



**Minutes of the University of Central Oklahoma
52nd Faculty Senate
Thursday, 14 April 2022
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 (4): Senator Arnold, President Barger Johnson, Senator Anderson;
CEPS (6): Correspondent Archuleta, Senator Canada-Phillips, Senator Cassel, Senator Jill Davis, Senator Evans, Senator Loucks;
CFAD (3): Senator McGuigan, Senator Webb, Senator Ladwig;
CLA (6): Senator Breslin, Senator Copley, Senator Green, Senator Maier, Parliamentarian Provencio, Senator Shukla;
CMS (7): Senator Bentley, Senator Eitrheim, Senator Fister, Senator Gamagedara, Senator Jones, Senator Paynter, Senator Seagraves, Secretary Waters;
Library/
Advising (2): Senator Kirsten Davis;
Prof.Ad (1): Senator Banks;

Members Absent (3):

Senator Squires, Vice President Moran, Senator Kuschel

III. *Recognition of Visitors by UCO FS President Barger:*

Provost Charlotte Simmons, Jerry Legere (Emeritus Faculty), Samantha Kramer (Student Advocacy), Adam Johnson (Associate Vice President for Registrar), Amanda Keese (Manager of Academic Technology and Training), Shawna Ellis (CMS), Matthew Parks (CMS), Liz Lane Harvard (CMS), Loran Dunlap (Student Affairs), Teresa Pac (CFAD), Christopher Goodchild (CMS), Dallas Caldwell (Registrar), Michel Martin (IT Director of Client Experience and Technology Resources), Luis Montes (CMS, Former Faculty Senate President), Marc Goulding (UCO AAUP president), Chelsea Batterman (Campus Enterprises, LUCO), Beth Hawkins (LX Studio), Elizabeth Overman (CLA), Emily Hendryx (CMS), Huiying Chen (COB), David Bass (CMS), Linda Sealy (CEPS), Nicole Warehime (CLA), Sezin Kadioglu

(CMS), Tracy Morris (CMS), Sean Laverty (CMS), Judi Lashley (CEPS), Laura Donner (Enrollment Management)

- IV. Open Session by Provost Charlotte Simmons:** Thank you for allowing me the chance to speak to faculty senate. Thank you to the entire faculty senate especially President Barger-Johnson for your service. There is not much on anyone's mind except trying to get through the rest of the semester. Dr. Beasley is working hard to prepare for graduation now. The Presidential Partner's scholarship luncheon was held today with 85 recipients and over \$150,000. The first time in 26 years there was a Truman Scholar from UCO. There are good things happening, but that is tempered by the budget decisions being made at this time. At this time, everyone is working hard to minimize the impact of the budget cuts to come. The timeline is that the deans hope to have a consensus by Wednesday, April 20th. The larger budget group will meet on Friday, April 22nd to discuss the decisions. Then the larger budget group will meet with the UCO President on either April 27 or 28 for a discussion/presentation. The final decision will be made after that meeting. There will be no decision by April 15th as originally predicted. It will be after April 28th. Additional time is not being taken to cause worry, but to put forth the best case and minimize the impact on all of the UCO campus and community. This time is to be as thoughtful, creative and successful as possible.
- V. Legislative Update with Ms. Laura Butler:** This update was postponed and will be sent in writing later.
- VI. OIT Update by Dr. Amanda Keese, UCO Manager of Academic Technology and Training:** OIT has restructured in the last month. This was due to several resignations. They need to accomplish the same goals with a smaller workforce. Adri Edwards Johnson who was the service desk manager has moved over to Enterprise Services. There are new managers for the service desk and central tech store. Technology report has now been split into two separate groups. Deployment services will be working with security area. The academic support unit is now part Academic Technology and Training. These were formerly the classroom techs. The main goals of this group will be student success, flexible teaching and learning, collaborations, partnerships and feedback as well as enhancing classroom and academic support. They are wanting to move towards a proactive approach for classroom technology. Knowledge sharing and expertise will be more of a focus as well as communication. The D2L User Group meets each month to work on any issues and collaborate. Communications for how to wind down the semester in D2L is being developed and will be sent out soon. The Faculty Support Services focusses on faculty support and training. The original goal will be to pull together a larger group to help TRC know what areas of support are needed in the future. The Advising Success Taskforce is meeting this semester to look at student advising and what technology will be most beneficial. The end goal is student success. The new software is being looked at to bridge the gaps. Senator

Seagraves is service in this capacity so please also direct questions through her. Please contact the TRC if you have any issues or concerns. The presentation was provided to all of Faculty Senate via email.

Comment for senator: “Thank you for everything you do and the effort to keep us informed.”

Question from senator regarding the software approval process. The answer was they are constantly working on improving this process so it does not take months for a resolution.

VII. Academic Affairs Equity Advocate Update by Parliamentarian Provencio, UCO

Academic Affairs Equity Advocate: Excited to be officially added to the agenda. This role is designed to be an additional resource for diversity, equity, and inclusion going on at campus (students, faculty and staff alike). The first thing to share is the reminder that we have faculty and staff associations serving our campus (African American Faculty/Staff Association, Native American Faculty/Staff Association, Latino Faculty/Staff Association, 2S LGBTQIA+ Faculty/Staff Association and Young Professional Faculty/Staff Association). Candidates coming to campus can meet with any of these groups if you would like. There are ongoing discussions with Jennifer Molock, AVP of Inclusive Community to integrate the strategic plan for inclusive community and the UCO strategic plan. There have been conversations with each college dean about the DEI efforts going on in each college.

“The CLA Good Trouble Task Force is writing to you as Academic Affairs Equity Advocate to express our grave concern about how the recently-announced faculty cuts will impact the University’s efforts on issues of diversity, equity and inclusion. We stand in solidarity with UCO’s goal “to advance equity for the purposes of cultivating and sustaining inclusive excellence,” especially by building inclusive partners such as diverse faculty members.

The GTTF requests that you effectively and immediately advocate for minority faculty whose positions may be eliminated. These new faculty cuts will disproportionately impact faculty of color and women faculty, who serve as important members of our inclusive community in many ways. We are further concerned that the cuts will disproportionately and negatively impact minority student recruitment and retention.

The proportion of UCO faculty members of color is already low. According to the Inclusive Community Strategic Framework, Native American and Hispanic faculty each make up a share of 3.3% of non-tenure track faculty, the highest share that either group has in any faculty group, whether tenured, tenure-track, or non-tenure track. Likewise, Black or African American faculty comprise 3.4% of tenure-track faculty, their highest share in any faculty group. Women also occupy a majority of adjunct, lecturer, and pre-tenure positions, but not tenured positions. Therefore:

- cutting adjunct and lecturer lines will disproportionately hurt Hispanic and Native American faculty and women

- cutting early tenure-track professors will disproportionately hurt Black faculty and women

In addition, the GTTF asks that your office oppose the proposed course fee increase of \$6.82 per hour. Many of our students are first-generation, non-traditional, or from lower-income backgrounds, with education providing an important access point for upward social and financial mobility. This fee increase will make it more difficult for all our students to pay for their college courses, and further, it is likely to affect minority students disproportionately.

The GTTF voices our strong opposition to faculty cuts and fee increases, especially when they do not take issues of diversity, equity, and inclusion into account.”

VIII. Approval of Minutes:

A motion was voiced to amend the agenda to include the approval of the 8 March 2022 minutes by Correspondent Archuleta and seconded by Senator Green. The vote is unanimous approval with no opposition or absentia.

8 March 2022 Meeting: Correspondent Archuleta moves and Senator Maier seconds, no opposition or absentia. Minutes are approved.

10 March 2022 Meeting: Correspondent Archuleta moves and Senator Maier seconds, no opposition or absentia. Minutes are approved.

IX. Special Order of the Day

- a. Resignation of Sam Ladwig, CFAD at the end of the 2021-2022 Term
Clarification was made that it was not a technical resignation, but a miscommunication on the actual term.
- b. Order for a Special Election to replace Senator Ladwig in CFAD
- c. Order for a Special Election for the vacancies in CB and CLA

These special elections will be held at the direction of the newly elected Executive Committee once a Parliamentarian has been chosen by the new President.

X. Senate Executive Committee Reports:

- a. At-Large Member- Senator Seagraves
Currently working on compiling data and making graphs of the kind of data of interest to faculty. If any other senator is working on this, please share the knowledge. Also if you are interested in any of the data please let her know.
- b. At-Large Member- Senator Green
No report. Did acknowledge all of the hard work being done by Senator Seagraves.
- c. Parliamentarian Provencio
Nominations and elections for the 2022-2023 faculty senate are concluded. The call has gone out to all current and future senators for nominations of next year's executive committee (April 5th the email was sent out). Nominations will be

accepted through the meeting on April 28th. Each candidate will be able to give a brief introduction and qualifications for each position. A secret ballot will take place unless there is an uncontested position. President Barger-Johnson noted that anyone running for a position will not be involved in the election process.

d. Correspondent Archuleta

Reminder that the Faculty Senate website is updated and contains all legislation, minutes, reports and administration's response to legislation.

e. Secretary Waters

Unofficial minutes will be provided by Monday to the faculty. Also please put your names in the chat with affiliations for any visitors today.

Senator Question: Will the correspondence to President Patti Neuhold Ravikumar about the Title IX issues be available on the website? Yes it can be posted.

f. Vice President Moran

No report.

g. 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.

Enrollment Update (year over year)(as of 13 April 2022):

Summer 2022

Headcount: 2,706 (+366, or +15.6%)

Credit hours: 14,157 (+1,886, or +15.4%)

Fall 2022

Headcount: 4,166 (+586, or +16.4%)

Credit hours: 47,802 (+14,802, or +45.9%)

It was expressed to me that certain parts of campus are suggesting that the Faculty Senate is "Spineless." While I will not share the origin of the statement, such statements do NOTHING to unify our campus. In fact, those type of statements are destructive to morale, destructive to relationship building across campus, and destructive to trust among our leaders and our peers. I am disgusted by the individuals who making such statements and if/when they are confirmed I hope they are brought into the light for us

all to see. When the information was brought to me, I approached our Deans individually to make sure they knew the narrative that was being carried on our campus by certain factions. Each and every Dean expressed wholehearted support and appreciate for our Faculty Senate and its Senators. Each expressed how much they appreciated the good work we do. Nearly all expressed statement of displeasure with such polarizing statements.

Our Faculty Senate is taking what it believes to be the best course for this campus. Making emboldened public statements which leak out into the community will NOT put UCO in a good light to the Oklahoma Legislators – just days before the Legislature makes decisions about our funding. It is simply not smart politically to become a public spectacle in times like these.

The following was dispatched to all UCO Faculty Senators, current and soon-to-be confirmed:

The UCO Faculty Senate is receiving communication from students who are interested in the Zero Tolerance Policy that was suggested by you on Wednesday. Those students are pointing to your communication that they reach out to the UCO Faculty Senate for action. Since many on the UCO Faculty Senate are being called to action and/or criticized for not acting, I am including the current UCO Faculty Senate, the soon to be UCO Faculty Senators, and UCOSA leadership in the carbon copy of this post along with the UCO Faculty Senate Executive Committee to clarify our understanding of this issue to hopefully avoid the continuing mass of e-mails criticizing the UCO Faculty Senate's inaction.

Unfortunately, as indicated in our meeting earlier today, creating a Zero Tolerance Policy is not as simple as just calling for a creation of a policy. Zero Tolerance has many definitions, and concepts of due process dictate that we are required to allow any faculty member an opportunity to be heard before any property right, including an employment opportunity is taken. Further, as mentioned in our meeting today, the UCO Faculty Senate does not control the Faculty Handbook and the policies therein. Both remain under the purview of the UCO Academic Affairs. It is notable that the UCO Faculty Senate has a current proposal for joint control of the Faculty Handbook being presented for a vote at this month's meeting. You may also remember that just last year we proposed specifically for the control of any Faculty Handbook revisions/modifications by the UCO Faculty Senate and that proposal was denied.

Additionally, since many students are expressing this relates to Title IX concerns, it is notable that the campus Title IX Office has not ever been under the UCO Faculty Senate, as it was recently placed under the umbrella of UCO People and Culture. Thus, any Title IX policy questions are not under the campus jurisdiction of the UCO Faculty Senate. Title IX policy changes are simply brought to the Faculty Senate for implementation within the Faculty Handbook. The UCO Faculty and its Senate are not made aware of cases on campus unless we are called as direct witnesses to those cases.

The RUSO Policy Manual related to Sexual Harassment can be found at the following link: <RUSO Policy Manual-Updated October 23, 2020 link provided> RUSO specifically proscribes faculty sexual relationships with students, consensual or not. As also discussed in our meeting today, while RUSO policy does proscribe those activities, it does not mandate termination or any specific sanction. That is left up to the discretion of the university's administration.

It is the position of the UCO Faculty Senate that while the UCO Faculty Handbook falls under our review, we are not the ultimate decisionmakers of UCO Faculty Handbook policy. We are charged with implementing policies that are brought to us from Academic Affairs; however, a closer look at the current UCO Policy regarding this topic, appears to already have what appears to be equivalent to a Zero Tolerance policy in Chapter 2, Section 2.6 of our UCO Faculty Handbook. Chapter 2: Faculty Policies and Procedures (uco.edu). In that section you will see that according to RUSO policy incorporated directly into the UCO Faculty Handbook:

The president of the university shall have the authority to suspend any faculty member formally accused of causes a, b, c, d, e, f, g, h, or i (in RUSO section 3.5). The president shall notify the General Counsel of the Board in writing of the terms and conditions of the suspension within 30 days of notifying the faculty member. A faculty member should be suspended only if harm to the faculty or students is possible or disruption of proper conditions for teaching and learning are threatened by the faculty member's continuance. During the suspension period, compensation for the suspended person should be continued. If during the suspension period the faculty member is convicted of or admits to the commission of a felony or a crime involving moral turpitude or other serious violation of law referenced above, the institution shall not continue compensation. (Section 3.6, RUSO)

Chapter 2: Faculty Policies and Procedures -

University of Central Oklahoma

2-2 Version 2021/22 CHAPTER 2 FACULTY POLICIES AND PROCEDURES 2.1

PERSONNEL POLICY The Regional University System of Oklahoma is committed to recognizing and rewarding, www.uco.edu

According to RUSO Section 3.5, causes a, b, c, d, e, f, g, h, or i include:

a) Committing a felony or other serious violation of law that is admitted or proved before a court of competent jurisdiction, preventing the faculty member from satisfactory fulfillment of professional duties or responsibilities, or violation of a court order which relates to the faculty member's proper performance of professional responsibilities.

- b) Moral turpitude.*
- c) Insubordination.*
- d) Professional incompetence or dishonesty.*
- e) Substantial or repeated failure to fulfill professional duties or responsibilities or substantial or repeated failure to adhere to Board or university policies.*
- f) Personal behavior preventing the faculty member from satisfactory fulfillment of professional duties or responsibilities.*
- g) An act or acts which demonstrate unfitness to be a member of the faculty.*
- h) Falsification of academic credentials*
- i) Two consecutive unsatisfactory post-tenure performance evaluations.*

Further, according to the UCO Faculty Handbook, policies regarding suspension or dismissal of tenured faculty is handled by the President or the Vice President of Academic Affairs in conjunction with the Dean. Again, it is our clear understanding that these policies are not under the direct jurisdiction of the UCO Faculty Senate.

The **UCO COVID-19 ON-CALL TASK FORCE**. This group has met every week with a few exceptions since 13 January 2022. We proposed changes to the operational levels for Covid-19 over a month ago.

I met with the **UCO PRESIDENT AND PROVOST ALONG WITH AAUP PRESIDENT MARC GOULDING** on Friday, April 8th in the President's Office. At that meeting we discussed the students concerns regarding Title IX and/or Sexual Harassment cases on campus. We also discussed briefly the 17:1 ratio's origin and the Budget crisis.

The **UCO FS EXECUTIVE COMMITTEE (FSEC)** continues to meet monthly with the UCO President and the UCO Provost. Our March 25th meeting was held with Provost Simmons only as the President was called away at the last minute to another event. We did however meet on 12 April at 2pm. Our agenda included the following items which we did not have the time to get to all of them, but the President and Provost were made aware of by inclusion in our agenda:

I. Budget Update – UCO President and Provost

- a) President's Forum
 - i. Access to the PPT?
 - ii. Was data the most current data available?
 - iii. Why was the Faculty Senate not advised of certain concepts before the general public?
- b) Directed Strategies

- i. Program declines?
 - ii. Retirements?
- c) Lack of Communication with Faculty Senate prior to the Forum:
- i. Why was the first time Faculty Senate heard about the 17:1 ratio goal at the Forum?
 - ii. Should the FS vet information that will have such an impact before its shared with the broader public?
 1. We have spent the past two years building trust with this administration, and this seemed like a lack of trust.
 2. First time this was even mentioned in the past two years.
- iii. Ratio Numbers need to be explained and standardized.
1. Clearly defining the Ratio and its origin is paramount.
 2. Is reassigned time or grant time included and if so how is it weighted?
 3. What about temporary and adjunct faculty?
 4. What is the definition of a FT student? What if we have a large number of students barely taking the minimum number of credit hours?
 5. To get to a healthy number we must clearly define the target by defining the parameters therein.
 6. Did we clearly justify through our comparison to other universities?
 7. Did we consider how UCO has a larger CFAD footprint than our peers which will require more individualized instruction?
 8. Are these comparisons being made by schools calculating their data in the same way as ours?
 9. Has UCO Administration defined a strategy to get to that ratio other than "cut faculty?" If so, what is it?
 10. "President Neuhold-Ravikumar said that the ratio is not related to the budget crisis, but it can help us address the same. Logically, we can say if it is not

related, then it won't fix the issue long term." -- A concerned Faculty member (Think amputating your leg when your arm is the limb that has the infection.)
**Addressing the achievement of the ratio in the wrong way could actually weaken our strategic position and overall value to students - which seems to be the students #1 concern.

11. Should we instead work on optimizing class size and setting strategies for class scheduling to meet the goals instead? Decrease the adjunct faculty where we can?

12. For full transparency and context, we should look at a comparison of the Student:Staff and Student:Administration ratios, because these numbers also depend on student enrollment.

a) This would enable us to directly compare administration/staff expenses to faculty expenses, instead of using different metrics for different types of personnel expenses.

b) These could also be used to compare us to our peers within the state.

II. Morale on Campus – Open to All

a) Student Protests

b) Student Meetings with UCO Leadership

c) Some faculty seem concerned that Forum data was aimed at presenting the worst picture and not the whole picture.

III. Shared Governance – Open to All

a) Stakeholder Representation - Faculty members are stakeholders of the University and asked for a seat at the Cabinet table just like all other stakeholders on campus.

b) Transparency - "People with nothing to hide, hide nothing." - Having a Faculty member on the Cabinet would provide faculty a view into what our campus leadership is doing to address the concerns raised by student and faculty groups. While Provost Simmons does a great job representing Academic Affairs, she is not a faculty member; she is an administrator.

c) Vital Information from the Faculty perspective - Faculty would bring a piece of information missing to the Cabinet table. Faculty membership would be a conduit for communication. Over the past two years, a number of decisions were made that did not have the faculty perspective in mind and would have benefited from the same. (Process of Remote Learning, Initial Faculty Inclusion on the Covid-19 Task Force, Technology Requirements for Remote Learning, etc.) Having included a faculty member on campus, the President's Cabinet would have had more information to make university-altering decisions and would help facilitate best practices in communication on our campus both from faculty to administration, and from administration to faculty.

d) Not about control, but input. Faculty inclusion on the cabinet is not about control, but about Input. Having one faculty member on Cabinet is not going to change the course of any Cabinet that has the entirety of campus in mind.

e) Analytical Thinkers - Faculty are academics who are trained in analytical thinking and therefore can be some of the best "problem solvers" at our disposal. We should harness that intellect for the good of the university. It is vital for innovation in all instances to include all stakeholders in that discussion.

f) Equity in Representation - Of the 8 members of the UCO President's Cabinet (excluding the President), 7 represent STAFF areas of campus and only 1 represents Faculty, yet Faculty and Students are the life blood of our campus.

g) Definition Forthcoming from Faculty Senate - Faculty has a definition of Shared Governance which will be voted on this month.

IV. Faculty Salaries – Open to All

a) Faculty Salaries have not kept up with cost of living or inflation indices.

1. One 3.5% raise in a period in which inflation has soared means we are currently 20.1% behind market on inflation indices alone.

2. Inflation rates from March 2012 to March 2022 is roughly 23.6%.

3. Most faculty salaries are estimated to be between 8-20% below market using CUPA, AACSB, or other appropriate peer averages. Example: AACSB Site Visit Team expressed extreme concern to faculty over UCO CB salaries in comparison to our peers.

4. Federal Government employees are getting a 5.9% Cost of Living Adjustment in 2022.
- b) Every year salaries are neglected faculty member retirement incomes are also negatively impacted.
- c) Faculty also have Mandatory Cost Increases which are harder to meet with no true increase in salary for a decade. Increased costs for:
 1. Benefits/Insurance/Prescriptions.
 2. Medical care with declining Insurance benefits.
 3. How is OU's Insurance Rate so much better than ours?
 4. Can we benchmark what they are doing to help ease the burden of no salary increases amid increasing costs for medical care/prescriptions?
 5. Housing market/rent/pricing.
 6. Food/clothing/education.
 7. Licensures for some professionals.

V. Concurrent Enrollment – Open to All

- a) Has this gone away forever?
- b) Do our peers who we are being compared against have concurrent enrollments? If so, why don't we use this valuable marketing tool? Get them in the door so they will stay UCO.

The **UCO PROVOST'S ADVISORY COUNCIL (PAC)** has not met since the Wednesday, February 23rd meeting, and is scheduled to meet Wednesday, April 27th at 9am.

The **UCO UNIVERSITY PLANNING COUNCIL (UPC)** last met on Friday, January 14th at 9am. We are not scheduled to meet again at this time.

The **UCO PRESIDENT'S FACULTY ADVISORY COUNCIL (PFAC)** met last on Wednesday, February 16th from 9am to 10am. At that meeting we discussed shared governance at length and transparency on our campus. We will next meet on Tuesday, April 19th at 2pm.

UCO Staff Senate President Adriana Edwards-Johnson were invited to begin attending the bi-weekly **UCO STRATEGIC ENROLLMENT PERSISTENCE TEAM** meetings.

My monthly meeting with the **UCO PROVOST CHARLOTTE SIMMONS** was held last on Tuesday, March 22nd.

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 PEGGY MORAN**. 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.

Congratulations was also offered to Adam Johnson for his new role at Southwestern Oklahoma State University as the Vice President of Student Services.

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** – VACANT 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)
The handbook committee chair is pushing hard to make sure that administration knows that the faculty handbook is very important and should be followed. We have in writing a commitment to follow it from academic affairs and the general council.
- 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** – Senator Barger Nothing to report.
- k. **Research Advisory Council** – Secretary Waters
- 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. **Advising Task Force** - Senator Seagraves. Nothing to report.

XII. Senate Standing Committee Reports

- a. **Faculty Handbook/Academic Affairs** – Senator Green (Senator Arnold) Will be discussed in new and old business.
- b. **Faculty Welfare Committee** - Senator Eitheim (Senator Jobe) Nothing to report.

- c. **Personnel Policies/Adjunct Affairs** – Correspondent Archuleta (Vice President Moran) Will be discussed in new and business.
- 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.

Question from a senator about the status of the Faculty Welfare Committee issue about the AAUP vote of no confidence. The discussion centered around the key question being left unanswered of what is the process for a no confidence vote. It is not codified in the faculty handbook like it is for deans and chairs. There is no official procedure so technically could be done in any numbers of ways right now including without the faculty senate involvement. The codification would need to go through the handbook committee and not welfare. It was asked that the Parliamentarian look into options of how this vote might look based on other institutions around the country. This is actively being looked into by the Parliamentarian. There was a motion by Senator Ladwig to commit to the Faculty Handbook committee to codify the procedure for a vote of no confidence for executive administration positions including but not limited to Provost and President. This was seconded by Senator Seagraves. Discussion about the need to include media and student was had. Other questions arose about inviting people to produce evidence/witnesses. It was deemed that this is really a question for the handbook committee if the vote to send the procedure for a vote of no confidence to the committee passes. The vote was held and passed unanimously to commit the designing/codifying of a procedure for a no confidence vote of an executive administrator to the faculty handbook committee to investigate.

Question from senator about if legislation and/or committee member carry over from session to session. The answer is that legislation does carry forward, but committee members do not necessarily carry over and are reassigned by the faculty senate president every year.

Point of Order from Parliamentarian Provencio: The chat is not an official reflection of the meeting. Comments in the chat are not included in the minutes and are not part of the official record.

Question from senator about what should a faculty senator say to other faculty or where can they direct them for information on any of these ongoing issues. All faculty are welcome to write legislation in conjunction with a current faculty senator. This can then be presented to the faculty senate for assignment to a committee. To leave committee it must receive a majority vote. There are other avenues to bypass committee if it is voted on as an amendment to the agenda and the rules are suspended. This requires a 75% vote by the faculty senate body. The RUSO email can also be used to voice frustrations with UCO to the governing body.

XIII. New Business

- a. **Assignment for Faculty Senate Executive Committee**

Issue: FSR 2021-2022-05 Defending Academic Freedom to Teach about Race and Gender Justice and Critical Race Theory

Parliamentarian Provencio yields the floor to Senator Copley. Proposal was read for the first time by Senator Copley. Discussion at this time included that there is a missing co-sponsor of this bill that needs to be added (Senator Cassel) and that K-12 really need to be preK-12. There was another clarification question asked about the wording of “external bodies” and how that impacted accreditation.

b. Assignment for UCO Faculty Senate Personnel Policies Committee

Issue: FSR 2021-2022-006 Responsive Time Off

Proposal was not ready to be read at this time. The committee is still discussing the issue. It will be revisited at the next meeting.

XIV. Old Business

a. Assignment for Faculty Handbook/Academic Affairs Committee

Issue: FSR 2021-2022-04 Faculty Senate Definition of ‘Shared Governance’

Proposal was read for the second time by Senator Green. A motion to vote by Senator Archuleta was proposed and seconded by Senator Fister. It was unanimously approved.

Issue: FSP 2021-2022-008 Appendix C: Recruitment and Selection Procedures for Full-Time Faculty, Section 3: Process of Selection, Subsection, A(1)

Proposal was read for the second time by Senator Green. A motion to vote by Senator Maier was proposed and seconded by Senator Fister. It was unanimously approved.

b. Assignment for UCO Faculty Senate Personnel Policies Committee

Issue: FSP 2021-2022-007 Overloads: Policies, Support, and Pay for all Full-Time Faculty Across Colleges

Proposal was read for the second time by Correspondent Archuleta. A motion to vote by Senator Maier was proposed and seconded by Senator Fister. It was unanimously approved.

c. Assignment for UCO Faculty Senate Executive Committee

Issue: FSP 2021-2022-009 UCO Faculty Handbook jointly governed by the UCO Faculty Senate

Proposal was read for the second time by Correspondent Archuleta. A motion to vote by Senator Green was proposed and seconded by Senator Fister. It was unanimously approved.

XV. Announcements for the Good of the Order

- a. President Barger-Johnson was excited by the athletic success of her kids.
- b. Senior show for designers announced by Senator Web at the UCO boat house from 5 to 8 pm tonight.

- c. Senator Fister announced that it is the 50th anniversary for the nursing program graduating class. Also a huge thank you to President Barger-Johnson for her leadership through COVID and these trying budget times.

XVI. Adjournment 3:45 pm

Motion to adjourn by Senator Maier and Senator Fister seconds. Adjourned at 3:45 pm.

Respectively Submitted by **Secretary Amanda Waters**, on 14 April 2022