FACULTY COUNCIL MEETING

**3:00 p.m., Tuesday, April 9, 2024**

**Room 412 Student Union**

**AGENDA**

1. Roll call
2. Approval of the March 12, 2024 minutes
3. Approval of agenda
4. Special reports
   1. Shannon Baker – Aso. Provost Student Success - Undergraduate Advising
5. President’s report and comments on matters of interest to the faculty
6. Provost’s report on recommendations made by the Faculty Council and comments on matters of interest to the faculty
7. Vice Presidents’ reports and comments on matters of interest to the faculty
8. Faculty Council Chair’s report
9. Reports of liaison representatives
   1. **Emeriti – Barbara Miller**

The Emeriti Association Council met on March 25. We heard that a financial review of financial records for 2023 was completed by a team of emeriti faculty (Francis Epplin and Kent Olsen). The accuracy of all accounts was confirmed and our Treasurer, Ron Miller, was commended for his volunteer work. Membership Chair Mike Lorenze reported we have three new members (one couple and one individual). The Council heard from the Co-Chair for our Emeriti Investment Club, Ray Huhnke. Dr. Huhnke provided an overview of the club and summarized activities over the past year.

Our speaker for our Monday Night Dinner (MND) on March 11 was Irish Journalist, Declan Bredin. Declan’s career has spanned many momentous events, and we enjoyed his storytelling. Our speaker for our April 1 MND was VP and Dean for DASNR, Dt. Jayson Lusk. Dr. Lusk provided an update for the soon to be opened New Horizons building supporting teaching and research efforts.

Respectfully submitted,

Mike Woods, President, OSU Emeriti Council

* 1. **Women’s Faculty Council – Erin Dyke**
* We will be announcing recipients of the **FCGE Student Research Award Applications** and the**Ryder-Smith Undergraduate Student Leadership Endowed Scholarship** during the week of April 8th**.** Many thanks to our 40 faculty reviewers from across the University, and to our [award sponsors](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwomensfacultycouncil.okstate.edu%2Fresearch-awards%2F&data=05%7C02%7Ctricia.white%40okstate.edu%7C79031f22f8684dd0175808dc557c25c2%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C638479238889102297%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=3ujbOG2bhXnoGEcZmUJ5QpP4TA3aJwGxca4KNJfiVuE%3D&reserved=0) for making this program possible!
* **FCGE** will host its annual **Research Symposium and Student Research Award Ceremony** on Tuesday April 23rd, 2-4pm in the Browsing Room of the Edmon Low Library. The Research Symposium will offer an opportunity for faculty and students to share their research in poster and roundtable formats (2-3pm) and the awards ceremony will formally recognize and celebrate student award and scholarship winners, as well as their faculty advisers.
* **Flourishing Collective Events with Dr. Annmarie Caño – Co-Creating Liberatory Culture and Change in Higher Education**

Dr. Annmarie Caño, Professor of Psychology at Gonzaga University, offered a well-attended and successful workshop on Friday, March 8th, to support participants to identify ways to create healthier working environments. The Flourishing Collective is a project in collaboration with the Center for the Humanities;  Gender, Women, and Sexuality Studies; and FCGE.

Anyone interested in the FCGE can visit our website at [http://womensfacultycouncil.okstate.edu](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.google.com%2Furl%3Fq%3Dhttps%3A%2F%2Fwww.google.com%2Furl%3Fq%253Dhttp%3A%2F%2Fwomensfacultycouncil.okstate.edu%2526amp%3Bsa%253DD%2526amp%3Bsource%253Deditors%2526amp%3Bust%253D1628813758358000%2526amp%3Busg%253DAOvVaw2qprLSPr4hvMFx1e3NkD_r%26sa%3DD%26source%3Deditors%26ust%3D1628813758367661%26usg%3DAOvVaw3JRdo5Rt3fHMuGPtqlHKXZ&data=05%7C02%7Ctricia.white%40okstate.edu%7C79031f22f8684dd0175808dc557c25c2%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C638479238889114715%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=d5IWbBwU0dZ8qXxQ2eQVDCrERjDIc0BP8NNvlve0MKk%3D&reserved=0) and email [wfc@okstate.edu](mailto:wfc@okstate.edu) to sign up to be put on our email list.

* 1. **Staff Advisory Council – Michelle Stewart**

Staff Advisory Council recently approved some updates to the Sick Leave policy proposed by OSU and forwarded it to FC for review.

Planning continues for Staff Celebration Day on May 28th. Please encourage staff to attend and to be celebrated. Watch for additional information via email and social media.

Our April meeting guest speaker will be Jerome Loughridge and our May guest speaker will be Joe Weaver.

* 1. **Graduate Council – Veronique Lacombe**

*The following policies were reviewed and approved at the March Graduate Faculty Council*

* P&P 2-0206 Late Drop Tuition Refund Policy – changes forwarded to Academic Affairs.
* HCA/FSC Masters Aged Coursework Policy

*The following Academic Program Committee (APC)* items were reviewed and approved at the March Graduate Faculty Council

*New Programs*

* M.S. Accounting Systems
* Graduate Certificate – Inclusive Leadership
* Graduate Certificate – Tribal Health Care Administration

*Program Modifications*

* Ph.D. Health, Leisure and Human Performance: Leisure Studies – change name to Ph.D.
* Applied Health, Rehabilitation, and Recreation: Leisure Studies and update curriculum
* DFS Forensic Sciences – course modifications
* Graduate Certificate – Forensic Psychology - add elective courses
* Graduate Certificate Health Care Administration Global Health – add course options
* M.S. Communication Sciences and Disorders – modify course rotation to match accreditation requirements.
* M.S. Global Health – add course options with HCA courses
* M.S. Hospitality and Tourism Management – update course offerings
* Ph.D. – Business Administration – option in Accounting – update course offerings
* Ph.D. Crop Science – change the number of hours from 90 to 78 post bachelors
* Ph.D. Soil Science – change the number of hours from 90 to 78 post bachelors
* Ph.D. School Psychology – remove GRE requirement for admission
* EDS – School Psychology – remove GRE requirement for admission

*BioRender* - Dean Van Delinder reported the Graduate College is partnering with the Edmon Low Library, College of Arts and Sciences, College of Veterinary Medicine, and the Ferguson College of Agriculture to purchase a BioRender subscription. Access to this application assists faculty in the life sciences to analyze and present research data. The is a pilot year to determine usage. Dr. Powers will be monitoring it.

*Hanover Market Research:* The Graduate College has signed a one-year contract with Hanover Research, a market research firm, to optimize planning for short-term graduate programs, including Micro Credentials.

*Grad Ed Month:* Reminder of the April 9th Grad Teach Event at 3:30 in the Little Theatre. Monday, April 15th NSF Program Director Carrie Hall will be on campus to meet with interested faculty and students. Details on how to schedule time with her are in the Monday Memo. The Graduate Awards Ceremony is on April 23 at 3:00 p.m. in the Starlite Terrace.

*Grad Clearance*: Over 800 students have completed graduation clearance forms thus far.

* 1. **Student Government Association – Ashley Peterson**

Before spring break SGA hosted our presidential election for next year's student body president and student body vice president. The new Student Body President is Aubrey Ruffin, and the new Student Body Vice President is Landry Baker.

They will be inaugurated on May 3rd and will officially be in term after May 11th.

Cowboython is having their main event on April 13th at 2:00pm.

On April 13th, the State of Orange service event is taking place. The OSU Alumni Association, OSU Extension, OSU System institutions, and Into the Streets are organizing service opportunities across the state and nation.

After State of Orange, Cowboython is having their main event on April 13th at 2:00pm. They are raising awareness and funds for the Children's Miracle Health network.

We have been hosting a business clothes clothing drive over the last week. We received over 175 articles of clothing. We will be tabling on campus to give the items away to students next week. Thank you for donating items!

We are actively working with the Student Athlete Advisory Committee to help on the day of the event and encourage participation for the Remember the Ten run on April 20th through tabling on campus.

Our Basic Needs Committee will be facilitating a food, health, and hygiene product drive called the “High Five Drive” on April 15th-19th, 22nd-26th, and 29th-3rd. These donations will go directly to our Student Stache network pantries.

If you have any questions or concerns regarding any legislation that senators have reached out about or written, please notify me.

* 1. **Graduate & Professional Student Government Association – Marcia Sun**

**GPSGA Impact Report**

The GPSGA Impact Report provides an overview of initiatives, programs, and contributions by the Graduate and Professional Student Government Association (GPSGA) to enhance experiences of graduate and professional students at OSU. This report marks our inaugural effort in capturing and presenting the impact of GPSGA's activities. Through the descriptions of programs, events, advocacy, and collaborative projects, the report highlights GPSGA's impact on the community. From support initiatives to fostering belonging, GPSGA serves as a vital advocate for the graduate and professional student community. The report will be uploaded to GPSGA Community Canvas page, shared with the President and Provost Office, and distributed with other institutional and state stakeholders.

**-Purpose of the GPSGA Impact Report:**

* + - Communicate Progress
    - Disseminate Information
    - Highlight Responsibilities
    - Showcase Highlights
    - Engage Stakeholders

**-Synopsis of the Financial support distributed in 2022-2023 fiscal year:**

* Co-sponsorship fund: $2,160, 3% of overall award/grant/fund spending
* Research Material Grant: $2,307, 3% of overall award/grant/fund spending
* Group Fund: $700, 1% of overall award/grant/fund spending
* Phoenix Awards: $1,550, 2% of overall award/grant/fund spending
* Travel Awards: $72,600, 91% of overall award/grant/fund spending (88 travel in Fall and 110 traveled in Spring; 14 travelled internationally)

**GPSGA Spring 2024 Award/Grant/Fund Information**

* The **Spring 2024 GPSGA Travel Award** applications are now closed, all applicants will be notified regarding their application decision by **April 21st.**
* **Spring 2024 GPSGA Travel Award** **Exception**application is now open, with a due date of **April 30th**. Before submitting your application, please carefully review the GPSGA Travel Award Application Information Page.
* The **Spring 2024 GPSGA Research Material Grant** application is now open, with a due date **April 31st**. Before submitting your application, please carefully review the GPSGA Research Material Grant Information Page before applying.
* All **Fall 2024 GPSGA Co-Sponsorship Fund** application is now open. Please carefully review the GPSGA Co-Sponsorship Fund Information Page before applying.

**GPSGA Phoenix Awards (4 categories)**

* **Award Categories:** 
  + Doctoral Student Phoenix Award
  + Master Student Phoenix Award
  + Graduate Teaching Assistant Award
  + Graduate Faculty Mentor Phoenix Award

The Phoenix Awards represent the pinnacle of recognition within GPSGA, honoring individuals who demonstrate exceptional leadership, scholarly achievement, community and university service, and professional engagement. Each year, GPSGA presents these prestigious awards to one outstanding master's student, one outstanding doctoral student, one exceptional graduate teaching assistant, and one distinguished faculty member at the Graduate College/GPSGA Awards Ceremony. **The Graduate College/GPSGA Awards Ceremony will be on April 24.**

*-Some updates and modifications on the application process:*

The main focus of the modifications and updates is to increase access and inclusion, especially regarding the Faculty Mentor Award, facilitate a more convenient process in the reference evaluation, and implement the double-blinded evaluation procedure. Also, the application information and links were shared with Faculty Advisory Council, Graduate Council, and faculty listserv.

**Graduate Education Month – April​**

Presenting the lineup of events promoted, supported, and hosted by GPSGA for Graduate Education Month:

* **Solar Eclipse Party:** April 8, 12:30-2:30pm, Willard Back Patio (free eclipse viewing glasses are available)
* **Into the Streets:** April 13th, 9am-noon, Stillwater area
* **GPSGA Accountability Writing Group/GPSGA Inquiries Session -** April 14, 6pm-8pm. Register [here](https://forms.office.com/r/bQgxinBeea)!
* **Undergraduate Research Symposium (seeking graduate student mentors/feedback providers):** April 16th, OSU Alumni Center. Register [here](https://ostatemailokstate-my.sharepoint.com/personal/marcia_sun_okstate_edu/Documents/Desktop/Tinyurl.com/feedbacker2024)!
* **GPSGA Lunch and Learn:** April 19th, 12:30-1:30pm, hybrid format. Register [here](https://forms.office.com/r/0a9EUkXfnr)!
* **GPSGA Professional Development Session:** April 20th, 11:00-noon, online. Register [here](https://forms.office.com/r/5zKY3MshpD)!
* **Capitol Cowboys:** 6:45am-5:30pm, State Capitol

**GPSGA General Assembly Meeting**

The third GPSGA General Assembly Meeting for Spring 2024 is on **Wednesday, March 27, 2024, at 5:30 pm in SOCIAL SCIENCES AND HUMANITIES (SSH) 035**. Based on the GPSGA general assembly's interests, the invited speaker session during the meeting focused on inclusive leadership and resources and programs on leadership development.

**GPSGA Campus Engagement**

The campus engagement and participation for this month include:

* **GPSGA & ISO Team Building & Professional Development Day**​
  + 1. Interactive activities 2. Leadership & professional development sessions 3. Wrap up discussion with lunch​
* GPSGA was invited to the **Bangladesh Student Association (BSA) Iftaar Potluck ​**
* GPSGA was extended an invitation to serve as a campus partner for the **College of Arts and Sciences Grad Chat Series** on February 21. This opportunity allowed us to actively engage with graduate and professional students, providing valuable advice and sharing resources to enhance their academic journey.
  + GPSGA was invited as the campus partner for the February session. ​
  + It is casual gatherings with coffee, snacks, and conversation. Each month, they invite campus partners to join and share resources for graduate students.
  + The last monthly session is on April 24th.

**AFAP Status: Group I - Activity Fee Allocation Process (AFAP)​**

The AFAP process is currently in the third phase. The AFAP committee will distribute the number of organizations that have applied within GPSGA umbrella groups, along with an estimated hearing duration. Appeal process for AFAP will take place in April. AFAP Chair will provide follow-up communications via emails.

* Committee composition: 7 members with specific requirements based on AFAP policies ​
* Hearing will be held from 11AM-1PM, on Mar 28th ​
* 102K Tompkins-McCollom Rm, Edmon Low Library​
* Fifteen groups presented their requests at the hearing.

**GPSGA Friends Pairing Initiative**

* In alignment with inception of the GPSGA GroupMe's focus ​
* Foster meaningful connections​
* Mentorship and guidance​
* Participants in Friend Pairing Imitative will be invited to attend the Graduate Education Month Events in groups.

**GPSGA Exemplary Committee Member Awards**

The GPSGA Exemplary Committee Members Awards recognize outstanding dedication, leadership, and contributions made by committee members within the GPSGA committees. These awards aim to honor individuals who have demonstrated exceptional commitment, initiative, and impact in their respective roles, contributing significantly to the success and effectiveness of GPSGA committees.

**GPSGA Ambassadors Program**

From the pool of eligible applicants, two GPSGA Ambassadors were selected through a double-blinded process.

**General Assembly Meeting Minutes**

Meeting minutes for the general assembly meetings are available via the GPSGA Canvas page.

1. Reports of standing and special committees
   1. Academic Standards and Policies: Mike Yough – No Report
   2. Access and Community Impact: Stephen Perkins – No Report
   3. Athletic, Health and Wellness: Aric Warren – Update
   4. Budget: Maria Ma – No Report
   5. Campus Facilities, Safety, and Security: Cristina Gonzalez – Update
   6. Faculty: James Knapp – No Report
   7. Long-Range Planning and Information Technology: Kris Hiney – No Report
   8. Non-Tenure Track: Brad Lawson/Jennifer Glenn – No Report
   9. Research: Gopan Krishnan – No Report
   10. Retirement & Fringe Benefits: Mark Weiser – Update

Recommendation: 24-04-010RFB: Changes to Sick Leave Policy for Staff\*

* 1. Rules and Procedures: Christopher Crick – No Report?
  2. Student Affairs and Learning Resources: Heather Yates – No Report

1. Unfinished business
2. New business
3. Adjournment

***\*Attached***

**Amended by Passed Failed**

**Recommendation No.** 24-04-01-RFB 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Moved by:**  Retirement, Fringe Benefits 2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Seconded by:**  3.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Passed**         **Tabled**         **Failed**  4.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Title:**     Changes to Policy 3-0716: Sick Leave for Staff

**The Faculty Council Recommends to President Shrum that:**

The changes per the summary below be made to Policy 3-0716: Sick Leave for Staff.

**Rationale:**

Modifications have been made to this policy in keeping with changes to other university policy language. Additional policy clarification was provided to align the leave accrual process to Banner and FMLA needs.

**ONE-PAGE SUMMARY OF CHANGES FOR POLICY #3-0716:**

**Name of Policy:** Sick Leave for Staff, 3-0716

**Submitted by: Name:** Christa Louthan **Phone #:** 405.744.7420

**Department:** University Human Resources

**Date:** 8/30/2023

**Significant Changes Made:**

* Further defined illness to include mental health.
* Aligned sick leave accrual with the Banner process.
* Added foster children within the definition of immediate family and provision of up to six weeks (240 hours) of sick leave for purposes of placement/adoption.
* Removed automatic application of five days sick leave.
* Added 960 hours sick leave may be used as one year service with Oklahoma Teachers’ Retirement and for OSU retirement criteria
* Updated to include gender-neutral language.
* Clarified contact University Human Resources for FMLA paperwork.

**Justification:**

Modifications have been made to this policy in keeping with changes to other university policy language. Additional policy clarification was provided to align the leave accrual process to Banner and FMLA needs.

**Those Involved in These Changes (please list all councils/committee to which this policy was submitted):** OSU Human Resources and human resources staff at other campus locations

**Has this policy been revised to include the OSU--System?** This policy is applicable to all staff assigned to all agencies of the Oklahoma State University System.

**Does this policy need Board approval?** Yes.

**Do any other policies need to be updated to reference this policy?** No.

**Plans to communicate this policy or changes when policy is approved:** Notification will be disseminated to all benefits-eligible employees of the OSU-System.