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Faculty Senate Minutes

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7-22-2014

July 22, 2014 Minutes

SWOSU Faculty Senate

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Approved Minutes
Southwestern Oklahoma State University
FACULTY SENATE July 22, 2014—3:00 pm EDU 201

I. CALL TO ORDER: Faculty Senate President Evette Meliza called the July meeting of the Faculty Senate to order at 3:01 p.m. in Education 201.

II. ESTABLISHMENT OF A QUORUM: The following members were in attendance: Arden Aspedon, David Bessinger, Tammy Blatnik, Brad Bryant, Dayna Coker (Sayre), Tommye Davis (Sayre), Jerry Dunn, Jared Edwards, Fred Gates, Paul Hummel (for Ryan Haggard), Andrea Holgado, Krista Brooks (for Tiffany Kessler), Doug Linder, Jim Long, Scott Long, Kris Mahlock, Tom McNamara, Evette Meliza, Kristin Montarella, Bo Pagliasotti, Linda Pye, Les Ramos, Ann Russell, Lisa Schroeder, Karen Sweeney, Wayne Trail, Trisha Wald, and Dennis Widen.

III. CERTIFICATION OF SUBSTITUTES: Paul Hummel served as the substitute for Ryan Haggard, and Krista Brooks attended in place of Tiffany Kessler.

IV. PRESENTATION OF VISITORS: There were no visitors in attendance.

V. APPROVAL OF MINUTES: The minutes from the June 24, 2014 meeting were approved by a voice vote.

VI. ANNOUNCEMENTS

A. President Evette Meliza

1. There was no Executive Council meeting; the next meeting will be in September.
2. There was no Administrative Council meeting; the next meeting will be in September.

B. Secretary/Treasurer Tom McNamara

1. Roll Sheet – please sign.

2. Treasurer's Report:

a. BancFirst Checking Account: June Meeting Balance: \$2189.39
CURRENT BALANCE: \$2189.39

b. University Account: June Meeting balance: \$105.01
CURRENT BALANCE: \$105.01

C. President-Elect Jared Edwards: Nothing to report.

D. Past President Fred Gates: Nothing to report.

E. Student Government Representative: No representative was in attendance.

VII. REPORTS FROM STANDING AND AD HOC COMMITTEES:

Report from the Ad Hoc Committee on the FUTPRC:

The Ad Hoc Committee on the Faculty University Tenure and Promotion Review Committee (FUTPRC) respectfully submits the following proposals with the understanding that the text of the faculty handbook will have to be modified and approved based on which (if any) of the initiatives are supported by the Senate and approved by the faculty. We are presenting each option as individual motions to ensure that senators and the faculty may vote on individual modifications without being coerced to either support all initiatives in order to vote for changes that they approve of or to oppose all initiatives in order to avoid those that they oppose.

We, the committee, move that:

Senate Motion 2014-07-01: Only those members of the faculty with at least associate professor rank shall be eligible for membership on the FUTPRC.

The motion was approved with a ballot vote.

Senate Motion 2014-07-02: CAS and CPGS representatives on the FUTPRC shall serve for 3 year terms while representatives on the FUTPRC of COP and CAAS/the University Library system shall serve for 2 year terms.

Motion to amend: "CAS and CPGS representatives on the FUTPRC shall serve for 2 year terms while representatives on the FUTPRC of COP and CAAS/the University Library system shall serve for 2 year terms." The motion to amend passed via voice vote. The amended version of the main motion passed with a ballot vote.

Senate Motion 2014-07-03: Terms on the FUTPRC shall rotate with 3 of the eight members being replaced each year (one from CAS, one from COP or CAAS and the Library, and one from CPGS).

The motion passed after a ballot vote.

Senate Motion 2014-07-04: The chair of the FUTPRC shall be in their second or third year of committee membership.

Motion to amend: "The chair of the FUTPRC shall be in their second year of committee membership, or have prior service on this committee." The motion to amend passed via voice vote.

The main motion passed, as amended, via ballot vote.

Senate Motion 2014-07-05: The practice of ranking candidates in order of preference for tenure and promotion shall be eliminated from the duties of the FUTPRC.

Motion passed after a ballot vote.

Senate Motion 2014-07-06: The practice of rating candidates relative to their individual suitability for tenure and promotion be adopted by the FUTPRC.

The motion passed via ballot vote.

Senate Motion 2014-07-07: Individual academic units shall be encouraged to submit standing documents describing scholarly activity in their field to be used as a reference by the FUTPRC.

Motion carried following a ballot vote.

VIII. UNFINISHED BUSINESS: There was no unfinished business.

IX. NEW BUSINESS:

The SWOSU Staff Council has developed and approved the following request concerning an annual cost of living adjustment. They would like for the Senate to endorse the proposal as well before passing it along to the administration.

The SWOSU Staff Council respectfully requests a Cost-of Living-Adjustment of 3% to be budgeted annually for all SWOSU employees. See the attached Annual Cost of Living Adjustment Proposal.

Senate Motion 2014-07-08: The SWOSU Faculty Senate endorses the Annual Cost of Living Adjustment Proposal.

The motion passed through voice vote.

X. ADJOURNMENT: The meeting was adjourned at 3:55 p.m.

**Next meeting 2:00 pm
Friday, August 29, 2014**

The Ad Hoc Committee on the Faculty University Tenure and Promotion Review Committee (FUTPRC) respectfully submits the following proposals with the understanding that the text of the faculty handbook will have to be modified and approved based on which (if any) of the initiatives are supported by the Senate and approved by the faculty. We are presenting each option as individual motions to ensure that senators and the faculty may vote on individual modifications without being coerced to either support all initiatives in order to vote for changes that they approve of or to oppose all initiatives in order to avoid those that they oppose.

We, the committee, move that

- 1) Only those members of the faculty with at least associate professor rank shall be eligible for membership on the FUTPRC.
- 2) CAS and CPGS representatives on the FUTPRC shall serve for 3 year terms while representatives on the FUTPRC of COP and CAAS/the University Library system shall serve for 2 year terms.
- 3) Terms on the FUTPRC shall rotate with 3 of the eight members being replaced each year (one from CAS, one from COP or CAAS and the Library, and one from CPGS).
- 4) The chair of the FUTPRC shall be in their second or third year of committee membership.
- 5) The practice of ranking candidates in order of preference for tenure and promotion be eliminated from the duties of the FUTPRC.
- 6) The practice of rating candidates relative to their individual suitability for tenure and promotion be adopted by the FUTPRC.
- 7) Individual academic units shall be encouraged to submit standing documents describing scholarly activity in their field to be used as a reference by the FUTPRC.

SOUTHWESTERN OKLAHOMA STATE UNIVERSITY
Faculty Survey On Potential Changes To The
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Please indicate your rank:	Count	Pct
Instructor	25	26.32%
Assistant Professor	24	25.26%
Associate Professor	23	24.21%
Professor	23	24.21%
Total	95	100.00%

Indicate your tenure status:	Count	Pct
Non-tenure track	21	22.11%
Untenured, tenure-track	23	24.21%
Tenured	51	53.68%
Total	95	100.00%

A. POSSIBLE ACTION: Increase length of terms for members of the FUPTRC (most likely 3 years for CAS and CPGS with 2 years for COP and CAAP/Library)

RATIONALE:

To develop and maintain institutional knowledge and to discourage single year personal and political agendas from overly influencing FUPTRC functioning.

To increase stability and consistency of the FUPTRC.

CONCERNS:

This option could decrease the number of individuals willing to serve on the FUPTRC. Individuals who are hesitant or reluctant to serve for one year will be even less likely to serve for multiple years.

Do you support this option?	Count	Pct
Yes	73	77.66%
No	21	22.34%
Total	94	100.00%

Rating MEAN:	0.62
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How do you rate this option?	Count	Pct
-3 Extremely Bad	5	5.26%
-2 Bad	3	3.16%
-1 Poor	9	9.47%
0 Neutral	14	14.74%
1 Good	41	43.16%
2 Very Good	21	22.11%
3 Wonderful	2	2.11%
Total	95	100.00%

SOUTHWESTERN OKLAHOMA STATE UNIVERSITY
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B. POSSIBLE ACTION: Create rotating/overlapping terms of membership on the FUPTRC.

RATIONALE:

To maintain institutional knowledge created by longer terms.

CONCERNS:

This option could decrease the number of individuals willing to serve on the FUPTRC. Individuals who are hesitant or reluctant to serve for one year would be even less likely to serve for multiple years.

Do you support this option?	Count	Pct
Yes	77	82.80%
No	16	17.20%
Total	93	100.00%

Rating MEAN:	0.98
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How do you rate this option?	Count	Pct
-3 Extremely Bad	5	5.26%
-2 Bad	1	1.05%
-1 Poor	6	6.32%
0 Neutral	12	12.63%
1 Good	35	36.84%
2 Very Good	27	28.42%
3 Wonderful	9	9.47%
Total	95	100.00%

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C. POSSIBLE ACTION: Require that the chair of the FUPTRC is in the 2nd or 3rd year of his or her term.

RATIONALE:

To utilize institutional knowledge developed with longer and overlapping terms in leadership of the FUPTRC.

CONCERNS:

May entrench problems that develop in a committee for the next year.

Do you support this option?	Count	Pct
Yes	71	74.74%
No	24	25.26%
Total	95	100.00%

Rating MEAN:	0.83
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How do you rate this option?	Count	Pct
-3 Extremely Bad	4	4.21%
-2 Bad	3	3.16%
-1 Poor	12	12.63%
0 Neutral	13	13.68%
1 Good	27	28.42%
2 Very Good	26	27.37%
3 Wonderful	10	10.53%
Total	95	100.00%

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D. POSSIBLE ACTION: Require at least associate status for membership on the FUPTRC.

RATIONALE:

To increase consistency with departmental requirements which now require at least associate professor status to review applications for promotion.

Currently assistant professors are not permitted to review promotion applications at all at the departmental level, but on the FUPTRC they can review those applying for full professor status.

CONCERNS:

This may increase difficulty in filling seats on the FUPTRC and would be of increased concern for the College of Associate and Applied Programs and the Al Harris Library. Under the current promotion system, faculty members from the library would not be able to fulfill this requirement.

Do you support this option?	Count	Pct
Yes	61	64.89%
No	33	35.11%
Total	94	100.00%

Rating MEAN:	0.55
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How do you rate this option?	Count	Pct
-3 Extremely Bad	4	4.21%
-2 Bad	10	10.53%
-1 Poor	11	11.58%
0 Neutral	18	18.95%
1 Good	21	22.11%
2 Very Good	19	20.00%
3 Wonderful	12	12.63%
Total	95	100.00%

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E. POSSIBLE ACTION: Eliminate rank ordering of candidate by the FUPTRC and replace with a rating (very strong, strong, weak as a possibility) system.

RATIONALE:

To remove a source of conflict and personal/political agendas from the functioning of FUPTRC.

Faculty is not required to rank candidates for promotion and tenure by RUSO or at any other RUSO institutions.

CONCERNS:

May reduce the perceived faculty input into the final decision process.

Do you support this option?	Count	Pct
Yes	75	79.79%
No	19	20.21%
Total	94	100.00%

How do you rate this option?	Count	Pct
-3 Extremely Bad	1	1.06%
-2 Bad	2	2.13%
-1 Poor	10	10.64%
0 Neutral	13	13.83%
1 Good	30	31.91%
2 Very Good	23	24.47%
3 Wonderful	15	15.96%
Total	94	100.00%

Rating MEAN:	1.11
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F. POSSIBLE ACTION: Allow academic units to submit standing statements on valued scholarly activity related to types of scholarly activity in different disciplines and the consistent expectations within units.

RATIONALE:

To decrease ambiguity and confusion about value of types of scholarly activity.

CONCERNS:

Has the potential for being ignored (as current definitions of acceptable scholarly activity already are) and perpetuating perception of different standards and expectations.

Do you support this option?	Count	Pct
Yes	71	77.17%
No	21	22.83%
Total	92	100.00%

Rating MEAN:	0.89
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How do you rate this option?	Count	Pct
-3 Extremely Bad	2	2.20%
-2 Bad	4	4.40%
-1 Poor	8	8.79%
0 Neutral	21	23.08%
1 Good	23	25.27%
2 Very Good	19	20.88%
3 Wonderful	14	15.38%
Total	91	100.00%

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G. POSSIBLE ACTION: Create a standard rubric for evaluation.

RATIONALE:

To remove ambiguity and inconsistency in evaluation by the FUPTRC.

CONCERNS:

May be too limiting and/or too complex with too little gray area to consistently meet the needs of different units on campus.

Do you support this option?	Count	Pct
Yes	47	51.65%
No	44	48.35%
Total	91	100.00%

Rating MEAN:	0.18
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How do you rate this option?	Count	Pct
-3 Extremely Bad	7	7.45%
-2 Bad	11	11.70%
-1 Poor	17	18.09%
0 Neutral	19	20.21%
1 Good	13	13.83%
2 Very Good	17	18.09%
3 Wonderful	10	10.64%
Total	94	100.00%

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H. POSSIBLE ACTION: Replace the university wide FUPTRC with committees for each college.

RATIONALE:

To allow for those operating under the expectations of different deans to be evaluated separately.

To remove a source of animosity among colleges.

To reduce the number of documents that committee members would need to review.

CONCERNS:

Divides the campus.

May increase perception of different standards for different segments of the university.

May have unclear/unknown effects on the College of Pharmacy and the College of Associate and Applied Programs.

Faculty of the Al Harris Library would not be able to compose a committee under this system.

Do you support this option?	Count	Pct
Yes	37	39.36%
No	57	60.64%
Total	94	100.00%

Rating MEAN:	-0.35
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How do you rate this option?	Count	Pct
-3 Extremely Bad	16	17.20%
-2 Bad	14	15.05%
-1 Poor	12	12.90%
0 Neutral	22	23.66%
1 Good	9	9.68%
2 Very Good	14	15.05%
3 Wonderful	6	6.45%
Total	93	100.00%

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I. POSSIBLE ACTION: To eliminate the FUPTRC.

RATIONALE:

Removes a source of ambiguity in the process (departmental standards, dean expectations, and upper administration are sometimes viewed as more consistent than current committee structure and expectations).

Removes a source of animosity and mistrust in the university community.

CONCERNS:

Places all faculty based evaluation at the departmental level where personal bias (for or against) is likely to play a larger role and with the administration.

Decreases faculty input into the T & P process.

Increases perceived weight of administrative evaluation.

Do you support this option?	Count	Pct
Yes	32	34.41%
No	61	65.59%
Total	93	100.00%

Rating MEAN:	-0.48
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How do you rate this option?	Count	Pct
-3 Extremely Bad	16	16.84%
-2 Bad	16	16.84%
-1 Poor	15	15.79%
0 Neutral	22	23.16%
1 Good	12	12.63%
2 Very Good	5	5.26%
3 Wonderful	9	9.47%
Total	95	100.00%

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J. POSSIBLE ACTION: Make no changes to the FUPTRC.

RATIONALE:

Familiarity.

Consistency.

Current standards may be sufficient if they are consistently followed.

CONCERNS:

Creates animosity.

Creates ambiguity.

Allows committee members to create new criteria with each new committee.

Do you support this option?	Count	Pct
Yes	18	19.57%
No	74	80.43%
Total	92	100.00%

Rating MEAN:	-0.81
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How do you rate this option?	Count	Pct
-3 Extremely Bad	18	19.78%
-2 Bad	11	12.09%
-1 Poor	22	24.18%
0 Neutral	25	27.47%
1 Good	9	9.89%
2 Very Good	3	3.30%
3 Wonderful	3	3.30%
Total	91	100.00%

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POSSIBLE ACTIONS (Summary)	MEAN
A. POSSIBLE ACTION: Increase length of terms for members of the FUPTRC (most likely 3 years for CAS and CPGS with 2 years for COP and CAAP/Library)	0.62
B. POSSIBLE ACTION: Create rotating/overlapping terms of membership on the FUPTRC.	0.98
C. POSSIBLE ACTION: Require that the chair of the FUPTRC is in the 2nd or 3rd year of his or her term.	0.83
D. POSSIBLE ACTION: Require at least associate status for membership on the FUPTRC.	0.55
E. POSSIBLE ACTION: Eliminate rank ordering of candidate by the FUPTRC and replace with a rating (very strong, strong, weak as a possibility) system.	1.11
F. POSSIBLE ACTION: Allow academic units to submit standing statements on valued scholarly activity related to types of scholarly activity in different disciplines and the consistent expectations within units.	0.89
G. POSSIBLE ACTION: Create a standard rubric for evaluation.	0.18
H. POSSIBLE ACTION: Replace the university wide FUPTRC with committees for each college.	-0.35
I. POSSIBLE ACTION: To eliminate the FUPTRC.	-0.48
J. POSSIBLE ACTION: Make no changes to the FUPTRC.	-0.81

Please rank the following options from 1 through 4 with 1 being your most preferred option and 4 being your least preferred option:

Retain the FUPTRC as it is.

1 (most preferred)	11	11.83%
2	30	32.26%
3	20	21.51%
4 (least preferred)	32	34.41%
Total	93	100.00%

Replace the FUPTRC with a college specific committee.

1 (most preferred)	13	14.13%
2	30	32.61%
3	34	36.96%
4 (least preferred)	15	16.30%
Total	92	100.00%

Modify the FUPTRC.

1 (most preferred)	52	55.91%
2	25	26.88%
3	13	13.98%
4 (least preferred)	3	3.23%
Total	93	100.00%

Eliminate the FUPTRC.

1 (most preferred)	16	17.20%
2	11	11.83%
3	23	24.73%
4 (least preferred)	43	46.24%
Total	93	100.00%

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	Total	Instructor	Assistant Professor	Associate Professor	Professor	Non-Tenure Track	Untenured, Tenure Track	Tenured
	N=95	N=25	N=24	N=23	N=23	N=21	N=23	N=51
POSSIBLE ACTIONS (Summary)	MEAN	MEAN	MEAN	MEAN	MEAN	MEAN	MEAN	MEAN
A. POSSIBLE ACTION: Increase length of terms for members of the FUPTRC (most likely 3 years for CAS and CPGS with 2 years for COP and CAAP/Library)	0.62	0.64	0.46	0.65	0.74	0.57	0.57	0.67
B. POSSIBLE ACTION: Create rotating/overlapping terms of membership on the FUPTRC.	0.98	1.12	0.83	1.04	0.91	0.81	1.26	0.92
C. POSSIBLE ACTION: Require that the chair of the FUPTRC is in the 2nd or 3rd year of his or her term.	0.83	1.28	0.63	0.43	0.96	1.19	0.83	0.69
D. POSSIBLE ACTION: Require at least associate status for membership on the FUPTRC.	0.55	-0.04	-0.04	0.74	1.61	0.14	0.17	0.88
E. POSSIBLE ACTION: Eliminate rank ordering of candidate by the FUPTRC and replace with a rating (very strong, strong, weak as a possibility) system.	1.11	1.08	1.00	1.26	1.09	0.85	1.22	1.16
F. POSSIBLE ACTION: Allow academic units to submit standing statements on valued scholarly activity related to types of scholarly activity in different disciplines and the consistent expectations within units.	0.89	0.7	0.96	1.27	0.65	0.58	1.09	0.92
G. POSSIBLE ACTION: Create a standard rubric for evaluation.	0.18	0.92	0.54	0.43	-1.22	0.85	0.43	-0.20
H. POSSIBLE ACTION: Replace the university wide FUPTRC with committees for each college.	-0.35	0.21	-0.21	-0.26	-1.23	0.25	0.39	-0.94
I. POSSIBLE ACTION: To eliminate the FUPTRC.	-0.48	-0.28	-0.08	-0.61	-1.00	-0.10	-0.22	-0.76
J. POSSIBLE ACTION: Make no changes to the FUPTRC.	-0.81	-0.59	-1.00	-0.86	-0.78	-0.28	-0.87	-0.98

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Total	Instructor	Assistant Professor	Associate Professor	Professor	Non-Tenure Track	Tenure Track	Tenured
N=95	N=25	N=24	N=23	N=23	N=21	N=23	N=51

Retain the FUPTRC as it is.

1 (most preferred)	11	11.83%	3	13.04%	1	4.17%	3	13.04%	4	17.39%	2	10.53%	2	8.70%	7	13.73%
2	30	32.26%	8	34.78%	6	25.00%	7	30.43%	9	39.13%	7	36.84%	4	17.39%	19	37.25%
3	20	21.51%	4	17.39%	8	33.33%	3	13.04%	5	21.74%	6	31.58%	5	21.74%	9	17.65%
4 (least preferred)	32	34.41%	8	34.78%	9	37.50%	10	43.48%	5	21.74%	4	21.05%	12	52.17%	16	31.37%
Total	93	100.00%	23	100.00%	24	100.00%	23	100.00%	23	100.00%	19	100.00%	23	100.00%	51	100.00%

Modify the FUPTRC.

1 (most preferred)	52	55.91%	13	56.52%	13	54.17%	13	56.52%	13	56.52%	9	47.37%	12	52.17%	31	60.78%
2	25	26.88%	7	30.43%	5	20.83%	5	21.74%	8	34.78%	6	31.58%	6	26.09%	13	25.49%
3	13	13.98%	3	13.04%	4	16.67%	5	21.74%	1	4.35%	3	15.79%	4	17.39%	6	11.76%
4 (least preferred)	3	3.23%	0	0.00%	2	8.33%	0	0.00%	1	4.35%	1	5.26%	1	4.35%	1	1.96%
Total	93	100.00%	23	100.00%	24	100.00%	23	100.00%	23	100.00%	19	100.00%	23	100.00%	51	100.00%

Replace the FUPTRC with a college specific committee.

1 (most preferred)	13	14.13%	3	13.64%	4	16.67%	3	13.04%	3	13.04%	3	16.67%	5	21.74%	5	9.80%
2	30	32.61%	8	36.36%	10	41.67%	9	39.13%	3	13.04%	6	33.33%	11	47.83%	13	25.49%
3	34	36.96%	8	36.36%	6	25.00%	10	43.48%	10	43.48%	7	38.89%	5	21.74%	22	43.14%
4 (least preferred)	15	16.30%	3	13.64%	4	16.67%	1	4.35%	7	30.43%	2	11.11%	2	8.70%	11	21.57%
Total	92	100.00%	22	100.00%	24	100.00%	23	100.00%	23	100.00%	18	100.00%	23	100.00%	51	100.00%

Eliminate the FUPTRC.

1 (most preferred)	16	17.20%	3	13.04%	6	25.00%	4	17.39%	3	13.04%	4	21.05%	4	17.39%	8	15.69%
2	11	11.83%	3	13.04%	3	12.50%	2	8.70%	3	13.04%	3	15.79%	2	8.70%	6	11.76%
3	23	24.73%	7	30.43%	6	25.00%	5	21.74%	5	21.74%	2	10.53%	9	39.13%	12	23.53%
4 (least preferred)	43	46.24%	10	43.48%	9	37.50%	12	52.17%	12	52.17%	10	52.63%	8	34.78%	25	49.02%
Total	93	100.00%	23	100.00%	24	100.00%	23	100.00%	23	100.00%	19	100.00%	23	100.00%	51	100.00%

Annual Cost of Living Adjustment Proposal

Southwestern Oklahoma State University (SWOSU) and its employees have strived for over 100 years to cultivate an environment that promotes higher education and is conducive for learning. This has been achieved in the past by hiring the most capable and competent staff that are available in the Weatherford area and faculty from across the U.S. After initial employment, retention has not been a serious problem until now. Unfortunately the workplace in western Oklahoma has changed significantly in the past 5-10 years and the university is currently experiencing an extremely high turnover rate for staff. This turnover rate is unprecedented and poses a serious threat to the university and its future. In order to maintain the high standards and level of education that we work so hard to achieve, we must reduce turnover and increase retention of both staff and faculty. The cost of hiring and training new employees can be quite high. Our research has shown that the direct and indirect cost of hiring an entry level non-skilled labor position is approximately \$2,000 - \$4,000 per hire, with managerial positions as high as \$7,000 per hire¹. It is our belief that these costs can be avoided by re-evaluating current policies concerning compensation and benefits.

The current economic state in western Oklahoma is one of low unemployment and is favorable to the employee. This is primarily due to the consistent and prolonged increase in the petroleum-related industry in this area. When comparing wages with other rural RUSO schools we must consider the following data such as unemployment rates, and average weekly wage for that location: (SW) Custer County 2.3% unemployment/\$755 average weekly wage, (SE) Bryan County 3.6%/\$643, (NE) Cherokee County 4.0%/\$632, (ECU) Pontotoc County 3.4%/\$679, (NWU) Woods County 2.3%/\$723². This reflects the effect that the petroleum industry is having in the Weatherford area. Comparing current wages at Southwestern University versus other rural RUSO universities without considering this outlier effect of the oil field in the local economy would not be accurate.

The current economic trends nationwide have shown that the U.S. economy is growing at a consistent rate. This growth, as in many years past, causes an increase in the cost of durable goods. The U.S. Bureau of Labor Statistics has shown an average increase in the Consumer Price Index (CPI) of 2.38%² annually from 2003-2013. Consideration must be made for 2009 when the CPI actually fell 0.4% due to the stock market crash and the recession that ensued. The CPI average would have otherwise been approximately 2.7%. Noting that the CPI is based upon average price increase of durable goods purchased by all SWOSU employees on a regular basis, it is fair to say that it is more difficult for each employee to maintain a consistent buying power from year to year. It is this consistent increase in the cost of living and inconsistent salary increases for our employees that are a significant cause for the employees to leave our institution to obtain work elsewhere.

Considering all of the factors that are currently effecting the employment situation at SWOSU, the Southwestern Staff Council respectfully requests a Cost-of-Living Adjustment of 3% to be budgeted annually for all SWOSU employees.

Since January 1, 2014 the university has sought to fill 25 staff, 25 faculty, and 7 administration positions. The departure of these employees was not entirely due to better salaries at other jobs, but the university cannot overlook the fact that the majority were due to compensation and benefits. Part of the cost of the proposed COLA increase can be offset by the reduced cost to the University of hiring new employees. According to national statistics and data, this cost was in excess of \$200,000 total¹ (staff-\$50,000 and faculty-\$150,000). These direct and indirect costs will continue to be a financial drain on the university until we can attain a higher retention rate for staff and faculty. By providing the employees with a COLA increase annually the university will enable them to maintain the same standard of living that they had the year previous. Currently most employees are experiencing a decrease in their standard of living by at least 1-2% annually. This has and will continue to dramatically affect morale among the employees and their desire to stay with SWOSU.

After speaking with many of the staff members on campus and at our outing at Crowder Lake, it is quite obvious that many are experiencing moderate to severe financial hardship. This is primarily due to inflation and inconsistent salary increases. With the increase in fuel prices, food, housing, and healthcare it has become a serious daily struggle for the university employees to provide for their families. Our employees take great pride in assisting the administration in maintaining the finest facility and educational institution in the state. Currently, it is extremely difficult to compete with other employers in the area. It is our desire to have and retain the highest quality employees that can feel both vested and a sense of accomplishment when working for this university as part of the SWOSU community. The Staff Council not only believes that an annual COLA increase would help ensure retention of current employees, but would entice new employees to come to work here and stay with this great institution.

Southwestern Staff Council

Relevant Facts

- Retail price of Beef has increased 24.21% since 2009³ at an average of 4.84% annually
- Retail price of pork has increased 24.79% since 2009³ at an average of 4.95% annually
- Unleaded gasoline has increased 45.17% since June 2009⁴ at an average of 9.03% annually
- PSO utility rates have increased 7.17% between April 2013 and April 2014
- The starting wage at McDonalds in Weatherford is \$9.00/hr.(morning shift) and \$10.00/hr. (evening shift) with a \$1.00/hr. raise after 4 months employment

Unapproved Minutes
Southwestern Oklahoma State University
FACULTY SENATE July 22, 2014—3:00 pm EDU 201

I. CALL TO ORDER: Faculty Senate President Evette Meliza called the July meeting of the Faculty Senate to order at 3:01 p.m. in Education 201.

II. ESTABLISHMENT OF A QUORUM: The following members were in attendance: Arden Aspedon, David Bessinger, Tammy Blatnik, Brad Bryant, Dayna Coker (Sayre), Tommye Davis (Sayre), Jerry Dunn, Jared Edwards, Fred Gates, Paul Hummel (for Ryan Haggard), Andrea Holgado, Krista Brooks (for Tiffany Kessler), Doug Linder, Jim Long, Scott Long, Kris Mahlock, Tom McNamara, Evette Meliza, Kristin Montarella, Bo Pagliasotti, Linda Pye, Les Ramos, Ann Russell, Lisa Schroeder, Karen Sweeney, Wayne Trail, Trisha Wald, and Dennis Widen.

III. CERTIFICATION OF SUBSTITUTES: Paul Hummel served as the substitute for Ryan Haggard, and Krista Brooks attended in place of Tiffany Kessler.

IV. PRESENTATION OF VISITORS: There were no visitors in attendance.

V. APPROVAL OF MINUTES: The minutes from the June 24, 2014 meeting were approved by a voice vote.

VI. ANNOUNCEMENTS

A. President Evette Meliza

1. There was no Executive Council meeting; the next meeting will be in September.
2. There was no Administrative Council meeting; the next meeting will be in September.

B. Secretary/Treasurer Tom McNamara

- 1. Roll Sheet** – please sign.

2. Treasurer's Report:

a. BancFirst Checking Account:

	June Meeting Balance:	\$2189.39
		CURRENT BALANCE: \$2189.39

b. University Account:

	June Meeting balance:	\$105.01
	CURRENT BALANCE:	\$105.01

C. President-Elect Jared Edwards: Nothing to report.

D. Past President Fred Gates: Nothing to report.

E. Student Government Representative: No representative was in attendance.

VII. REPORTS FROM STANDING AND AD HOC COMMITTEES:

Report from the Ad Hoc Committee on the FUTPRC:

The Ad Hoc Committee on the Faculty University Tenure and Promotion Review Committee (FUTPRC) respectfully submits the following proposals with the understanding that the text of the faculty handbook will have to be modified and approved based on which (if any) of the initiatives are supported by the Senate and approved by the faculty. We are presenting each option as individual motions to ensure that senators and the faculty may vote on individual modifications without being coerced to either support all initiatives in order to vote for changes that they approve of or to oppose all initiatives in order to avoid those that they oppose.

We, the committee, move that:

Senate Motion 2014-07-01: Only those members of the faculty with at least associate professor rank shall be eligible for membership on the FUTPRC.

The motion was approved with a ballot vote.

Senate Motion 2014-07-02: CAS and CPGS representatives on the FUTPRC shall serve for 3 year terms while representatives on the FUTPRC of COP and CAAS/the University Library system shall serve for 2 year terms.

Motion to amend: "CAS and CPGS representatives on the FUTPRC shall serve for 2 year terms while representatives on the FUTPRC of COP and CAAS/the University Library system shall serve for 2 year terms." The motion to amend passed via voice vote. The amended version of the main motion passed with a ballot vote.

Senate Motion 2014-07-03: Terms on the FUTPRC shall rotate with 3 of the eight members being replaced each year (one from CAS, one from COP or CAAS and the Library, and one from CPGS).

The motion passed after a ballot vote.

Senate Motion 2014-07-04: The chair of the FUTPRC shall be in their second or third year of committee membership.

Motion to amend: "The chair of the FUTPRC shall be in their second year of committee membership, or have prior service on this committee." The motion to amend passed via voice vote.

The main motion passed, as amended, via ballot vote.

Senate Motion 2014-07-05: The practice of ranking candidates in order of preference for tenure and promotion shall be eliminated from the duties of the FUTPRC.

Motion passed after a ballot vote.

Senate Motion 2014-07-06: The practice of rating candidates relative to their individual suitability for tenure and promotion be adopted by the FUTPRC.

The motion passed via ballot vote.

Senate Motion 2014-07-07: Individual academic units shall be encouraged to submit standing documents describing scholarly activity in their field to be used as a reference by the FUTPRC.

Motion carried following a ballot vote.

VIII. UNFINISHED BUSINESS: There was no unfinished business.

IX. NEW BUSINESS:

The SWOSU Staff Council has developed and approved the following request concerning an annual cost of living adjustment. They would like for the Senate to endorse the proposal as well before passing it along to the administration.

The SWOSU Staff Council respectfully requests a Cost-of Living-Adjustment of 3% to be budgeted annually for all SWOSU employees. See the attached Annual Cost of Living Adjustment Proposal.

Senate Motion 2014-07-08: The SWOSU Faculty Senate endorses the Annual Cost of Living Adjustment Proposal.

The motion passed through voice vote.

X. ADJOURNMENT: The meeting was adjourned at 3:55 p.m.

**Next meeting 2:00 pm
Friday, August 29, 2014**