



11-22-2013

## November 22, 2013 Approved Minutes

SWOSU Faculty Senate

### Abstract

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Approved Minutes  
Southwestern Oklahoma State University  
FACULTY SENATE November 22, 2013—2:00 PM EDU 201

**I. CALL TO ORDER:** Faculty Senate President Fred Gates called the October meeting of the Faculty Senate to order at 2:02 PM in Education 201.

**II. ESTABLISHMENT OF A QUORUM:** Arden Aspedon, David Bessinger, Tommye Davis, Phillip Fitzsimmons (for Jason Dupree), Stephen Burgess (for Jared Edwards), David Esjornson, Fred Gates, Jeff Walker (for Marci Grant), Lisa Boggs (for Andrea Holgado), Tiffany Kessler, Hank Ramsey (for Jim Long), Scott Long, Warren Akers (for Tom McNamara), Kristin Montarella, Cynthia Pena, Les Ramos, Ann Russell, Trisha Wald, Curt Woolever, and Jessica Young.

**III. CERTIFICATION OF SUBSTITUTES:** Phillip Fitzsimmons for Jason Dupree, Stephen Burgess for Jared Edwards, Jeff Walker for Marci Grant, Lisa Boggs for Andrea Holgado, Hank Ramsey for Jim Long, and Warren Akers for Thomas McNamara

**IV. PRESENTATION OF VISITORS:** Dr. Denise Landrum-Geyer and Jamin Brown will discuss the *Journal of Undergraduate Research*.

Dr. Landrum-Geyer and Jamin Brown discussed the *Journal of Undergraduate Research* for SWOSU. This journal focuses and promotes student research here at SWOSU in the STEM disciplines, History and Behavioral Sciences, and Arts and Languages. They are looking for students to submit work and students for editorial positions. They are also looking for faculty to help peer review the journal. Please look on the website or contact Dr. Landrum-Geyer or Jamin Brown for further information.

**V. APPROVAL OF MINUTES:** The October minutes were approved by a voice vote.

## **VI. ANNOUNCEMENTS**

### **A. President Fred Gates**

1. From the Regents' Faculty Assembly of November 2, 2013.
  - a. Chancellor Glen Johnson addressed the Faculty Senate Presidents in attendance and addressed several issues important to Oklahoma faculty.

The Regents are currently working on a statewide plan for online courses. They have created an Online Task Force in an attempt to develop uniform policies, maintain appropriate academic rigor, and to try and “get out front” of the national movement toward online education.

The Regents have also created a Campus Security Task Force to make sure college and university police/security personnel are using best practices for notifying faculty, staff, and students in case of campus emergencies. The task force is also exploring the legal guidelines of security issues such as the one we had at SWOSU in September. They are also exploring new avenues of funding for campus security.

Oklahoma Promise is working well but we need to challenge the students to work harder in high school so they will be better prepared for college level work. Oklahoma is still below the national average of adults with higher degrees which the Chancellor argued directly affects the per capita income of Oklahomans and the overall state economy. However, he did point out that 89% of Oklahoma college graduates do remain in the state and that bodes well for the future.

Unfortunately, state appropriations are down 8% since 2009 and as he presents the 2014 budget request to the legislature, even if Higher Education receives all it asks for, funding will still be below pre-2009 levels. Funding levels have dropped steadily since 1980 but with increasing enrollments, fixed costs have risen steadily. But, Oklahoma still ranks 7<sup>th</sup> in the nation for college affordability and ranked 8<sup>th</sup> lowest in terms of overall student debt. This is mainly due to the fact that the average tuition increase in Oklahoma over the last 5 years has been about 4.3% which is considerably lower than many other states. Johnson pointed out that every \$1.00 spent on Higher Education yields \$4.72 back into the Oklahoma economy with an overall impact of \$9.2 billion and over 85,000 jobs. Hopefully the legislature will listen.

The Chancellor addressed Complete College America and the Governor's efforts in this realm. The effort in Oklahoma is to increase the number of college certificate earners by 67% by 2023. This would mean an increase from the 30,500 granted in 2011 to almost 51,000. As a result, there will be a real focus on college readiness, transforming remediation to increase retention, increasing adult degree completion programs, and rewarding performance to increase graduation rates and strengthen pathways to degrees and certificates. The Regents will also push to increase funding for concurrent enrollment so that more incoming freshmen will already be on the path to a degree.

- b. The Faculty Advisory Council presented its annual report and presented its 2013 Work Plan and activities and elected new council members. The main issues covered in the 2013 Work Plan dealt with improving services for current military, veterans and their family members; clarifying issues concerning faculty work load, adjuncts, salaries, and benefits; improving graduation rates; improving college preparation for incoming students; and improving graduation rates.

Council Members for the 2014-2015 from the Regional Universities are: Jim Ford, Rogers State University, James W. Mock, University of Central Oklahoma, Fred Gates, Southwestern Oklahoma State University, Mike Dunn, Cameron University.

2. From the Executive Council meeting of November 11, 2013.
  - a. President Randy Beutler provided an update from the RUSO meeting held on the SWOSU campus. He indicated that there was a very good conversation regarding compensation. The Board seems to be working the issue of compensation into their strategic plan and recognizes the importance of compensation as the regional universities attempt to recruit and retain faculty. In addition to compensation, the issue of child care also came into the discussion. Vice President Fagan pointed out that despite thought to the contrary, SWOSU has never had it on campus but did have an Education Lab that involved some 20 children. OSU did a model 5 years ago and abandoned the idea once planners realized it would have to be fee subsidized. The main issue at SWOSU in this realm is space and funding. We simply don't have the space on campus and the acquisition of space would be cost prohibitive. Moreover, the cost of the project isn't justifiable given the mission of the university. Add in the rules and regulations from DHS and other agencies and it simply is not feasible.
  - b. Vice President Tom Fagan reported on the budget and clarified that the recent 2% pay raise was a mid-year budget adjustment and that paying for the increase with falling enrollment will be difficult but the administration believed the increase was necessary. As a result, departments will have to look closely at every program and every "nook and cranny" to see what is financially feasible and what isn't. SWOSU's reserves are still in good shape but we need to get enrollment numbers back up. As such, we need to really focus on recruitment and retention. Funding from the legislature is going to be tight. Common Education has asked for \$150 million in new money and Higher Education is requesting nearly \$75 million in new funds. Unfortunately, the state is looking at a potential revenue shortfall in the coming months so appropriations will be a topic of intense scrutiny and concern.
  - c. President Beutler gave a legislative update. It is clear that FY2014 appropriations will be less than FY2008. House Speaker Shannon did an interim study on governance and asked if consolidation would save the state money. Both OU and OSU stated they did not want any more schools in their governing umbrella. OCCC also stated they were against the idea. The RUSO schools also objected.

Representative Wright is also doing an interim study on college costs in which President Beutler will participate. Wright is apparently concerned with the percentages that the state funds, since that amount has been dropping. This was a concern addressed at the President's Legislative Luncheon on November 1<sup>st</sup>. President Beutler will be presenting for the RUSO schools and he will focus on increasing costs of providing the services students in the 21<sup>st</sup> century demand as well as how RUSO schools (and SWOSU in particular) rate against our peer institutions in neighboring states.

- d. President Beutler reported that he had received a request from a student for permission to carry a concealed firearm which he denied. He explained that Presidents can issue exemptions to the no guns on campus policy. Tulsa Community College developed a policy to deal with those requests but at this time, SWOSU has no plans to develop such a policy and will continue to follow the no guns policy.
3. From the Administrative Council meeting of November 11, 2013.
    - a. Interim Library Director Jason Dupree urged all faculty who have not done so to take the Library Survey. The survey is now closed.
    - b. Tentative plans are in the works for the Events Center grand opening to be held on April 3, 2014. More to come!
    - c. Interim Director of Distance Learning Marci Grant reported that the preliminary workshops for CANVAS training are complete but more workshops are planned for January. Provost James South also noted that CANVAS is now one of the fastest growing and most popular learning platforms. So apparently we made a good decision. Grant also noted that faculty who have undergone training are also very happy with the platform.
    - d. Registrar Daniel Archer reported that Weatherford Headcount was 2991 and total headcount was 3080—a drop of 4.2%. He also reported that graduation applications are now available online and advisors should make their advisees aware of this.
    - e. Jan Noble reported that the annual report from the Assessment Office is now available online. There is also an upcoming Service Learning event scheduled for November 19<sup>th</sup> but only 3 people had registered so far.
    - f. ITS Director Mark Engleman reported that Campus Connect will be upgraded in the near future.

- g. Denisa Engleman reported that the 2013 Fact Book is now available in both hard copy and online. Please contact her if you would like hard copy.
  - h. Director of Admissions Todd Boyd reported that SWOSU Saturday was a tremendous success. Parents in particular were really impressed with the campus and the experience and gave a lot of positive feedback.
  - i. V.P. of Student Affairs Dr. Cindy Foust reported that the President's Breakfast is scheduled for December 11, 2013 at 10 p.m.
  - j. Provost Dr. James South announced that the position of Director of Sponsored Programs is once again open. The process of filling the position will begin shortly. Also, the search for a permanent Director of Distance Learning is about to get underway as well.
  - k. Lynn Thurman reiterated that the SWOSU Foundation has updated alumni lists and she will be happy to share those updated lists with any department that wants them.
3. From the Provost meeting of November 19, 2013:
- a. The Provost reported that the administration is taking a long and serious look at faculty salaries with regard to CUPA standards. There are numerous faculty whose current rate of compensation fall woefully short of adequate rates.

**B. Secretary/Treasurer Curt Woolever**

**1. Roll Sheet** – please sign.

**2. Treasurer's Report:**

a. BancFirst Checking Account:	October Meeting Balance:	\$2311.19
	CURRENT BALANCE:	\$2311.19
b. University Account:	October Meeting balance:	\$105.01
	CURRENT BALANCE:	\$105.01

**C. President-Elect Evette Meliza:** Nothing to report. Not in attendance.

**D. Past President David Esjornson:** Nothing to report.

**E. Student Government Representative Blaine Boyd:** Not in attendance.

## **VII. REPORTS FROM STANDING AND AD HOC COMMITTEES:**

### **Report from the Personnel Policies Committee**

**The Personnel Policies Committee recommends the following revisions to the original motion (FS 2013-07-02):**

The committee recommends that faculty members from the College of Associate & Applied Programs and the SWOSU Libraries serve on the Faculty University Promotion and Tenure Review Committee (FUPTRC) and the Promotion and Tenure Appeals Committee in alternating years, as described below:

#### Faculty University Promotion and Tenure Review Committee

In even numbered years, one seat will be held by a faculty member from the SWOSU Libraries.

In odd numbered years, one seat will be held by a faculty member from the College of Associate & Applied Programs.

#### Promotion and Tenure Appeals Committee

In even numbered years, one seat will be held by a faculty member from the College of Associate & Applied Programs.

In odd numbered years, one seat will be held by a faculty member from the SWOSU Libraries.

Rationale: This change permits tenured faculty from the College of Associate & Applied Programs and the SWOSU Libraries to have representation on University's tenure and promotion committees. By alternating the years of service, neither the College of Associate & Applied Programs nor the SWOSU Libraries are overburdened with committee duties. This policy recommendation does not change the number of faculty representatives on either committee.

The report is official. Motion approved by a voice vote.

**FS Motion 2013-11-01: Representation of SWOSU Libraries in the FUPTRC**

Section I.C.4, page 112 currently states:

The committee shall be composed of three (3) faculty members each from the College of Arts and Sciences and the College of Professional and Graduate Studies and one (1) faculty member each from the College of Pharmacy and the College of Associate & Applied Programs.

Proposed Change:

The committee shall be composed of three (3) faculty members each from the College of Arts and Sciences and the College of Professional and Graduate Studies and one (1) faculty member each from the College of Pharmacy, **and** the College of Associate & Applied Programs **or the SWOSU Libraries. The College of Associate & Applied Programs will fill this committee seat on the even number years (e.g., 2014, 2016, etc.) and the SWOSU Libraries on the odd number years (e.g., 2015, 2017, etc.).**

Section on Committees with Faculty Representation, page 27 currently states:

**Faculty University Promotion and Tenure Review Committee** – Evaluates faculty applications for tenure and promotion, and makes recommendations related to granting tenure and promotions.

The Faculty Senators of each college will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences and the College of Professional & Graduate Studies will each select three (3) faculty and the College of Pharmacy and the College of Associate and Applied Programs will each select one (1) faculty for this committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. Members of the committee serve one year terms and may not serve consecutive terms. Chairs, associate deans, deans, and applicants are ineligible for committee membership.

Proposed Changes:

**Faculty University Promotion and Tenure Review Committee** – Evaluates faculty applications for tenure and promotion, and makes recommendations related to granting tenure and promotions.

The Faculty Senators of each **college and the SWOSU Libraries** will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences and the College of Professional & Graduate Studies will each select three (3) faculty and the College of Pharmacy, **and** the College of Associate and Applied Programs **or SWOSU Libraries** will each select one (1) faculty for this committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. Members of the committee serve one year terms and may not serve consecutive terms. Chairs, **Director of Libraries**, associate deans, deans, and applicants are ineligible for committee membership.

Motion approved by a voice vote.

**FS Motion 2013-11-02: Representation of SWOSU Libraries in the University  
Promotion and Tenure Appeals Committee**

Section D, page 117, second paragraph currently states:

The Promotion and Tenure Appeals Committee will be composed of one faculty member from each college selected by the Faculty Senators of that college and forwarded to the Chief Academic Officer in the selection process for SWOSU Promotion and Tenure Review Committee. A fifth member of this committee will be a member of the Appellate Committee on Dismissal of Tenured Faculty Members and may not have been a candidate or on the slate of three during the current academic year.

Proposed Change:

The Promotion and Tenure Appeals Committee will be composed of one faculty member from **the College of Arts and Sciences, the College of Professional and Graduate Studies, the College of Pharmacy, and the College of Associate & Applied Programs or the SWOSU Libraries. The College of Associate & Applied Programs will fill this committee seat on the odd number years (e.g., 2015, 2017, etc.) and the SWOSU Libraries on the even number years (e.g., 2014, 2016, etc.).** Selections by the Faculty Senators of that college **or library** are forwarded to the Chief Academic Officer in the selection process for SWOSU Promotion/Tenure Review Committee. A fifth member of this committee will be a member of the Appellate Committee on Dismissal of Tenured Faculty Members and may not have been a candidate or on the slate of three during the current academic year.

Section on Committees with Faculty Representation, page 31 currently states:

**University Promotion and Tenure Appeals Committee** – Hears appeals related to promotion and tenure decisions.

The Faculty Senators of each college will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences, College of Professional & Graduate Studies, and the College of Pharmacy and College of Associate and Applied Sciences Programs will select one (1) faculty for the Appeals Committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. A fifth member of this committee is selected by the Faculty Senate from among the members of the Appellate Committee on Dismissal of Tenured Faculty Members. One (1) chair and one (1) dean are appointed by the Provost.

Proposed Changes:

**University Promotion and Tenure Appeals Committee** – Hears appeals related to promotion and tenure decisions.

The Faculty Senators of each **college and the SWOSU Libraries** will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences, College of Professional & Graduate Studies, and the College of Pharmacy and College of Associate and Applied Sciences Programs **or SWOSU Libraries** will select one (1) faculty for the Appeals Committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. A fifth member of this committee is selected by the Faculty Senate from among the members of the Appellate Committee on Dismissal of Tenured Faculty Members. One (1) chair **or the Director of Libraries** and one (1) dean are appointed by the Provost.

Motion approved by a voice vote.

**Report from the Adhoc Committee on the FUPTRC**

Per the motion creating its existence, the committee investigating the role of the FUPTRC on the SWOSU campus must report its activity to the Senate.

Committee Chair: Jared Edwards

The ad hoc committee is discussing options, and we are preparing to poll the faculty on components of the University level committee.

Report: There are two main items that we have found.

1) No other university in the RUSO system requires rankings by a faculty committee as a standard.

- UCO allows the Provost or VPAA to request rankings when desired from the college level committee.

2) No other university in the RUSO system has a university wide review committee.

Therefore, we know that ranking is not a RUSO requirement, and we have no guidance from RUSO schools on what a university level committee should look like or how it should be composed.

We will be seeking broad faculty input on issues related to ranking and reactions to lack of comparable committees at our sister institutions.

Finally, we will be examining schools beyond the RUSO system for guidance.

**VIII. UNFINISHED BUSINESS:** none.

**IX. NEW BUSINESS:**

Marcy Tanner was inadvertently elected to the Academic Appeals Committee twice. She was elected to a two year term in April of 2012 and a two year term in April of 2013. It is proposed that the Senate appoint someone to fill and serve the remainder of the term Tanner was elected to in April of 2012 which would end at the conclusion of the 2013-2014 academic year.

Hank Ramsey was selected to finish the remainder of Marcy Tanner's term.

Dr. Jerry Stout, Faculty Senate President of Southeastern Oklahoma State University would like to know what SWOSU's Faculty Senators' top three concerns are. Please feel free to e-mail a list of 3 concerns, I will compile them and forward our top three. Dr. Stout stated that at Southeastern, the top three concerns are as follows:

1. Faculty morale and salaries.
2. The post tenure review process
3. The proportion of full time faculty to adjunct faculty

**X. ADJOURNMENT:**

**Next meeting 2:00 pm  
Friday December 6, 2013**