



**Minutes of the University of Central Oklahoma**

52<sup>nd</sup> Faculty Senate

**Thursday, 10 February 2022**

Held Virtually via Microsoft Teams

**I. *Call to Order***

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

**II. *Roll Call*-Secretary Waters**

**Members Present (29):**

CBA (4): Senator Arnold, President Barger Johnson, Vice President Burdina, Senator Anderson;

CEPS (6): Correspondent Archuleta, Senator Canada-Phillips, Senator Cassel, Senator Jill Davis, Senator Evans, Senator Loucks;

CFAD (3): Senator Ladwig, Senator McGuigan, Senator Webb;

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

CMS (7): Senator Bentley, Senator Eitheim, Senator Fister, Senator Gamagedara, Senator Jones, Senator Seagraves, Secretary Waters;

Library/Advising (2): Senator Kirsten Davis, Senator Kuschel;

Prof. Adm (1): Senator Banks;

**Members Absent (3):**

Senator Paynter, Senator Moran, Senator Shukla

**III. *Recognition of Visitors by UCO FS Vice President Burdina:***

Provost Charlotte Simmons, Jerry Legere (Emeritus Faculty), Diane Feinberg (Vice President for People and Culture), Samantha Kramer (Student Advocacy), Adam Johnson (Associate Vice President for Registrar), Amanda Keese (Manager of Academic Technology and Training), Shawna Ellis (CMS), Jakey Dobbs (Vice-President Staff Senate), Laura Butler (UCO Legislative Liaison), Eric Kyle (21CPI Director), Amalia Gomez-Wilkerson (CLA), Kenneth Kickham (CLA), Michel Martin (IT Director of Client Experience and Technology Resources), Linda Sealy (CEPS), Scott DeBoard (Former Staff Senate President and Process Improvement Coordinator)



**IV. Open Session by Provost Charlotte Simmons:** Welcomes everyone and thanks them for your service during all the academic interruptions with weather. Level 2 COVID operations have been extended until the end of February which includes allowing faculty to choose their mode of delivery and enforcing masks in classes. We are still awaiting news of budget reductions and discussion for planning should be underway at the department level. Academic affairs has allowed college deans to pick 2-3 faculty positions to move forward for searches at this time. They have released 14 positions for posting across campus. There are still ~16 open positions that are or will be vacant that are not posted at this time. There was a question from a senator about the budget situation and the actual amount of the deficit. The response was that the budget discussions are ongoing, and a different perspective is being looked at to place us in a much better position.

**V. Open Session with Diane Feinberg, UCO Vice President for People and Culture:** Thanked faculty senate for the invitation. Gave a brief overview of the organization of people and culture. Presented the hub ([peoplehub.uco.edu](http://peoplehub.uco.edu)). People and Culture is the umbrella for fostering a welcoming environment for people at UCO, commitment to removing any obstacles for success, and making sure people leave with positive experiences. Support faculty, staff, students, and community. Inclusive Community, Human Resources (HR) and Environmental Health and Safety (EHS) are parts of people and culture. Inclusive Community is developing a strategic plan and will present to campus soon. Continuous Cultural Competence (CCC) is also part of Inclusive Community. This is now being recorded via the learning center for ease of everyone. EHS handles all risk management for the entire campus. HR handles all recruitment, hiring, onboarding, performance management, benefits, telework, care and support for faculty, staff and student workers.

Question from a senator about the CCC and if credit could be obtained through the classes that faculty teach. The answer was yes that would count once, but then they need to expand upon that in the future. Comment from a senator about how difficult it is to get to the hub from a generic search. The explanation was given that the internal site was more appropriate for the inner workings of the university than the external websites. Question from a senator about the benefits app. It is a service that UCO pays for externally. Question about the plan to educate the campus community about the purpose of People and Culture. The Inclusive Community site is both internal and external facing. Employees will come to the site when they need to find information with quick links. Question from audience about the insight to move the Office of Diversity and Inclusion to People and Culture away from Enrollment and Student



Success. Answer is they are not moving physically or what they do in general but changing the organizational structure to better align with Inclusive Community. This will be announced soon but has not officially been released yet.

*Vice President Burdina yielded the floor to President Barger Johnson to continue the meeting.*

- VI. Open Session with Dr. Eric Kyle, Director of the UCO 21<sup>st</sup> Century Pedagogy Institute:** Thank you for the invitation. Been on campus 6 weeks and involved in higher education faculty development work for more than 10 years. 21<sup>st</sup> Century Pedagogy is here to help faculty in their teaching. How can 21CPI help you best? Shared the 21CPI website (21CPI.uco.edu) where it shows all upcoming events, advisory board, and how to register for events held each semester. More than 15 book groups and workshops going on this semester for faculty. Launching a new asynchronous faculty development platform to better serve faculty too. There will be book groups and workshops this summer. The Collegium will be offered this fall and the TL conference is coming back in the Spring of 2023 tentatively March 30 and 31.
- VII. Legislative Update with Laura Butler, UCO Legislative Liaison:** The state of the state was given and the legislative session has started. The governor did call for increased support for K-16 and career tech. The education supports the growth of the workforce in our state. There was a call for a flat budget, unfortunately. Areas of increased fundings for institutions in the critical work force area including teacher development, engineering, STEM and nursing. There are several bills to incentivize colleges with funding for graduates in those specific areas. Oklahoma State Chamber has also said they are in support of those incentive bills. This means that at least some will likely pass. March 4<sup>th</sup> is the deadline for bills to move out of committee or they will die in committee. Oklahoma State Chamber, Greater Oklahoma State Chamber and Tulsa Chamber are coming out against any bills that are trying to segregate educations based on vaccination status. There was also an opposition for some data privacy bill at the state level because the issue will be addressed on a federal level with changes.

Question from senator about the status of OTRS issues, Guns on Campus or other usual issues that affect UCO every year. There are a lot of other entities that are impacted by these types of bills and we have plenty of support from these groups. This means we are not alone in those fights and feel more secure. Comment from senator about how important funding for teacher training is to the future of UCO to provide us with students. Question from senator about anti-social education learning bill in PK-12 or



banning certain books from school libraries. UCO is watching the bill and is talking with superintendents around the state about how it will affect PK-12 education and the needs of students. There are a lot of groups that are articulating the negative impact this will have on our students especially as it pertains to mental health.

**VIII. D2L User Group Faculty Senate Nomination – Amanda Keesee, UCO Academic Technology and Computing:** An effort is being made to improve communication between OIT TRC and multiple groups across campus. The first group formed to help this effort will be a the D2L User Group. This is focused on our learning management system (LMS), D2L and the integrations that go on across campus. The group meets monthly to talk about changes and get feedback from the group on how this will affect campus. This is a new group and looking for members. It meets the second Thursday at 11 am. This time was picked because of the timing of updates on D2L. Volunteers from faculty senate would be much appreciated. They are also looking for students and any other faculty who would like to provide input. If interested please contact President Barger Johnson and she will forward your name.

**IX. Approval of Minutes:**

13 January 2022 Meeting: Correspondent Archuleta moves and Senator Seagraves seconds, no opposition or absentia. Minutes are approved.

**X. Senate Executive Committee Reports:**

a. Senator Moran

Not present due to scheduling conflict.

b. Parliamentarian Provencio

A call for nominations for Senate seats that will be open at the end of this term will go out by the end of the month. All elections will take place in March.

Training for parliamentary procedure will be held the last week in February. There will be two sessions, the first at 10 AM Tuesday, Feb 22 and the second at 2 PM on Thursday February 24. These will be held by Zoom and an invitation will go out to all faculty senators, though the sessions aren't limited to faculty senators.

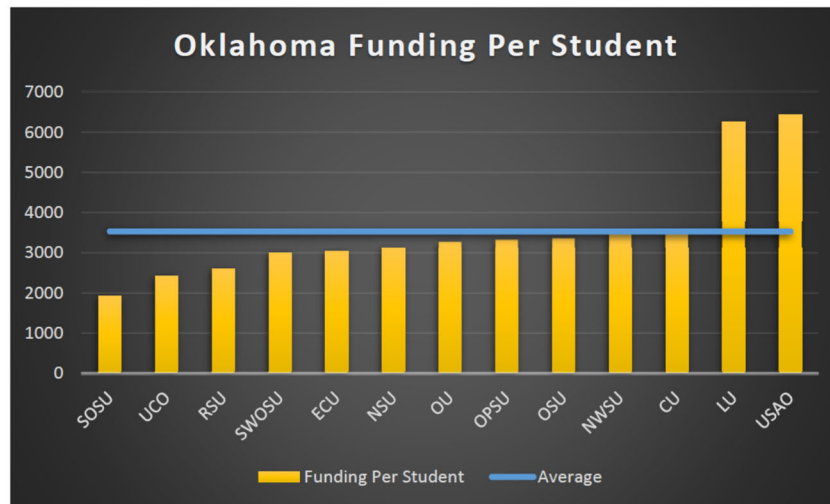
- Parliamentary Procedure Training - 10 AM, Tuesday Feb. 22
  - <https://uco.zoom.us/j/98448773601?pwd=bVFIYVUvVzFFTFI0S1pHMjIDb0JFdz09&from=addon>
  - Meeting ID: 984 4877 3601
  - Passcode: 567308
- Parliamentary Procedure Training - 2 PM, Thursday Feb. 24



- <https://uco.zoom.us/j/98029744539?pwd=dIM3ZFdpOGhTTjlQUFI4VlxMT2tiUT09&from=addon>
  - Meeting ID: 980 2974 4539
  - Passcode: 075542
- c. Correspondent Archuleta  
The website is current and the committees have been updated. The pictures have also been updated. Senator Jobe has moved on from UCO and taking a position with as the Vice Chancellor for government relations for Oklahoma State Regents of Higher Education. Based on the revisions to the UCO Faculty Senate Constitution last year, the administrative senators will not be replaced as their terms end.
- d. Secretary Waters  
No report
- e. Vice-President Burdina  
No report.
- f. President Barger Johnson  
Thank you again for your continued service to the UCO Faculty Senate. As we are being called to work toward different issues on campus, recognize that we, your executive committee, is continually being sent information from you which we carry forward to make sure you are heard. If you bring an issue to any of us, we will make sure it is heard. I would like to express my sincere gratitude to each and every one of you. I would also like to thank the members of the FS Executive Committee. Your UCO FS Executive Committee functions as a solid team filled with individuals who are constant diligent advocates in our meetings with upper administration.  
The FS Executive Committee are being tasked to work with the Deans and other parties on the UCO Budget concerns. As we gain information that is sharable we will forward that to you all. 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.  
In December I was invited to meet our new Chancellor Allison Garrett along with the other Senate Presidents. At this meeting we discussed First Generation College Students, Operation Degree Completion, Function Expansion, Forensic Science Institute, and Funding Equity. In the area of funding equity at our meeting, she shared with us the following graphics:



State Funding Comparison - FY2021		
4-Year Public Institutions		Funding Per Student
Southeastern Oklahoma State Univ.	SOSU	\$1,934.76
University of Central Oklahoma	UCO	\$2,423.87
Rogers State University	RSU	\$2,613.58
Southwestern Oklahoma State University	SWOSU	\$3,009.12
East Central State University	ECU	\$3,033.00
Northeastern State University	NSU	\$3,139.45
University of Oklahoma	OU	\$3,291.05
Oklahoma Panhandle University	OPSU	\$3,348.54
Oklahoma State University	OSU	\$3,379.93
Northwestern State University	NWSU	\$3,520.67
Cameron University	CU	\$3,534.92
Langston University	LU	\$6,266.05
University of Science and Arts	USAO	\$6,448.49
<b>Average</b>		<b>\$3,534.11</b>



UCO is funded at second lowest in the state at \$1,110.24 per student less than the average. If UCO was funded at just the AVERAGE that would mean an additional **\$18.5 million** to support our students and our mission.

**Enrollment Update (year over year) (as of 19 January 2022)**

Headcount: 11,810 (-755, or -6%)

Credit hours: 132,180 (-8,861, or -6.3%)

The **UCO COVID-19 ON-CALL TASK FORCE**. This group met began meeting weekly again on 13 January 2022. At this meeting we made the following recommendations to the President and her Cabinet (response from Cabinet in Red):



- The Level 2 Operational Level should be extended at least one more week until 1/28/2022 – **APPROVED**
- A recommendation for the week beginning on January 31 will be given to the President on 1/21/2022
- The link to the self-reporting form should be included in the Home Page inside of D2L for students to see when they initially login in D2L – **APPROVED**
- Deep cleaning of offices/areas after a positive test (Level III cleaning by WFF) should be discontinued – **APPROVED**
- A thorough review of travel should be conducted – **Travel reviews have been and will continue to be reviewed by the divisional VP as the practice is to ensure safety and mitigate risk.**
- A review of Operational Levels and thresholds to move from one level to another should be conducted by a smaller group within the Taskforce **APPROVED**
- The On-Call Taskforce should meet weekly in its current form, but we should consider making this group a standing group indefinitely. – **APPROVED WITH MODIFICATION: The On-Call Task Force will meet weekly until asked to do otherwise by the President.**

At our January 21st meeting we recommended extending the option to remain Virtual for one more week until February 6th. **APPROVED.**

At our January 28th meeting we finalized revisions to the operating levels to be submitted to the Cabinet for approval and we also made a recommendation to move our campus to level III operations. **DENIED, but Extended Level II until 27 February.** This recommendation was based on the continued increase in 1) average hospitalization rates, 2) 7 day average of COVID ICU patients, and 3) continued decline in ICU bed availability. Moving to Level III would allow for additional measures to be in place to do our part to mitigate the spread of the virus. The data upon which we relied:

- 1) 7 day average hospitalization admissions in Oklahoma County have increased by 32.8% since January 13th.
- 2) 7 day average hospitalizations have increased in Oklahoma County by 80% from January 6th to January 20th.
- 3) 7 day average COVID ICU patients have increased in Oklahoma County by 36.6% from January 6th to January 20th.

Parliamentarian Provencio and I are both a part of the **UCO COVID ON-CALL TASK FORCE OPERATIONAL LEVELS REVIEW SUBCOMMITTEE** we met on Wednesday, January 19th at 9am to begin our work. On January 25th we completed our review of the operational levels and are submitting those to the Covid On-Call Task Force for final review before submitting to the President's Cabinet.



The **UCO FS EXECUTIVE COMMITTEE (FSEC)** continues to meet monthly with the UCO President and the UCO Provost and met on Tuesday, January 11th at 2pm and our February meeting will be rescheduled. Our agenda included shared governance, budget, the need for salary adjustments/cost of living increases, campus morale, and tuition pricing model. We have also been meeting with the joint Senates and met on Wednesday, January 12th at 11:30am.

The **UCO PROVOST'S ADVISORY COUNCIL (PAC)** has not met since the Wednesday, October 27th meeting, and is scheduled to meet Wednesday, January 26th at 9am. At this meeting we had a presentation from Liliana Renteria-Mendoza on Academic Policy 4.2 Accreditation Coordination. We also had a presentation from CMS Dean Gloria Caddell on the name re-designation for the Department of Engineering and Physics.

The **UCO UNIVERSITY PLANNING COUNCIL (UPC)** last met on Friday, January 14<sup>th</sup> at 9am. At that meeting the Inclusive Community Strategic Framework was presented. We are not scheduled to meet again at this time.

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. We will next meet on Tuesday, February 15th at 2pm.

UCO Staff Senate President Adriana Edwards-Johnson were invited to begin attending the bi-weekly **UCO STRATEGIC ENROLLMENT PERSISTENCE TEAM** meetings. Our first meeting with the group was Monday, January 31st at 10:30am. These meetings are essentially to update key parties on campus as to what is going on with enrollment. At this meeting we discussed strategies for certain international students who appeared to be coming to UCO only to transfer to another less expensive school after they arrived. We also discussed working on making sure that any virtual services provided to our students have sufficient training to make sure the experience is as much like being in person as possible.

My monthly meeting with the **UCO PROVOST CHARLOTTE SIMMONS** was held last on Thursday, December 2nd. We were scheduled to resume meetings on Tuesday, January 25th at 2pm but that meeting with canceled and we are working on a reschedule.

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.

Question was raised by a senator about the lack of communication to the UCO community about the budget deficit adjustments and the fact that there is not a lot of communication coming from the deans to the colleges and what is coming is not uniform among colleges. President Barger Johnson commented that communication was uneven through different colleges at different times. She will pass on to all faculty senators what she knows when she knows it. Everyone across campus needs to do better in regard to communication.

A comment was brought up about how to disseminate the information from faculty senate meetings faster. A discussion ensued about sending out unofficial notes from meeting to colleagues. Secretary Waters offered to have minutes prepared by the following Monday after the meeting. These can then be sent out as unofficial or draft minutes and shared in that form until approval at the next monthly meeting.

#### **XI. Senate Standing Committee Reports**

- a. **Faculty Handbook/Academic Affairs** – Senator Green (Senator Arnold) Will be discussed in old business.
- b. **Faculty Welfare Committee** - Senator Eitheim (Senator Jobe) Will be discussed in new business.
- c. **Personnel Policies/Adjunct Affairs** - Correspondent Archuleta (Senator Moran) The committee met and are talking about inflation, budget, salaries and morale. It is important that those that chose to stay at UCO are honored, respected and compensated for the amount of work being done. The committee is looking at CUPA data and CIP codes.
- 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.

#### **XII. 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 Nothing to report.
- j. **Inclusive Community Response Team Advisory Council** – President 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.
- s. **UCO Advising Task Force** - Senator Seagraves. A first meeting has been scheduled. Please email any advising issues to Senator Seagraves so she can make the Task Force aware of problem areas that need to be addressed.

### XIII. New Business

- a. **Assignment for Faculty Welfare Committee**  
Issue: FSR 2021-2022-03 Sustainability on Campus  
Proposal was read for the first time by Parliamentarian Provencio. No discussion was brought forward at that time.

### XIV. Old Business

- a. **Assignment for Faculty Handbook/Academic Affairs Committee**  
*Issue: FSP-2021-2022-02 Faculty Senate Representative added to UCO President's Cabinet* A second reading was done by Senator Green. A change was made based on last month's reading to improve the language to "fulltime teaching faculty member, selected annually by the Faculty Senate from among its member". Question was raised about why the changes did not include 2 members as discussed last month. A quick poll of the committee members said they would not object to that change in wording to include "2 fulltime teaching faculty member, selected annually by the Faculty Senate from among its member". A motion to amend the proposal was made by Senator Green and seconded by Senator Ladwig. There was not debate on the amendment. Senator Fister moved for a vote seconded by Correspondent Archuleta. The verbal vote was done, and the amendment



unanimously approved with no dissents or abstains. The floor was then open to debate on the entire proposal. Hearing none, Senator Copley motions to vote on the proposal, seconded by Senator Maier. The verbal vote was done, and the proposal was unanimously approved with no dissents or abstains.

*Issue: FSP-2021-2022-03 FHEB Revisions to 3.1 Class Attendance*

*Issue: FSP-2021-2022-04 FHEB Revisions to Chapter 4 of the Faculty Handbook*

*Issue: FSP-2021-2022-03 FHEB Revisions to Appendix I*

The 3 proposals above were not talked about because the larger Faculty Handbook Editorial committee had not yet approved the revisions discussed during the first reading to bring it back to the full senate for a vote yet.

*Issue: Defining Shared Governance in Academia*

Committee is working on a definition to share with the other senates at UCO.

**b. Assignments for Personnel Policies Committee**

*Issue: Faculty CUPA/AACSB/AACN Salary Data and Salary Adjustments* Nothing new to report, but the process is still ongoing.

**XV. Announcements for the Good of the Order**

- a. Faculty Merit is now accepting applications through March 22<sup>nd</sup>.
- b. Secretary Waters announced a reminder to register and gave an overview of the upcoming 21CPI Essentials of University Budget Workshop Part 2 on February 11 from 3-4:15pm held virtually in Teams.
- c. Correspondent Archuleta reminded everyone of the parliamentary workshops coming up in the next couple of weeks. The zoom links are in Parliamentarian Provencio' s report above.
- d. President Barger Johnson reminded everyone about upcoming senator elections and the separate executive committee elections to be held in April.

**XVI. Adjournment 3:47 pm**

Motion to adjourn by Senator Maier and Senator Fister seconds. Adjourned at 3:47 pm.

Respectively Submitted by **Secretary Amanda Waters**, on 11 February 2022