate in terms of allowing a student or multiple students to participate through an



extended classroom. We've left that up to individual instructors as long as they're keeping their chairs and deans informed.

*Q: What advertising, promotions, and partnerships is the university pursuing to increase enrollment?*

A: This is there's a really, really long answer to this one. I'm going to say some summary statements and will probably try to provide a little more detail for you online. Again, there's some secret sauce and all of this that you don't want to put out everywhere for everybody to pick up online, but we will tell you that it's rather extensive, and if Vice President Nobles is on the line, I would ask that she be ready to feather in and offer any clarifying statements that I may miss. But I'll tell you that. We work closely with Griffin Communications in order to do a lot of our communications. We are advertising specifically online. We've specifically advertised our bachelors online and on-campus, and there are a lot of tactics used for that. All of this might mean not much to a lot of us, but these are important words when it comes to internet marketing and making sure that we are targeting appropriately and maximizing the dollars that we spend. We're also doing this for our online masters. Online nursing is also getting its own campaign radio streaming through Spotify and audiology, and this is for general campus online bachelors Masters. If you're not seeing it, it means you're not our target audience. OK, so I think that's part of what we all need to understand. Unless you are looking for on a regular basis a program, something that we might have that matches that that you probably won't see much of ours. Don't be disheartened by the fact that we don't end up in your email box. We are ending up in a lot of others. We've got outdoor. We do have four digital billboards across the metro and we still have those throughout the next six months of the of the academic year, where advertising in specific publications like Oklahoma Nursing, making sure that we do the magazine and web listings there. We've got social media advertising through multiple platforms like Facebook, Instagram, LinkedIn and those are done targeted campaigns for different programs. We also have an enhanced listing through College Express website. We're working on search engine optimization, so I hope that gives you some idea of things that are going on. They might not be reaching you, but they are reaching others. Tick tock



advertising is actually coming up on our radar, but we are going to make sure that we're sharp. And so right now we don't want to throw out anything that wouldn't be received as a strategic approach. As our recruiters are being let back into schools, that's going to make a big difference for us, making sure that we hire bilingual recruiters that we are designing our campus tours and outreach to reach that significant population of Spanish speaking individuals in our community right now, especially as more than 50% of the Oklahoma City metro schools is coming from the Hispanic community. So we have a lot of work going on behind the scenes, and this doesn't even acknowledge the partnerships or transfer agreements that are already in place. A presence at community events from people who aren't even asked to be recruiters. These are people who just believe it's the right place for us to be there. They're going the extra mile for us to be at. Community events were holding Facebook live events. We're implementing a new financial aid distribution plan where in the second year of that, so we're going to start to get some data out of that. We're conducting financial aid workshops at high schools, not necessarily UCO workshops. Lots is happening. We're excited about it and we know that all of these efforts will pay off in some great form. We have some, I guess forces of nature that we're dealing with at the moment and we're going to continue to sail into the wind. It's all we can do.

## **VI. Approval of Minutes:**

11 November 2021 Meeting: Correspondent Archuleta moves and Senator Fister seconds, no opposition. Minutes are approved.

## **IX. Senate Executive Committee Reports:**

- a. Senator Jobe* (for ProfAdm) – No Report
- b. Senator Moran* (for CFAD) – No Report
- c. Parliamentarian Provencio* – No Report
- 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. As we digest the pending Budget concerns and the actions of other faculty bodies on our campus, we continue to work toward assuring that our voices are heard to the UCO Administration and beyond. Your Faculty Senate Executive team is constantly trying to find ways for all of you to be heard across campus. On Monday of next week, we will convene working groups to discuss the budget cuts Academic Affairs is facing. Decisions will be made, but know that we will be in that room standing up for what we believe in as a Faculty body at UCO. 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 any of the members of the Executive Committee, we will make sure it is heard.

Always remember that 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 grow as individuals.

Enrollment Update (year over year):

Headcount: 8,339 ( -1,537, or -15.6%)

Credit hours: 95,923 (-15,013, or -13.5%)

On November 6, 2021, I was elected to serve on the OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION FACULTY ADVISORY COUNCIL. In this capacity I will represent all metropolitan Regional Universities for 2022-2024. This group meets monthly.

The UCO COVID-19 ON-CALL TASK FORCE. This group has not met since the Thursday, September 30th meeting.

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 met on Wednesday, December 8th at 11:30am.

The UCO PROVOST'S ADVISORY COUNCIL (PAC) has not met since the Wednesday, October 27th meeting.

The UCO UNIVERSITY PLANNING COUNCIL (UPC) last met on Monday, October 25th at 9am. We are not scheduled to meet again until Spring.



The UCO PRESIDENT'S FACULTY ADVISORY COUNCIL (PFAC) met last on Wednesday, November 17th from 4pm to 6pm. At that meeting we discussed shared governance at length and transparency on our campus.

My monthly meeting with the UCO PROVOST CHARLOTTE SIMMONS was held on Thursday, December 2nd. At this meeting we discussed a number of sensitive topics including the Budget meeting which convene on Monday, December 6th.

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 on 2 faculty handbook edits. These will hopefully be presented at the first meeting in the spring. Other material addressed in old business today.
- b. Faculty Welfare Committee** - Senator Eitrheim (Senator Jobe) Addressed in old business today.
- c. Personnel Policies/Adjunct Affairs** - Correspondent Archuleta (Senator Moran) The subcommittee met and is continuing the work on faculty compensation started by former senators Bramlett and Ellis.
- d. Research, Information Resources and Technology Committee** – Senator K. Davis (Secretary Waters) Nothing to report.
- 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 had nothing to report.
- b. **Appellate Committee on Discipline** – Senator Shukla (Senator Cassel) had nothing to report.
- c. **Athletic Advisory Council** – Senator Burdina had nothing to report.
- d. **Committee on Student Conduct** – Senator Kuschel had nothing to report.
- e. **CUIT** – Michael Breslin had nothing to report.
- f. **eLearning Advisory Team** – Senator Loucks had nothing to report.
- g. **Faculty Handbook Editorial Board** – Senator Green (Senator Barger) report within the New Business.
- h. **Faculty Merit Credit** – Senator J. Davis had nothing to report.
- i. **Graduate Affairs Council** – Senator Seagraves nothing to report.
- j. **Inclusive Community Response Team Advisory Council** – Senator Barger nothing to report.
- k. **Research Advisory Council** – Secretary Waters had nothing to report.
- l. **SPIE Advisory Group** – Senator Maier had nothing to report.
- m. **Technology Faculty Advisory Board** – Senator K. Davis had nothing to report.
- n. **Transportation & Parking** – Senator Shukla had nothing to report.
- o. **21CPI Advisory Board** – Senator Green had nothing to report.
- p. **UG Research Advisory Council** – Senator Canada-Phillips had nothing to report.
  - a. **University Council on Diversity** – Senator Bentley Announced the link for faculty to join faculty and staff associations and generally make the UCO community more aware that they exist.  
<https://www.uco.edu/offices/people-culture/inclusive-community/affinity-groups-at-uco> .
- q. **UCO Faculty Grievance Board** – Senator Evans (Senator Fister) had nothing to report.

## **XII. New Business**

- a. **Assignment for Faculty Handbook/Academic Affairs Committee**



First reading of FSP-2021-2022-02 Faculty Senate Representative added to UCO President's Cabinet was conducted. Comments were brought to the floor about whether or not this should be the Faculty Senate President, or someone elected from the body of faculty senate. It was also brought up that verbiage should be added to indicate that this is something that UCO Peer Institutions already have established.

**b. Assignment for Faculty Welfare Committee**

Issue: Response to AAUP Vote of No Confidence in President Neuhold-Ravikumar

The head of the faculty welfare committee stated that they had asked AAUP for more information on the vote including documentation, grievances, the process, etc. to decide about whether or not to bring this to the full faculty senate. The faculty welfare committee wrote a memo that was distributed to the senate and AAUP. The memo stated that the committee did not feel a vote of no confidence was warranted at this time. This memo was also written as a resolution. At the time of the agenda, the resolution was not available, so a motion was necessary to discuss the resolution.

Motion was made to amend the agenda by Secretary Waters and seconded by Correspondent Archuleta. At the time no objection was heard. A formal reading of FSR 2021-2022-03 Formation of a Faculty Senate No Confidence Vote Process was read.

It was then noted by Parliamentarian Provencio that we had not voted on the amendment to the agenda. President Barger-Johnson noted that hearing no objections she thought the vote was unnecessary. At this time an objection did come from faculty senators stating that they would need more time to review the resolution before it went on the agenda. A vote was then held to add the resolution to the agenda. The vote was not able to be established by a simple saying of ayes and nays. Then a roll call vote was called for by Senator Breslin and seconded by Senator Seagraves. There were more nays than ayes so the motion failed. There was then a motion for a show of hands vote by Senator



Copley and seconded by Senator Green. The hands vote was conducted and it was determined that an amendment to the agenda was not approved for today's meeting. President Barger-Johnson apologized for the initial reading having taken place and noted it would be tabled for next meeting.

### **XIII. Old Business**

#### **a. Assignments for Faculty Handbook/Academic Affairs Committee**

Continue work on "Defining Shared Governance in Academia". It was announced that there would be an upcoming meeting between the UCO President, UCO Provost, AAUP President, Staff Senate President, Faculty Senate President and Student Senate President to discuss this issue. The subject of an exact definition was broached again.

#### **b. Assignments for Personnel Policies Committee**

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

### **XIV. Announcements for the Good of the Order**

None.

### **XV. Adjournment 3:29 pm**

Motion to adjourn by Correspondent Archuleta, and Senator Maier seconds. Adjourned at 3:29 pm.

Respectively Submitted by **Secretary Amanda Waters**, on 3 January 2022