FACULTY COUNCIL MEETING

**3:00 p.m., Tuesday, March 11, 2025**

**126 ITLE**

**AGENDA**

1. Roll call
2. Approval of the February 11, 205 minutes
3. Approval of agenda
4. Special reports

A. Michael Beckner – OSU Police Chief

B. Budget Committee Report – Brad Lawson – update/recommendation\*

1. Interim President’s report and comments on matters of interest to the faculty
2. Provost’s report on recommendations made by the Faculty Council and comments on matters of interest to the faculty
3. Vice Presidents’ reports and comments on matters of interest to the faculty
4. Faculty Council Chair’s report
5. Reports of liaison representatives
   1. Emeriti – Tom Royer

Carolyn Gang opened the January Evening dinner, which had over one hundred members attended. Carolyne Gang. Justin Moss and Matt Beartrack shared their overview of the OSU Student FARM. Future dinners will allow us to host Chancellor Sean Burrage, President Emeritus Burns Hargis, Professor Kevin Wagner, and Senior Vice Provost Chris Francisco. We had ten “golden achievement members (members 90 or older) and welcomed Myr Lou Rollins Wade as our newest member. We also welcomed 4 new members to our group. Our upcoming 2005 Emeriti Association Directory will be coming out soon. Clem and Mimi Ward recently received the Outstanding Community Service Award from the Cimarron Chapter of the Daughters of the American Revolution. Past President Mike Woods submitted the 2024 President’s Report

We recognized obituaries for Jodelle Stout, Frank Steindl, and Gayle Ward.

* 1. Staff Advisory Council – Aaron Lively – No Report
  2. Graduate Council – Veronique Lacombe
  3. Student Government Association – Sam Hiltz
  4. Graduate & Professional Student Government Association – Marcia Sun

**GPSGA Phoenix Awards**

* Applications open **October 28, 2024 – March 10, 2025** (**No late submissions accepted**).
* Apply via [**GPSGA Community on Canvas**](https://canvas.okstate.edu/courses/84470/assignments/2213852)via[**Microsoft Forms**](https://forms.office.com/r/uVkiQmgTuq).
* Faculty and graduate student recommenders will receive the recommendation form directly from GPSGA.
* Applications are **only considered complete after all recommendation forms are submitted**.

**GPSGA Assistance & Funding**

* **Spring 2025 Travel Assistance Application is open**.
* Apply via **GPSGA Canvas** after reviewing the [**GPSGA Travel Assistance Information Page**](https://canvas.okstate.edu/courses/84470/pages/gpsga-travel-assistance-information).
* **Deadline:** **Monday, March 31** (for travel from **January 1 – June 30, 2025**).
* The **Finance Committee** will review applications at the semester’s end.
* Approval notifications will be sent via email after evaluations are completed.

**GPSGA Membership Application – Spring 2025**

* **New representatives and liaisons** must complete the **Spring 2025 Membership Application** (available on **Canvas**, submission via **Microsoft Forms**).
* **Returning representatives do not need to reapply**.
* Ensure submission for accurate attendance records.
* For questions, contact **gpsga@okstate.edu**.

**GPSGA’s Participation in University Committees**

* **Vice President for Student Affairs (VPSA) Search**
  + Access **CVs, bios, and input portal** on the **information site.**
  + Sign up for the **Graduate Student Leaders Dinner** with VPSA candidates and attend the forums.
* **Student Activity Fees Allocation (Group I & II)**
  + **Total Estimated Budget: $1.1 million (2025–2026)**
  + **Group I: 26% allocation** | **Group II: 74% allocation**
  + **Group I Allocation Meetings**: **Late March/Early April**
  + GPSGA will coordinate with **SGA AFAP Chair** on **student organization funding** (April).
* **Group II Allocation (Feb–April 2025) – In Progress**
  + **Departments Involved**: Arts, Athletics, Campus Life, Dining, Hargis Leadership Institute, Housing & Residential Life, Music, Theater, Wellness.
  + **Six total meetings** with final allocations **determined by April 2025**.

**OSU Undergraduate Research Symposium – Call for Graduate Student Feedback Providers**

* **Date:** Tuesday, April 22, 2025
* **Location:** ConocoPhillips Alumni Center
* **Register:** [tinyurl.com/feedbacker24](https://tinyurl.com/feedbacker24) (*Please share with interested graduate students!*)
* Graduate students are invited to **mentor and provide feedback** for undergraduate research presentations.
* **Feedback Provider Training Session:**
  + **Date:** April 16, 2025
  + **Time:** 3:30 – 4:00 PM
  + **Location:** General Academic Building B-09 (Basement)
  + **Incentive:** Earn **Level 2 Credit for Research Activities** in the **360° Critical Skills for Career Success program**.

**GPSGA Information Session - March**

* **Drop-in session** for students interested in learning about GPSGA roles and leadership opportunities.
* Encouraging participation in **Executive Board elections**.

**GPSGA General Assembly Meeting – March 26**

* **Date & Time:** Wednesday, March 26, 2025, at 5:30 PM
* **Location:** SSH 035 (In-person) | **Online option available** for Tulsa & OKC representatives

**Guest Speaker Selection – Next General Assembly**

* **Survey results on preferred topics:**
  + **Career Services & Development** (*Selected for next meeting*)
  + Research & Academic Success
  + Wellness, Mindfulness, and Resilience
  + Intercultural Competency & Academic Challenges
  + Community Engagement & Impact
* The **next GPSGA General Assembly** will feature a **Career Services & Development speaker**, based on member interest.

1. Reports of standing and special committees
   1. Academic Standards and Policies: Mike Yough –
   2. Access and Community Impact: Ravi Jadeja –
   3. Athletic, Health and Wellness: Aric Warren –
   4. Campus Facilities, Safety, and Security: Patrick Daglaris –
   5. Career Track: Jennifer Glenn –
   6. Faculty: James Knapp –
   7. Long-Range Planning and Information Technology: Melanie Boileau –
   8. Research: Wouter Hoff –
   9. Retirement & Fringe Benefits: Mark Weiser –
   10. Rules and Procedures: Christopher Crick –
   11. Student Affairs and Learning Resources: Heather Yates –
2. Unfinished business
3. New business
4. Adjournment

***\*Attached***

**Amended by Passed Failed**

**Recommendation No.** 25-03-01-Budget 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Moved by:**  Budget Committee 2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

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

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

**Title:**    Recommendations to Address Faculty Salary & Compression Issues

**The Budget Committee, through approval by Faculty Council, Recommends to President Hess that:**

OSU implement changes to its faculty salary structure and amounts in order to address disparities between average OSU faculty salaries and faculty salaries at peer institutions, such as the Big XII universities. The proposal includes structural recommendations to bring overall salaries up peer institution levels, as well as recommendations to address salary compression issues between Assistant, Associate, and Full professors currently at OSU. Details concerning the recommended structural and compression-related salary changes are contained in the accompanying document.

**Rationale:**

Market-aligned faculty salaries are essential for maintaining a high-quality academic environment, fostering research excellence, and supporting student success. Competitive salaries benefit the entire university community and are a key factor in sustaining academic excellence and long-term institutional success as the “preeminent Land-Grant institution”.

OSU faculty salaries are below the Big XII average in most departments and the disparity increases for senior faculty.

* 30 out of 56 academic departments have average Big XII salary discrepancies greater than 10%.
* Approx. 700 out of 870 faculty salaries (i.e., 80%) are below the Big XII average for their department and rank.
* Disparities increase at higher ranks, with some full Professors paid more than 50% below the Big XII average.

These discrepancies represent both a structural issue across all ranks and departments and a compression issue when comparing internal salaries between ranks. Without intentional action, the salary gap will get larger and more costly to address over time.