FACULTY COUNCIL MEETING

**3:00 p.m., Tuesday, May 13, 2025**

**126 ITLE**

**AGENDA**

1. Roll call
2. Approval of the April 8, 2025 minutes
3. Approval of agenda
4. Special reports

A. Christine Johnson: Research Misconduct

1. 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 April 7 and May 5 evening dinners. Our April dinner hosted Burns and Ann Hargis in a Q&A that was moderated by Gary Clark. It was a very entertaining program, and the dinner was attended by 100 + attendees. In our May dinner, Dr. Gina Peek discussed the Osher Lifelong Learning Institute (OLLI) update and noted that Dr. Robin Fuxa was named new Director of OLLI. We then heard from Dr. Kevin Wagner regarding various water issues including natural pollutants and other environmental sources. Our 2025 Member Directory has been distributed. We welcomed three new members, Laurie Lucas, Lynn McElroy and Sam Ott. Our June 2 Evening Dinner will host Senior Vice Provost Chris Francisco on the topic of “New Directions for General Education at OSU.”. We acknowledged the passing of Wes Watkins, Hermann Burchard, Pauline Kopecky and Bernard Eissenstat. Monthly Summer activities will revolve around informal social gatherings at Hideaway.

Submitted by Tom Royer, Emeriti Liaison to the Faculty Council

* 1. Staff Advisory Council – Aaron Lively

Staff Celebration Day will be May 20th from 11:00 AM to 2:00 PM in the Wes Watkins Center. Be sure to thank the staff in your areas for all that they do!

* 1. Graduate Council – Veronique Lacombe

*Proposed OSU Policy Updates to Comply with OSRHE Policy Revisions (Phase 1)*

To ensure alignment with Oklahoma State Regents for Higher Education (*OSRHE*) policy revisions, OSU has been revising its related academic policies in several phases. For phase 1, the proposed changes for the following OSU policies were reviewed and approved by the Graduate Council:

* UAR 6.13 Academic Forgiveness
* OSU Policy 2-0820: Academic Forgiveness for Undergraduate Students
* OSU Policy 2-0220: Awarding Honorary Degrees
* OSU Policy 2-0114: Awarding Posthumous Degrees

*The following Academic Program Committee items* were reviewed and approved at the April Graduate Faculty Council

*• New Graduate Programs:*

* One Health, MS
* One Health, GCRT

*• Graduate program modifications:*

* Effective Teaching in Elementary Schools, GCRT
* Effective Teaching in Secondary Schools, GCRT
* Geography, MS & PhD
* Electrical Engineering, PhD

10 additional program modifications were approved through an expedited review process by the Academic Program Committee.

*Graduate Faculty* **-** 11 new or renewal applications were reviewed and approved at the level of Associate 1-3 by the Subject Matter Groups 5, as well as by the Graduate Council.

*International students -* Dean Morgan reported that the SEVIS status of students previously marked as terminated has been restored to active.

*Plan of Study* – The number of submitted graduate applications is increasing each year. Although application processing times by admissions officers of the Graduate College are roughly equivalent to peer institutions, the goal is to increase the capacity to handle applications in the near future.

*Bus schedule -* Due to a shortage of drivers, there is currently a lack of evening bus service. The Provost’s Office has expressed a willingness to accommodate class schedules accordingly.

*Graduate Education Month* - The 2025 Graduate Awards Ceremony, scheduled on April 30, recognized graduate students and faculty members for their accomplishments.

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

**GPSGA Informational Sessions and Leadership Transition Initiatives**

This year, GPSGA launched a month-long series of informational sessions designed to engage General Assembly members interested in leadership roles. These sessions helped participants better understand the experiences and responsibilities associated with serving as a GPSGA board member. In the past, GPSGA experienced challenges filling the entire elected board positions, with mid-semester resignations often occurring due to workload and shifting priorities. Throughout the past year, the Ex Officio helped ensure continuity and offered vital support in managing campus and executive responsibilities and in encouraging the current GPSGA president in stepping into the leadership role and during time of absence due to traveling abroad. At the board’s request and based on the GPSGA Constitution, the Past President continued serving as Ex Officio to offer help and guidance in key activities and events. For the incoming leadership team, the election results will be validated and shared in the upcoming announcements.

**Additional Highlights**

* **GPSGA’s Participation in the Undergraduate Research Symposium: Celebrating Graduate Education Month and Highlighting Mentorship:**  
  As part of Graduate Education Month, GPSGA graduate students served as feedback providers at the OSU Undergraduate Research Symposium, emphasizing mentorship and academic engagement. Many first-time graduate student participants were recruited through campus-wide outreach and GPSGA communication platforms.
* **Into the Streets Participation:**  
  GPSGA actively participated in OSU’s *Into the Streets* program, a campus-wide day of service aimed at connecting students with the broader Stillwater community. This initiative strengthened civic engagement among graduate students and provided opportunities for community building.
* **Guest Speaker and Q&A Session – President Hess:**  
  President Hess will address the final GPSGA General Assembly meeting of the semester on April 30 to discuss key concerns raised by the graduate community. Coordination for this visit is underway with the President’s Chief of Staff and Communications Director. Dean Morgan will also attend. This marks a special milestone for GPSGA, as it will be the first time a sitting OSU president has attended a GPSGA General Assembly session. The segment will be followed by an important Q&A session with our panelists: President Hess, Dean Morgan, and Dr. Lovern.
* **Capitol Cowboys Advocacy:**  
  GPSGA representatives participated in the *Capitol Cowboys* initiative, advocating for the construction of a new Animal Teaching Hospital and highlighting the importance of graduate education and student experiences to state legislators.
* **GPSGA’s Participation in Vice President for Student Affairs Search Committee:**  
  The screening and search process for the next Vice President for Student Affairs will extend into the summer.
* **GPSGA Funding Opportunities Sessions:**  
  The Ex Officio offered informational sessions for newly formed and recently reactivated graduate student groups, highlighting available resources and funding opportunities. This is an opportunity for various graduate groups and units to learn more about funding options and encourage broader participation.
* **GPSGA Group Growth:**  
  The GPSGA informal communication group, launched with 9 members two years ago, has grown to over 160 members. The platform serves as a space to share professional development opportunities, cultural events, campus disaster relief efforts, and research participation calls, helping foster graduate student connection to campus and co-curricular development.
* **GPSGA Graduation Stoles:**  
  GPSGA graduation stoles will be available for checkout through the Graduate Success Center for former and current GPSGA representatives, liaisons, and officers participating in commencement ceremonies.
* **GPSGA Graduate Highlights and Support Initiatives:**  
  In response to ongoing challenges and evolving job market conditions, GPSGA has launched a special highlight focusing on recognizing and celebrating graduating students, aiming to foster resilience and offer encouragement and advice to peer community transitioning into their professional careers.
* **GPSGA Phoenix Awards:**  
  The recipients of the 2025 GPSGA Phoenix Awards are:
  + *Graduate Faculty Mentorship Award:* Dr. Anita Silwal
  + *Doctoral Award:* Jimmy Uba
  + *Master’s Award:* Shaolin Jahan Eidee
  + *Teaching Assistant Award:* Mohmad Junaid Ul Haq
* **Summer Transition Planning:**  
  A summer transition meeting is being scheduled to support the incoming GPSGA board. Transition documents and resource materials will be prepared and distributed to ensure a smooth leadership handoff and continued momentum into the next academic year.

1. Reports of standing and special committees – Year end reports
   1. **Academic Standards and Policies: Mike Yough –**

25-05-01-ASP: Proposed Revisions to OSU Military Leave of Absence and Related Policies\*

25-05-02-ASP: Proposed OSU Policy Updates to Comly with OSRHE Policy Revisions: Phase 1\*

ACADEMIC STANDARDS AND POLICIES COMMITTEE

2024-2025 Annual Report

May 13, 2025

**Members**

***Mike Yough*** (Chair), Educational Foundations, Leadership and Aviation; Faculty Council

Member

***Kathryn Castle***, Emeritus Faculty Member

***Brandt Gardner***, Faculty Council Past Chair (Ex Officio)

***Deana Hildebrand***, Nutritional Sciences, Faculty Council Member

***Samuel Hiltz***, Student Member (SGA)

***Shelley Mitchell***, Horticulture and Landscape Architecture, General Faculty Member

***Carol Ready***, Languages and Literatures, General Faculty Member

***John Michael Riley***, Agricultural Economics, Faculty Council Member

***Miriam Tenkorang***, Student Member (GPSGA) in Fall 2024 (did not complete term)

***Jimmie Weaver***, Chemistry, General Faculty Member

**Meetings:** August 29**,** September 26**,** November 7**,** January 29, February 26**,** March 26**,** April 30

**Recommendations/Resolutions presented to Faculty Council:**

1. Revision to University Academic Regulations 3.10 and 3.11 (clarification regarding curriculum duplication)
   1. Status: Approved by Faculty Council on 10/8/25
2. Proposed Revisions to OSU Military Leave of Absence and Related Policies
   1. Status: Approved by Faculty Council on 4/8/25
3. Revised Proposed Revisions to OSU Military Leave of Absence and Related Policies (provision regarding jury duty added)
   1. Status: Proposed for vote to Faculty Council on 5/13/25
4. Proposed OSU Policy Updates to Comply with OSRHE Policy Revisions: Phase 1
   1. Status: Proposed for vote to Faculty Council on 5/13/25

**Additional Activities/Topics:**

1. Began implementation of Faculty Council Recommendation *24-05-01-ASP* by assigning representatives to Instruction Council (Weaver) and General Education Advisory Council (Yough). Representatives regularly provided summaries at monthly AS&P meetings.
2. Appointed a member to a task force assembled by Chris Ormsbee (Director, ITLE) to provide guidelines regarding online/face-to-face course equivalency. Ongoing.
3. Assembled a task force to guide an AS&P recommendation for integrated course objectives. Members include: Mike Yough, Professor, Academic Standards & Policies Chair; Chris Ormsbee, Director, ITLE; Adrienne Sanogo, Associate Dean for Academic Programs and Student Services, CEHS; Marissa McIntyre, Assistant Dean, Academic Services, Spears School of Business; Rebecca Sheehan, Associate Dean, Graduate College; Samuel Hiltz, Student Senate Council Representative; Marcia Sun, GPSGA Representative. Ongoing (see *Ongoing Efforts* below).
4. AS&P hosted OSU President Jim Hess during the April meeting (see *Figure 1*). The committee shared initiatives over the past two years and had a frank and engaging discussion regarding the general direction of the university with emphasis on academic standards and policies.

**Figure 1**

*AS&P Committee with President Jim Hess*

A group of people standing together outside

AI-generated content may be incorrect.

Note. April 30, 2025. Left to right: Jim Hess, Carol Ready, Jimmie Weaver, Samuel Hiltz, Mike Yough, Kathryn Castle.

**Ongoing Efforts:**

1. The Integrated Learning Objectives Taskforce is expected to have a recommendation for AS&P to consider prior to Fall 2025.
   1. **Access and Community Impact: Ravi Jadeja –**

**Access and Community Impact Committee**

2024-2025 Annual Report

May 9th 2025

**Members:**

Chair: Ravi Jadeja (Department of Animal & Food Sciences)

Other members: Babu Fathepure (Department of Microbiology and Molecular Genetics), Sara Mautino (Architecture & Arch Engineering), Thomas Dickey (Greenwood School of Music), Mimi Ward (Emeritus Faculty)

**Meetings:**

The Access and Community Impact Committee did not hold regular meetings this year due to challenges in finalizing member appointments; currently, three positions remain vacant. Despite this, we conducted one full committee meeting and ensured continued engagement by meeting individually with members, both in person and virtually, to discuss key committee matters and maintain momentum.

**Ongoing Efforts:**

The committee continues to work toward clearly defining its charge and scope. These ongoing discussions are taking place through individual member engagements and targeted input.

* 1. **Athletic, Health and Wellness: Aric Warren –**

ATHELTICS, HEALTH & WELLNESS COMMITTEE

2024-2025 Annual Report

4/29/25

**Members:**

Chair: Aric Warren (Center for Health Sciences)

Faculty Council Members:

John Michael Riley (Ag Economics)

Jentre Olsen (School of Educational Foundations, Leadership, Aviation)

General Faculty Members:

Doug Smith (Kinesiology)

McKale Montgomery (Nutritional Sciences)

Leslie Currell (Theatre)

Emeriti Faculty Member:

Doug Aichele (Math – Emeriti Association)

Student Members:

Cayden Brickman (OSU Student-Athlete)

Jonathon Michael Thibeault (Intramural/Club sports)

Liaison Members:

Ben Dyson (Associate Athletics Director; Compliance)

Marilyn Middlebrook (Associate Athletics Director; Academic Services)

Jack Henneha (Director of University Health Services)

Todd Misener (Chief Wellness Officer)

**Meetings:**

This committee met each month during the Fall and Spring semesters, via Zoom

[Sept 24, Oct 22, Nov 19, Jan 31, Feb 24, Mar 24, Apr 21]

**Recommendations/Resolutions presented to Faculty Council:**

24-05-01-AHW The AHW Committee recommend that the University provide on-site healthcare services by a Certified Athletic Trainer to be available for Club, intramural, and recreational activities on campus.

Status: Action is accepted pending further discussions with the Division of Student Affairs, Department of Wellness, and the Center for Health Sciences, University Health Services, and OSU Sports Medicine. (per minutes from Oct 8, 2024)

* The following recommendation remains pending that requires administrative action.

**Additional Activities:**

This year our work has been centered around investigating mental health resource availability for faculty on campus. We have identified the following objectives that need further attention.

*Committee objectives:*

* *Faculty awareness of available resources on campus*
* *Are faculty mental health needs being met on campus with the current level of support and resources?*
* *Are faculty prepared to recognize mental health challenges of their students and are they comfortable in referring them for help, or know where to refer for help?*

Through our work, and in collaboration with the Department of Wellness, a significant need for enhanced mental health care has been identified.

According to the National College Health Assessment 44% of college students have at least one mental illness with 25% experiencing depression, 34% with anxiety, and 22% having both. On the OSU campus we have seen a 39% increase in mental health illness since the Fall of 2020. Additionally, the prevalence of faculty reporting depression or anxiety diagnosis is 32%, according to data from a 2022 survey. These diagnoses (depression and anxiety) have also led to negative work productivity in faculty and staff (44% of those faculty with depression report negative work performance).

Our goal is to generate data from faculty and staff regarding their mental health needs, receptiveness to receiving care on campus or virtually, and their abilities to recognize when students have challenges and crises that need prompt attention an appropriate referral for help. **With this data our committee plans to make recommendations to the administration regarding mental health resource allocation and training for faculty and staff.**

We have identified the **Healthy Mind Survey**. This is a validated survey that has been utilized on university campuses that we feel captures our objectives to help us identify and learn more about faculty needs for resources on campus, training, and additional virtual resources. The Department of Wellness has graciously offered to incur the costs the survey administration (approximately $6000).

**An informational campaign is needed to maximize the return.** This has to come from FACULTY! Discussed taking these ideas to the Department levels within the Colleges to get more faculty support.

Faculty Council Representatives need to get involved and carry this message to the Departments/Colleges so it comes from a faculty perspective.

Faculty have to feel the importance of this. Not only for themselves, but for their students. Use the Student survey data as the motivation for this.

**How do we create an environment designed to meet the needs of the student population and support student and faculty mental health?**

* 1. Date/timeline

**Action Item for the committee**: Distribute the ***Healthy Minds survey in Sept 2025.***

**Additional Topics:**

* The committee met with President Hess and discussed upcoming issues centered around healthcare on campus that may serve as action items moving into the next academic year. [\*topics ‘a’ and ‘b’ should be discussed with the Retirement & Fringe Benefits Committee]
  1. **Medical care costs for faculty / staff (OSU employees) in Stillwater.** Medical care costs for OSU employees is high in the city of Stillwater. We discussed some strategies in approaching this, and the best strategy Dr. Hess suggested is first for him to have a conversation with leadership of local providers to find a middle ground on revenues needed and expenses to OSU employees.
  2. **Self-funded insurance plan for the University.** In this model, the University would do a better job of using our own physicians and health care specialists to provide care to lower insurance premiums paid by the University and its employees. We have physicians and specialists who are OSU employees that can offer and provide services at a different premium structure if employees opt for that plan versus other provider plans. Is this something that faculty and staff want as services offered by the employer, that in turn can help manage costs and expenses to the employees and the University?
  3. **University Health Services facility**. The University is in need of a new, larger University Health Services facility. One which is large enough to meet the needs of students, faculty, staff and the University community as a whole. In order to get our ‘team’ at their best (faculty/staff) a comprehensive service facility is needed. Having a facility that encompasses all health care needs will also help overcome the stigma that people may have walking into a ‘mental health clinic’. Faculty, staff, and students can feel comfortable going to a facility where the services to be received are more protected. Additionally, a new comprehensive health care center could work collaboratively with other departments on campus to help in carrying out the Land Grant Mission of teaching, research, and extension.

**Ongoing Efforts:**

**Action Steps:**

* August Faculty Council meeting – Share Survey plan with the Faculty Council. Committee members are available to speak to department / College meetings to encourage faculty involvement in the Fall survey.
* September 2025 – administer Healthy Minds survey to faculty and staff.

**Potential goals/objectives for 2025-26**

* Seek faculty / staff input on a more encompassing medical facility on campus that is staffed with university-employed physicians and specialists (OSU Medicine).
* Health care costs, benefits, and premiums that faculty and staff pay are high. Is this a factor in faculty recruitment and retention?
  1. **Budget: Brad Lawson**

Budget Committee of the Faculty Council

2024-2025 Annual Report

May 7, 2025

**Members:**

**Chair**: Brad P. Lawson (School of Accounting)

Merle Eisenberg (Dept. of History)

Robert Emerson (Dept. of Civil & Environmental Engineering)

Toni Ivey (School of Teaching, Learning, and Educational Sciences)

Ron Miller (Emeriti Professor)

Stephen Perkins (Dept. of Sociology; Ex-Official Member)

Howard Sanborn (Dept. of Political Science)

Hannah Shear (Dept. of Agricultural Economics)

**Meetings:**

The Budget Committee met from noon to 1:00 PM on the last Tuesday of every month.

*Note – not all of+ the following need to be completed by every committee.*

**Recommendations/Resolutions presented to Faculty Council:**

25-03-01-Budget: Recommendations to Address Faculty Salary & Compression Issues

* 1. Status: Approved by Faculty Council on 03/11/25. Pending with Provost’s Office

**Additional Activities:**

* Throughout 2024-2025, discussed and analyzed OSU faculty salary data and Big XII comparison, which was provided by OSU Administration.
* On 03/06/25, committee met with then-Interim President Hess and Provost Mendez discuss faculty salary recommendation in advance of presentation to full Faculty Council.
* On 04/29/25, met with Chris Kuwitzky to discuss the university budgeting process and how the Budget Committee members can participate in that process going forward.

**Ongoing Efforts:**

1. Continue developing connections with Chris Kuwitzky and the rest of OSU administration.
2. Identify tangible and specific ways that the Budget Committee can fulfill its first mandate to “review the University budget, its preparation, and status…”.
   1. **Campus Facilities, Safety, and Security: Patrick Daglaris –**
   2. **Career Track: Jennifer Glenn –**

Career-Track Faculty Council Committee

2024-2025 Annual Report

May 6, 2025

**Chair:**

Jennifer Glenn (Industrial Engineering and Management)

**Members:**

[Jim Burkman](mailto:jim.burkman@okstate.edu?subject=) (Management Science and Information Systems)

[Cristina Colquhoun](mailto:cristina.colquhoun@okstate.edu?subject=) (Library)

[Evan Davis](mailto:robert.evan.davis@okstate.edu?subject=) (Management Science and Information Systems)

[Shirley Evans](mailto:shirley.evans@okstate.edu?subject=) (Nutritional Sciences)

[Alexandra Ford](mailto:alexafo@okstate.edu?subject=) (Veterinary Pathobiology)

Reed Holyoak (Veterinary Clinical Sciences)

[Sarah Johnson](mailto:sarah.johnson16@okstat.edu?subject=) (Community Health Sciences, Counseling and Counseling Psychology)

[Jennifer Labrecque](mailto:jen.labrecque@okstate.edu?subject=) (Psychology)

[Jonathan Ludwig](mailto:jonathan.z.ludwig@okstate.edu?subject=) (Foreign Languages and Literatures)

**Faculty Council Members:**

[James Knapp](mailto:james.knapp@okstate.edu?subject=) (Geology)

Mark Pranger (Creative and Information Technologies)

**Meetings:**

The Career-Track (CT) committee met virtually on the first Friday of each month.

**Recommendations/Resolutions presented to Faculty Council:**

None

**Additional Activities:**

1. Provided input to the FC Faculty Committee regarding inclusion of CT faculty in the following documents: November 2024 - January 2025

a. 2-0110\_Workload Assignments of Faculty Members 0814

b. 2-0902\_Reappointment, Promotion, and Tenure Process for Ranked Faculty\_AA\_2024-08-29

2. Met with Vice Provost Francisco: November 2024 and March 2025

* + 1. Discussed importance of developing a campus consensus on standardized appointment periods, contract periods, timeframes for promotions, etc. for CT faculty
    2. CT committee to work on surveying CT faculty regarding items in (a)
    3. Vice Provost Francisco can use results to inform university leadership and influence policy in this area

3. CT committee worked on survey development and collected university-wide CT emails: March – May 2025

**Additional Topics:**

* 1. Brainstormed on how to publicize/educate others on CT faculty positions: Fall 2024
  2. Investigation into CT faculty attrition: Fall 2024

**Ongoing Efforts:**

* The committee will work over the summer to finalize the CT faculty survey and email distribution lists. Planning for an early fall 2025 distribution.
* The committee will continue working with the Faculty Council’s Faculty Committee and Policies & Procedures Committee, as well as the Provost’s office, to integrate Career-Track faculty into the Faculty Council governance structure as outlined by the updated OSU Faculty Council Charter & Bylaws and updated OSU Policies and Procedures
* Plan to meet with President Hess early fall 2025.
  1. **Faculty: James Knapp –**



Faculty Committee 2024-2025 Annual Report 09 May 2025

**Members:**

Chair: James H. Knapp (Boone Pickens School of Geology; Faculty Council)

Christopher Crick (Computer Science; Faculty Council Secretary)

Udaya DeSilva (Animal and Food Sciences; General Faculty)

Kathy Essmiller (Library; General Faculty)

Mindy McCann (Statistics; General Faculty)

William McGlynn (Horticulture and Landscape Architecture; Faculty Council)

Barbara Miller (Emerita Faculty Member)

Aimee Parkison (English; Faculty Council)

**Meetings:**

The committee met regularly from August through May on the third Monday of the month from 11:00 a.m. – 12:00 p.m. in PIO 313 and on Zoom. Some meetings were rescheduled to avoid conflicts with days in which classes were not in session. A special meeting was called on 14 April 2025 to meet with then-Interim President Jim Hess. Agendas, minutes, and supporting documents were kept for these meetings and are currently archived in Canvas.

**Recommendations/Resolutions presented to Faculty Council:**

1. The committee proposed revised language for the charge of the Faculty Committee to include a provision for at least one member from the Career-Track Faculty on the committee, which was approved by the Executive Committee on 03 December 2024 and by Faculty Council on 10 December 2024.
2. The committee, in collaboration with the Career-Track Faculty Committee, developed an extensive revision to OSU 2-0902 Reappointment, Promotion, and Tenure Process for Ranked Faculty, and brought this forward for discussion at the 13 May Faculty Council meeting.

**Additional Activities:**

1. Chair Knapp also served on the Career-Track Faculty Standing Committee for the 2024-2025 academic year to assist with the work of revising policies to include Career-Track faculty.
2. The committee reviewed two RPT files at the request of the Provost

**Additional Topics:**

1. Concerns from faculty about faculty retention at OSU
2. Extensive discussions about the impacts of changes in university leadership

**Ongoing Efforts:**

* Revision of OSU RPT policies in coordination with the Provost’s Office.
* Revision of Policy Statement to include clear provision for joint appointments
  1. **Long-Range Planning and Information Technology: Melanie Boileau –**

LONG-RANGE PLANNING AND INFORMATION TECHNOLOGY

2024-2025 Annual Report

5/1/25

**Members:**

Chair: Melanie Boileau (Veterinary Clinical Sciences)

Charlotte Barker (Nurse Science/OSU-OKC)

Mark Pranger (School of Creative & Information Technologies)

Smita Mohanty (Chemistry)

Mark Perry (Music)

Stephen Perkins (Sociology)

Raj Murthy (Information Technology)

John Kirkpatrick (Emeriti representative)

**Meetings**The committee met monthly during the Fall 2024 and Spring 2025 semesters, with the exception of April.

**Additional Activities**

1. Concerns regarding glass doors in the new Agriculture and Engineering building
   * On November 25, 2024, the committee met with Jana Phillips, OSU Architect, to discuss concerns related to privacy.
   * Ms. Phillips proposed applying vinyl frosting to the side lights for improved privacy and design consistency.
   * Status: Project completion anticipated by Spring 2025.
2. Faculty Needs Assessment on Generative Artificial Intelligence (AI)
   * The committee developed a 10-question survey to assess faculty perceptions regarding the impact of generative AI on student learning, academic integrity, and general education objectives. The survey also addresses the perceived need for administrative support and effective AI detection tools.
   * Created in late Fall 2024, finalized in Spring 2025, and distributed in late April 2025 to faculty across all OSU campuses (OSU-Stillwater, OSU-IT, OSU-OKC, and OSU-Tulsa).
   * Status: Survey results will be presented by the LRPIT Chair at the Faculty Council meeting on May 13, 2025.
   1. **Research: Wouter Hoff –**

25-05-01-RES: Proposed Updates for the OSU Policy on Complaints of Research Misconduct to Comply with the United States Office of Research Integrity\*\*

Report of the Faculty Council Research Committee May 2025

The Faculty Council Research Committee worked on developing recommendations for OSU leadership to (1) gather sufficiently fine-grained data on the patterns, consequences, costs, and possible interventions for OSU faculty turnover, such that these data can provide a good estimate of the financial cost to OSU of faculty turnover, and can serve as a basis for possible future policies that can reduce this cost; and (2) to explore the possibility of creating new mechanisms aimed at enhancing communication at OSU across organizational levels to improve approaches to effectively institutionalize lessons learned during large external grants and to enhance success both in obtaining limited funding opportunity grants and in bringing them to success. These two documents were not yet sufficiently developed to bring to a Faculty Council vote but will be available for the Faculty Council Research Committee in Fall 2025. In addition, the Committee worked with Dr. Christine Johnson on an important update to the OSU policy on Complaints of Research Misconduct. These updates are necessary to bring the OSU Policy on Complaints of Research Misconduct in compliance with the new guidelines released by the United States Office of Research Integrity in September 2024 and will also clarify various parts of the OSU policy.

* 1. **Retirement & Fringe Benefits: Mark Weiser –**
  2. **Rules and Procedures: Christopher Crick –**

Rules and Procedures  
2024-2025 Annual Report  
May 13, 2025  
  
Members:  
Chair: Christopher Crick (Secretary)  
Lisa Slevitch (Chair)  
Stephen Perkins (Vice Chair)  
Brandt Gardner (Past Chair)  
James Knapp (Geology)  
  
Meetings:  
Ad hoc as needed  
  
Recommendations/Resolutions presented to Faculty Council:  
The R&P committee consulted with the Faculty Committee in developing the policy recommendations which they reported out.  See that committee's reports for details.  
  
Ongoing Efforts:  
A number of bylaw, charter and policy revisions are in the works.  In particular, work proceeds on reworking grievance procedure policies, as the current policy is decades old and outlines unworkable procedures.

* 1. **Student Affairs and Learning Resources: Heather Yates –**

Student Affairs and Learning Resources

2024-2025 Annual Report

May 9, 2025

**Members:**

Chair: Heather Yates (Engineering Technology)

Babu Fathepure (Microbiology and Molecular Genetics)

DJ McMaughan (Public Health)

Simon Ringsmuth (Library)

Candace Schell (Teaching, Learning, and Educational Sciences

Roha Kaipa (Communication Sciences and Disorders)

Regina Henry (Emeritus)

Bella Ridner (SGA)

**Meetings:**

Monthly

**Recommendations/Resolutions presented to Faculty Council:**

No recommendations/resolutions presented to the Faculty Council

**Additional Activities:**

* Discussed Meazure Testing Platform
* OER Documents Presented to FC

October 2024

* Worked on relationship with SGA Student Representative

How we can help SGA

Need engagement from GSGA

**Additional Topics:**

Meazure Testing Services Conversation Requested

* Addressed by Provost Mendez in FC in March
* Presentation made by VP Ormsbee at FC in April

**Ongoing Efforts:**

* Online Testing and AI Detection
* Improved relationships with SGA and GSGA

1. Unfinished business
2. New business
3. Adjournment

***\*Attached as separate documents***

***\*\*Attached below***

**Amended by Passed Failed**

**Recommendation No.** 25-05-01-RES 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

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

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

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

**Title: Proposed Updates for the OSU Policy on Complaints of Research Misconduct to Comply with the United States Office of Research Integrity**

**Overview**

The Division of the Vice President for Research of Oklahoma State University in collaboration with the Office of Legal Counsel of OSU/A&M Board of Regents prepared a mandatory update of the OSU Policy on Complaints of Research Misconduct to be in compliance with the Final Rule regarding allegations of research misconduct released by the United States Office of Research Integrity in September 2024. The OSU Policy on Complaints of Research Misconduct was updated to be in compliance with these released rules, which also clarified various parts of the OSU policy. A summary of the proposed changes is provided below.

| **Topic** | **Current Rule** | **Proposed Rule** |
| --- | --- | --- |
| Individuals Conducting the Inquiry | Most institutions appoint a committee to conduct the inquiry. | Clarification that an inquiry need not be conducted by a committee; a Research Integrity Officer or other designated official may conduct the inquiry. |
| Content of Inquiry Report | Inquiry report should include identification of the respondent, a description of the research misconduct allegations and PHS support, and a basis for recommending whether the allegations warrant an investigation (including comments on the inquiry report from the respondent or complainant). | Inquiry report should also include a description of analyses conducted, transcripts of any interviews that were transcribed, a timeline and procedural history, an inventory of sequestered research records, and any institutional actions implemented. Because institutions are required to share the inquiry report with respondents, respondents now are granted access to all transcripts of transcribed interviews. |
| Content of Investigation Report | Investigation report should include the allegations, a description of the PHS support, the institutional charge, the institution’s policies and procedures, research records and evidence, a statement of the findings, and comments from the respondent or complainant. | Investigation report should also include an inventory of sequestered materials and how sequestration was conducted, transcripts of all interviews, and any scientific or forensic analyses conducted. |
| Investigation Time frame | Investigation should be completed within 120 days (extensions are routinely granted). | Investigation should be completed within 180 days (language also added clarifying that extensions will be considered based on institution’s provision of specific updates and reasons for the need for an extension). |
| Definition of Recklessness | Stipulates that a finding of research misconduct requires that the misconduct be committed intentionally, knowingly, or recklessly but no definition for these terms. | “Intentionally” is “to act with the aim of carrying out the act.”  “Knowingly” is “to act with awareness of the act.”  “Recklessly” is “to propose, perform, or review research, or report research results, with indifference to a known risk of fabrication, falsification, or plagiarism.” |
| Plagiarism | Plagiarism is the appropriation of another person’s ideas, processes, results, or words without giving appropriate credit. | Plagiarism also includes the unattributed verbatim or nearly verbatim copying of sentences and paragraphs from another’s work that materially misleads the reader regarding the contributions of the author. It does not include the limited use of identical or nearly identical phrases that describe a commonly used methodology.  Plagiarism does not include self-plagiarism or authorship or credit disputes, including disputes among former collaborators who participated jointly in the development or conduct of a research project. Self-plagiarism and authorship disputes do not meet the definition of research misconduct. |
| Subsequent Use Exception | The respondent continues or renews any incident of alleged research misconduct that occurred before the six-year limitation through the citation, republication, or other use for the potential benefit of the respondent of the research record that is alleged to have been fabricated, falsified, or plagiarized (the “Subsequent Use Exception”). | Triggering of the Subsequent Use Exception requires a citation to the portion(s) of the research record (e.g., processed data, journal articles, funding proposals, data repositories) alleged to have been fabricated, falsified, or plagiarized, for the potential benefit of the respondent. |
| Confidentiality | Disclosure of the identity of respondents and complainants in research misconduct proceedings is limited, to the extent possible, to those who “need to know.” | Those who “need to know” may include institutional review boards, journals, editors, publishers, co-authors, and collaborating institutions. The limitation on disclosure of the identity of respondents, complainants, and witnesses explicitly no longer applies once an institution has made a final determination of research misconduct findings. |
| Respondent Record Retention | The destruction, absence of, or respondent’s failure to provide research records adequately documenting the questioned research is evidence of research misconduct if the respondent failed to maintain, failed to produce, or destroyed the records. | Simple failure to maintain adequate records is no longer sufficient to provide evidence of research misconduct. In order for the lack of research records to be evidence of research misconduct, the respondent had to have destroyed them or refused to provide them. |
| Interview Transcripts | Interviews at the investigation stage must be transcribed, and the transcription must be provided to the interviewee for correction. The transcript should be maintained in the record of the investigation. | In addition, the respondent must be provided access to all transcripts. |
| Sequestration | Institutions must sequester “all the research records and evidence needed to conduct the research misconduct proceeding” beginning “on or before the date on which the respondent is notified or the inquiry begins, whichever is earlier.” | When original research records cannot be obtained, copies of records that are “substantially equivalent in evidentiary value” will fulfill the sequestration requirement. Institutions may also sequester research records and evidence whenever additional items become known or relevant to the inquiry or investigation. |
| Finality of Institutional Decisions | Contains no clear statement that an institution’s determination of whether research misconduct occurred is independent of any finding from ORI regarding research misconduct. The lack of an explicit statement regarding the finality of an institution’s research misconduct finding has led to confusion among institutions and some arguments from respondents that a finding from ORI is required before a finding of research misconduct can be final. | Clarification that ORI findings are not required for institutional decisions regarding research misconduct to be considered final and to warrant “remediation under the institution’s policy.” |
| Multiple Respondents | Silent | If an institution identifies additional respondents during an inquiry or investigation, the institution is not required to conduct a separate inquiry for each new respondent. |
| Multiple Institutions | Silent | When multiple institutions are involved in a research misconduct proceeding, one institution should be designated as the “lead institution.” The lead institution should obtain the research records from other relevant institutions. |