Slevitch called the meeting to order with the following members present: Barker, Boileau, Crick, Finchum for Daglaris, Eisenberg, Emerson, Fathepure, Gardner, Colquhoun for Glenn, Haley, Hildebrand, Hoff, Jadeja, Joshi, Knapp, Lawson, McGlynn, Olsen, Parkison, Perkins, Pranger, Warren, Weiser, Yates, and Hildebrand for Yough.

Also present: Baker, S., Emerson, S., Essmiller, K., Francisco, C., Hiltz, S., Horton, M., Lacombe, V., Manning-Ouellette, A., Mendez, J., Peaster, R., and Royer, T.

Absent: Gonzalez, McMaughan and Riley.

**HIGHLIGHTS**

Special Reports: Sam Emerson – Ideal Grad Initiative…………………………………………..

President’s Report and Comments on matters of interest to the faculty – Provost Mendez for President Shrum……………………………………………………………………......

Provost’s report on Recommendations made by the Faculty Council and Comments on matters of interest to the Faculty – Provost Mendez……………………………….....................................

Vice-Presidents’ Reports and Comments on matters of interest to the faculty……………………

Faculty Council Chair’s Report……………………………………………………………………

Reports of Liaison Representatives

Emeriti…………………………………………………………………………………….

Staff Advisory Council……………………………………………………………………

Graduate Council.…………………………………………………………………………

Student Government Association…………………………………………………………

Graduate and Professional Student Government Association…………………………….

Reports of Standing and Special Committees

Academic Standards and Policies ……………………………………….………………...

Access and Community Impact ……………………………………………………………

Athletic, Health and Wellness ………..………………………………….………………..

Budget …………………………………………………………………….…………….....

Campus Facilities, Safety and Security ………………………………….……………...…

Career Track…………..………………………………………………….…………………

Faculty ………………………………………………………………….…………………..

Long-Range Planning and Information Technology ………………….……………...……

Research ……………………………………………………………….………………...…

Retirement and Fringe Benefits ……………………………………….……………...……

Rules and Procedures ………………………………………………….……………...……

Student Affairs and Learning Resources …………………………….…………………....

Slevitch established that a quorum was present and the meeting would come to order. Slevitch reminded everyone that there are refreshments available behind the screen. Slevitch asked everyone to please sign the sign-in sheet that is being passed around. Slevitch asked those attending via Zoom to please put their name in the chat so their attendance can be recorded. Slevitch let those attending via Zoom know if they have a question, they could privately message Perkins who is watching the chat. He will then communicate the question(s) to the group. Slevitch reminded those on Zoom to please set your microphones to mute. Slevitch stated the first item of business was the approval of the September 10, 2024 minutes. These were electronically distributed and are available on the Faculty Council website. Slevitch asked for corrections or objections to the approval of the minutes. Seeing none, stated the minutes are approved. Slevitch stated the second item of business is adoption of the agenda which was also electronically distributed and is also available on the Faculty Council website. Slevitch asked if there were any corrections to the agenda. Seeing none, Slevitch asked for a motion to adopt the agenda. Lawson moved and Knapp seconded the motion. Slevitch stated that it had been moved and seconded to adopt the agenda. Slevitch asked those in favor to say “Aye”, those on Zoom to enter their vote in the chat. Any opposed, say “Nay”. Motion passed and the agenda was adopted.

Slevitch stated we have one special report today regarding the Ideal Grad Initiative from Dr. Sam Emerson. Dr. Emerson, the floor is yours.

**Special Reports:**

1. **Sam Emerson – Ideal Grad Initiative**

Emerson introduced himself and stated that he is a faculty member in Nutritional Science and a Faculty Fellow for the Ideal Grad Initiative. Emerson shared the following information sheet with the council members:

**Ideal Graduate and Portfolio Update for Faculty Council**

**October 8, 2024**

* [Ideal Graduate](https://go.okstate.edu/about-osu/leadership/president/strategic-plan/ideal-graduate.html#:~:text=Oklahoma State University commits to creating graduates who,Engaged Citizenship 3) Ethical Leadership 4) Personal Responsibility) is a component of the [We are Land Grant](https://go.okstate.edu/about-osu/leadership/president/strategic-plan/ideal-graduate.html) strategy.
  + The strategy states that “Oklahoma State University commits to creating graduates who exhibit the four competencies of Professional Preparedness, Ethical Leadership, Engaged Citizenship, and Personal Responsibility”.
* To support this, we have developed the [OSU Portfolio](https://portfolium.com/pistolpete).
  + The OSU Portfolio is an online platform that is designed to facilitate meaningful reflection on student experiences.
  + The OSU Portfolio is operationalized through Folio, which is a competency-based ePortfolio platform that integrates with Canvas.
  + Students can populate their Portfolio with work and education experience, courses, accomplishments, clubs, activities, and volunteer work.
  + A key feature of the Portfolio is that students can upload artifacts from experiences in-class, on-campus and in the community that demonstrate their competency development.
    - When students upload an artifact, they are prompted to reflect on their experience.
    - Students can control the visibility of posts on the Portfolio.
* To support utilization of the OSU Portfolio by students, staff and faculty, we have developed a new [Ideal Grad website](https://go.okstate.edu/student-life/ideal-graduate/), with pages dedicated to faculty/staff and students, which includes useful tools such as reflection prompts, an example OSU Portfolio and instructional videos and written instructions for students that include how to set up their Portfolio and how to add experiences/projects to their Portfolio.
* The OSU Portfolio is being launched this fall with anticipated increased adoption over the coming years.
  + This fall, freshmen in first-year seminar courses (UNIV 1111) are using the Portfolio.
  + The Portfolio is active and available for all students (and faculty).
  + This fall and spring, we are seeking to identify pilot courses in which we can collaborate with instructors to integrate Ideal Grad and/or the Portfolio into the class. Please let us know if you are interested or have recommendations for faculty or courses.

The portfolio is a tool to help students track their development. Please follow the links listed in the above handout for more information and sample portfolios.

Emerson is working to identify other courses that can start adopting the portfolio in Ideal Grad. He feels that any course would work. It does not need to be a specific type. He believes that any course here at OSU aligns with the Ideal Grad in some way. If you are interested in piloting or know a person or a course that you think would be a good fit, please contact him. This can be a project already being done in a course and the faculty member can encourage students to upload it to their portfolio. It does not mean new projects or new assignments. It is helping students know that this tool is available.

Slevitch opened the floor for questions. Knapp asked if faculty members can access a “mock portfolio” so they can see what it looks like so we can better advise students and guide our course work to it. Emerson stated that the link in the above report ([OSU Portfolio](https://portfolium.com/pistolpete)) takes you to a sample portfolio for Pistol Pete. Emerson stated that faculty members can create their own portfolio and really get to know the functionality of the entire system. You can see how to post a project and what it feels/looks like for your students. Knapp stated it sounds like the Experts Directory on how much you can make public or keep private. Emerson stated that if you post a project the default is pretty private. It’s not completely private, it’s just connections. If you want to increase the visibility you can but the default is to protect the visibility. Hoff stated that his department is really focused on the Professional Competency portion of the University Strategy. The other three strike him has having to do with ethics and morals. How do you handle this with respect to students? These are internal values and morals. How do you teach this? Emerson understands the concern but stated that we have experts on this campus about leadership – the Hargis Leadership Institute. Matt Bowler was the Faculty Fellow for leadership and Emerson believes, collectively, we have the expertise to tell students how to think about these competencies, how to develop and cultivate the right worldview around them. Perkins stated that we teach professional ethics and ethical behavior in our respective disciplines. Pranger asked if students can still access the portfolio after graduation and share it with perspective employers. Emerson stated the portfolio is linked to their Okey account. As long as their Okey account is active, they would maintain their access to their portfolio. Eisenberg asked about incentives for students. Presumably within the course they are already doing they’re iterating this process which makes sense. How are they being incentivized on other courses? Can this be linked to what faculty do, aside from asking us to do it? Emerson stated this is what we are trying to figure out. We do not want to make this a thing where students or faculty feel it’s a requirement. We think it is a tool that adds value. We are slowly trying to create a culture where it is used, it’s desired and viewed as valuable. Part of Emerson's strategy is to help faculty see the value in it. When faculty buy in, they will integrate it into their courses. Students need to see faculty in their respective disciplines seeing the value or else they won’t see the value in it. Emerson is open to all ideas. Slevitch asked if there were any acknowledgments/achievements, including modules, that can be put on your CV or resume that companies would feel that it’s a good idea or initiative. Emerson said yes, absolutely. They are working with advisors on the system trying to help them become familiar with it. Emerson stated this just launched and they are trying to build it. If advisors can encourage its use since they are the ones having the one-on-one professional development conversations Emerson feels this could take off. Lawson asked if faculty do decide to use this, will it be like a faculty profile page. Emerson stated this is more for students to have a place to showcase their progress and not a faculty profile or faculty tool. Lawson asked if faculty do use it, will it be able to connect with elements in the business school? They use digital measures to track publications, awards and what classes we are teaching. These then feed into our profile page automatically. Lawson believes the system university wide is called Elements. Mendez stated this is not an Experts Directory. We are not trying to get faculty to use the portfolio. We are trying to get faculty to assign assignments that students will use to feed into their portfolio. Emerson suggested getting on the website and playing around with it, so you know how it works and can help your students. We do not expect faculty to populate a full profile.

**President’s Report and Comments on matters of interest to the faculty – Provost Mendez for President Shrum**

Provost Mendez stated that the President and herself have been meeting with the Faculty Council officers. We meet once a month to go over the agenda for these meetings. Mendez stated to reach out to the Faculty Council officers as questions or concerns arise. We are always here and open to questions. If something comes up in the next three weeks, contact the Faculty Council officers and they will communicate the information to us. This way we can structure our comments around things that are already on your minds to the best that we can.

Mendez stated they have launched a couple of searches. The Senior Vice President for Administration and Finance and CFO has just posted. Joe Weaver retired in September, and we have an interim in place right now, Eric Pollock. He is the CFO at the Center for Health Sciences. We are working with Martin Baker and Associates on this position. The deadline to apply or at least the initial review is November 15th. We are moving in a swift direction on this. We do have a search committee with Jerome Lothridge and Johnny Stevens as co-chairs of the committee. Mendez stated that Francisco had shared last month that we were bringing in a few Vice Presidents of Student Affairs from other institutions. We had the VP from Kentucky and the VP from Arkansas here and they met with the provost, members of her team, members of the Student Affairs team as well as students. It was a very busy day and a half. They had wonderful suggestions that are helping her structure the job advertisement. Mendez will be taking this job advertisement to the Board later this month. We will be working with either Greenwood, Asher & Associates or Martin Baker, Buffkin and Baker, to do this search. Mendez is on the typical academic cycle for this: we will identify a search firm and get a committee together in November. This one will not be running at the same time as the CFO search. The new VP of Student Affairs applications will be sometime in January with interviews sometime in February with a potential start date of late spring or early summer.

Mendez stated we just finished with our midterm grades, and they are excited that we set a new record of 98% of these midterm grades submitted. Mendez thanked everyone in the room and said to thank their colleagues as well. Mendez stated they pushed out a lot of information on this over the past 5-7 years. They have encouraged departments and colleges to get on board with this issue. This is good to do, particularly for our lower division classes. It’s meaningful to our advisors who cannot get into student Canvas accounts but can get a midterm grade. They can use this information to facilitate discussions with students. It’s good for students to know at the midway point of the semester how they are doing and what behaviors they may need to adjust. There was push back from one faculty member who did not value this process. The 98% completion rate shows that there are a lot of faculty that really bought into this, and we appreciate it. It has been meaningful to have this information. Mendez feels it puts information in the right hands on the student side and the advisor side so that interventions can take place before it's too late. Mendez stated that she has had conversations with Faculty Council officers as well as some committees regarding faculty pay. Mendez stated that President Shrum has addressed Faculty Council a few times to talk about and discuss this issue over the last three years. One of the ongoing discussions is around faculty compression. Mendez stated that OSU is the leader in collecting this type of data. The data is collected from the entire United States. OSU is a repository of this data and does sell it. We have our hands on the best data that is available by department level with great metrics that we can compare. We can compare it to other Land Grant universities, peer and research institutions. This is great data, and we are using it. We (the President, Deans and Provost) are in the process of talking about a raise program. They are not at a point to announce definitively if there is a raise program, but it is their desire to do a raise program. When they have money secured, they will make an announcement. We are not there yet. The Deans have stated they would like to consider compression and what it looks like. Mendez has engaged with them. They meet monthly with her and twice a month among themselves. They are talking through this issue. What it would look like and how we could do this in a uniform manner. It would be a merit-based type of compression program. There are a lot of different ways we could execute it. We are asking the Deans their opinion on this idea. What would work best? How do we communicate this and work with department heads? Dr. Slevitch reminded Mendez there is a lot going on in the day to day in both the President and Provost’s offices. By the time they get to the monthly Faculty Council meetings they are not thinking of all the discussions that happened, but Mendez wanted to let everyone know that they are having these discussions and are looking for solutions. Mendez stated that she and President Shrum are happy to answer any questions. If something comes up before the next meeting, please let the Faculty Council officers know, and they can address them. Mendez opened the floor to questions. Knapp asked if the salary survey is considered a public document since we sell it. Mendez stated she sent the information to Faculty Council. The Deans have it internally. It’s been released but is not a public document. You have to subscribe to get the information. Knapp asked if they are looking at the factors that lead to this compression and trying to address those. It’s a systemic reoccurring thing throughout academia. From his perspective, Knapp feels this has a lot to do with structuring, especially at the associate and full professor levels. Mendez agrees and believes the Deans are trying to structure this. She stated there are multiple ways we could do this. In 2019, department heads in Arts and Sciences all had a different way of going about this. She stated we want to start thinking about how to work on this. As an example, Chris Francisco found his department had the most compression at full professor, so he used his raise pool allocation to distribute it across all of the faculty. But his compression went solely to the full professors because that’s what his data showed. Part of this is having department heads and Deans who look at the data. Mendez looked at every single evaluation and A&D from this college (600 faculty). She looked at where their salaries were as well as starting salary and promotion increments. There are really good ways to address salary compression, but we will not fix it in one cycle. Since we had not had a raise in such a long time, the past three raise cycles have focused on those. Now that we have the past three raise cycles, we feel that we can now have the discussions around salary compression. Mendez stated that in the past, there have been deans that take a 3% raise pool and decide they are going to do 2% as merit and 1% as compression. While other deans have done 2 ½% and then a 1/2 %. It gets really tricky when you are dealing with different practices across colleges. These are the types of discussions that we are having. Question from the zoom chat: has the salary committee or whatever committee you are working with, considered inequality of faculty pay across colleges? Mendez stated yes. All the data is broken out. Mendez said if by inequality across colleges you mean that certain salaries are higher in certain departments and colleges than others, this is a recognized fact and a national trend. Our data shows that we are right in line with this. Mendez said that we have very few departments and very few colleges in this comparison where they are outpacing any of their peers. Disciplines here at not apples to apples and neither are our faculty salaries. Mendez stated there will be inequality by the nature of the discipline. The nature of the Dean salaries varies by discipline. We do follow these national standards. Eisenberg asked if our data also tracks the growing category of non-tenure track faculty and if not, can we add this data. Mendez stated this has been included in raises. She does not believe the data covers this but it’s something we can add and ask. She believes the data is categorized by how other institutions have been categorizing their non-tenure track faculty. We haven’t found the appropriate characteristic but it’s something we can talk about. Mendez stated that one of the reasons associate and full professors are getting so compressed is because the tool the department heads and deans have had is adjusting starting salaries of assistant professors. The more you continue to keep pace with your assistant professors, you’ve outpaced everything else. Mendez said we have a lot more work to do on our non-tenure track. Mendez feels that some departments have done better at adjusting those levels. We don’t have a good comparison but will find better comparisons. Slevitch asked if the issue of transparency has been considered when you work on compression issues and possible raises. Mendez stated that in terms of transparency for the last three raise periods they have been unstructured. They announced a percentage raise program and let the deans execute it. They did have transparency at the college level. Mendez stated that if we are having a systematic way of doing it, at least in terms of compression, we would take that to Faculty Council and have a discussion. At the Provost level, a narrative has not been provided because deans and department heads were not all being instructed the same way. Slevitch stated that the Faculty Council appreciates our involvement in this issue. There have been discussions with Interim VP for Finance, Eric Pollak. Yates stated that we have lost faculty to industry. She asked if there were any factors coming into play as far as industry goes. She knows peer institutions are somewhat helpful in this comparison. Mendez stated that we have done some salary surveys for OSU-IT and the Deans there had talked about their students getting jobs making more money than faculty members. Mendez stated they have discussed this but do not have a good handle on it. Taking the internal discussions with departments to the Deans would be useful. When talking about salary compression or merit-based increase, Mendez stated that department heads and deans will be reviewing A&D’s and RPT type documents to make sure faculty are meeting these departmental/college standards and expectations. Mendez stated it’s never a bad time to make sure that the departments are unified in their priorities and that faculty have a seat at the table. Mendez feels that faculty could provide industry data and make sure their department heads are aware of it. Haley stated that we are losing good faculty to industry because of pay. Mendez stated that in some areas we are not going to be competitive with industry. We don’t like to lose faculty for those reasons but understand why. Haley stated this happens with staff as well. Haley asked if this discussion is for faculty only or does it include staff. Mendez stated that she does not take part in the staff side of this, just the faculty side. Haley wondered if similar discussions were taking place regarding staff. To the best of her knowledge, Mendez believes so, but this is not something she can speak to. Mendez stated that HR is looking at this regularly. Staff promotion increments are different than faculty. It’s a different process. Slevitch stated that having good staff is definitely critical. Hoff stated that students and faculty have come to him expressing issues with parking. Parking is not one of the divisions that Mendez oversees. You will need to address parking issues with Interim CFO Eric Pollak. Mendez doesn’t like to speak of things out of her direct area, however, parking is a concern. She stated that we do not have a parking problem, we have a walking problem. There are plenty of parking lots and availability, but they are not where people want to park. There have been numerous social media campaigns for students regarding parking. Mendez stated that if you are looking for a parking space right next to your building it will be difficult. If a lot is close to your building, you will need to get there early. The things that Mendez is concerned about are the bus routes, making sure we have buses running when graduate classes get out in the late evening.

**Provost’s report on recommendations made by the Faculty Council and comments on matters of interest to the faculty - Provost Mendez:**

Mendez stated that both recommendations are moving forward and will be approved. However, they do need further action. Recommendation 24-05-01-ASP: Revisions to Committee Policies and Procedures will have a more extensive revision process. These revisions will be incorporated in the next round. But a few short-term changes have been made. In particular, having a Faculty Council representative on Instruction Council and making some modifications on the General Education Advisory Council. Recommendation 24-05-05-AHW: Proposal for Sports Medicine Coverage for Club/Intramural/Recreation Activities has been accepted pending further discussion with the Division of Student Affairs, the Department of Wellness and the Center for Health Sciences, University Health Services and OSU Sports Medicine. Perkins stated there is a question from the chat related to parking. How will the big concert next April be handled for parking and classes. Mendez stated that there have been discussions with AD Weiberg and President Shrum, but no definitive plans have been made yet. Mendez believes it will be handled the same way when we have a Thursday night football game. But they have not talked in the weeds logistically about it. Mendez stated there is one common exam already scheduled for that Thursday for which they will be reaching out to see if it can be rescheduled. Mendez stated it will feel like a football day. As more information becomes available, she will update everyone.

**Vice Presidents’ Reports and Comments on matters of interest to the faculty:**

None

**Faculty Council Chair’s Report:**

Slevitch stated that our committees have taken on several challenging tasks. We have our first recommendation for this year to discuss today. Slevitch announced that the 12th Annual Land Grant Award call for nominations is out. Please review the announcement and submit your nominations. The deadline is quickly approaching. It’s October 18th. White stated a few more notifications/reminders will be going prior to the deadline.

Slevitch announced the Fall General Faculty meeting is scheduled for October 15th (next Tuesday). It will be in Wes Watkins, room 308. The meeting will begin at 3:00. It is not at the Student Union. Slevitch encouraged everyone to promote this event as well as attend. We are trying to create better awareness about what Faculty Council does. Please encourage your colleagues to attend. If you cannot attend in person, please join us via zoom. Slevitch announced that the Faculty Council committee chairs will provide brief reports explaining the committee tasks and what they are working on for the year. We are doing this to improve awareness of what Faculty Council is doing.

**Report of Liaison Representatives:**

* 1. **Emeriti – Tom Royer – No Report**
  2. **Staff Advisory Council – Michelle Stewart/Sam Morse – No Report**
  3. **Graduate Council – Veronique Lacombe – No Report**
  4. **Student Government Association – Samuel Hiltz/Aubrey Ruffin**

Ruffin is the current student body President. She was inaugurated in May. She’s had an incredible time serving so far and this is mainly due to faculty. If she hasn’t already met you, she is eager to do so. She wants to know how she can best serve faculty members. Ruffin stated they are working to increase the membership cap for FRC (First Year Representative Council) from 50-60 to provide more involvement. They do a lot of things. They do internships and leadership things. They meet once a week. They are under SGA and will see firsthand what the SGA President, Vice President and Senate do. SGA is sending a delegation to the Big 12 On the Hill Conference in Ames, Iowa. We get to collaborate with different Big 12 SGA representatives. SGA is sending a delegation to the Oklahoma Student Government Association Fall President's Retreat in Oklahoma City on Friday, October 11th. $625 was raised for Alzheimer's research during the Walk to End Alzheimer's event on September 28th. Ruffin asked everyone to contact her with any questions or anything she could help with.

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

**GPSGA Welcome Reception**

The **Welcome Reception and Second General Assembly Meeting for Fall 2024** will be held on **Wednesday, September 25, at 5:30 PM** in the **Student Union Ballroom (SU 265).** Please join GPSGA for this engagement event dedicated to the graduate and professional student community. An online option will be available for Tulsa and OKC representatives/liaisons.

**Updated GPSGA General Assembly Meeting Schedule – Fall 2024**

* **First General Assembly:** Wednesday, August 28, 2024, SSH 035
* **Second General Assembly and Fall Welcome Reception:** Wednesday, September 25, 2024, SU Ballroom 265
* **Third General Assembly:** Wednesday, October 23, 2024, SSH 035
* **Fourth General Assembly:** Wednesday, November 20, 2024, SSH 035

**GPSGA Assistance/Grant/Fund Information**

The **Fall** **2024** **GPSGA Travel Assistance** application will open after the first general assembly meeting on **Wednesday,** **August 28**. Application assignments will be available on the GPSGA Canvas page. Please carefully review the [GPSGA Travel Assistance Information Page](https://canvas.okstate.edu/courses/84470/assignments/2139615) before applying. The Finance Committee will review all applications at the end of the semester, as previously conducted, and applicants will be notified via email of approval decisions after all applications have been collected and evaluated.

The **Fall 2024 GPSGA Co-Sponsorship Fund** application is open until **Monday**, **September 30, 2024**. Please carefully review the [GPSGA Co-Sponsorship Fund Information Page](https://canvas.okstate.edu/courses/84470/assignments/2058478) before applying.

**GPSGA Membership Application - Fall 2024**

All representatives and liaisons, both continuing and new, from various graduate and professional student organizations and departments must complete the membership application form. This form will be available for download via Canvas at the first general assembly and needs to be submitted through the designated Microsoft Form Submission Portal by **Monday**, **October 7, 2024**.

**REPORTS OF STANDING AND SPECIAL COMMITTEES:**

**a.  Academic Standards and Policies: Mike Yough – Update/Recommendation**

Yough stated that the committee was asked to review and suggest revisions to UAR 3.10 and 3.11. The recommendation and rationale were provided with the agenda. Yough reviewed the information. Slevitch asked for questions or discussions. Seeing none asked for a motion to accept the recommendation and proceeded to vote. Motion passed.

**b. Access and Community Impact: Ravi Jadeja – Update**

Jadeja stated the committee has been working on a meeting time. This is a somewhat new committee with a unique mission. We have three members from Faculty Council, three general faculty members, an Emeriti member, student members and a liaison member, Dr. Clyde Wilson from Access and Community Impact. We will schedule meetings and come up with some activities we’d like to plan to work on. We will share the outcomes with Faculty Council.

**c.  Athletics: Aric Warren – Update**

Warren stated the committee met in September. Our next meeting is scheduled for later this month, October 22nd. Warren stated the committee charge is to help formulate plans and recommendations pertaining to fiscal health, behavioral health, and access service facilities on campus. The committee is looking at a few items for this academic year and focuses on a couple of issues. One is access for faculty and staff to wellness facilities and the various programs the Department of Wellness offers. The second is to survey faculty and staff to see what barriers are present or what barriers they feel exist that may prohibit them from utilizing the health and wellness programs on campus. The intent is to get more utilization of the Colvin Recreational Facility from both faculty and staff standpoints. For staff, are there specific policies that exist for leave time to allow access to these facilities during break or lunchtime. The committee hopes to invite a representative from HR to talk about some of the new health benefits, particularly the Resilient Program. This new program has access to several different healthcare specialties. One aspect the committee has addressed is the limited access to mental health resources for faculty on campus. There is a limited number of employee assistant psychologists on campus. Students have a virtual as well as face to face option. What do these resources look like for faculty? Are there mental health resources that faculty can access through the Resilient Program? Are there barriers to some of these resources? Are additional services needed? These are part of our goals for this academic year.

**d. Budget: Brad Lawson – Update**

Lawson stated that the Budget committee has several tasks assigned to it, according to the Faculty Council website. To summarize, Lawson stated the committee’s charge is to advise and support the University and all its budgeting activities. We are trying to get back to this role. Obviously, this is a challenge right now with an interim VP of Finance. One of our main goals is to get back to that advice and support role with the university budget process. Lawson thanked Mendez for addressing the salary compression because that is one of the committee's other main topics for this year. Lawson stated that whatever the committee can do to help with this issue we definitely want to be a part of this process.

**e.  Campus Facilities, Safety, and Security: Cristina Gonzalez – No Report**

* 1. **Career Track: Jennifer Glenn – No Report**
  2. **Faculty: James Knapp – Update**

Knapp stated that the committee is meeting monthly on the third Monday. We’ve had several meetings so far this year. We are focused primarily on provision of policies and following up on the changes we made last year by adding all the Career Track faculty to the general faculty. Working now on integrating the appointment and promotion process into the policies that we have at the university level. We are working closely with the Provost’s office. Chris Francisco attended our meeting last month and identified some areas we want to focus on. We have a draft we are working with. We hope to bring it to this body before the end of this semester so we can move it forward with the rest of the approval process and have it through the system by the end of the second semester. Part of this is the long standing interest to try and make explicit provisions over joint appointments across units and colleges. We want to come up with a proposed system to hard wire this process in place so that it’s perceived as being a fair and equitable process. These are the things we will be working on and hopefully bringing before this body in the coming months.

**h. Long-Range Planning and Information Technology: Melanie Boileau – Update**

The LRPIT committee is interested in revisiting the potential use of AI tools for plagiarism detection in an academic setting. We are currently in the process of creating a survey to gather feedback from OSU-Stillwater faculty on the perceived need for these tools.

Update from Aaron Smith, Information Security Officer:

* + New OSU password requirements will take effect starting November 10, 2024.
  + Transition/Grace Period: Faculty and staff who wish to maximize the use of the current password system can reset their passwords on November 9, 2024, which will allow them to use the old system for an additional 120 days before updating to meet the new requirements.

Slevitch asked if everyone needed to change their password on November 9th. Boileau stated yes, if you want to. Knapp when this information will be communicated to students. He’s been telling students in his classes about this, and they are saying they haven’t heard anything about it. Horton stated that ITLE stated they will be sending communication to their IT contacts. The next phase will be communications to students. Mendez stated that everyone will be notified by November 10th.

**i. Research: Wouter Hoff – Update**

Hoff stated the committee has been meeting monthly. For now, our main focus is the intersection of research and salary compression. Specifically, to collect data on where one can get a better handle on how salary compression negatively potentially impacts the research endeavor. If one can quantify that better, maybe one can then use that as input to try to mitigate those effects. Basically, the intersection between salary compression and how that affects research on campus.

**j**.  **Retirement & Fringe Benefits: Mark Weiser – Update**

Weiser stated the committee is meeting tomorrow jointly with our equivalent committee on the Staff Advisory Council. We are meeting with HR for them to brief us on the intentions for next year’s benefits package. We will meet before the next Executive Committee meeting to look at the policy change to parallel it with the staff leave policy.

**k.  Rules and Procedures: Christopher Crick – Update**

Crick stated Rules and Procedures consists of the Faculty Council officers and one faculty council member, James Knapp. The committee exists to take policy recommendations and help formulate them, vet them and get them into shape for passing up and down the administrative chains. We stand ready to do that by interacting with things as they come out of committees.

**l.  Student Affairs and Learning Resources: Heather Yates – Update**

Yates stated the committee met yesterday. They are still looking at ways to integrate some sort of Canvas/how to use Canvas into the classroom. Everyone’s Canvas looks a little different when students open it. The committee talked yesterday to see if there are some modules that students get to see. Not necessarily do, but at least get to see. This is an issue for graduate students as well. They are arriving on campus and do not know how to use Canvas. A module that people could pop in their classes or something showing them how to use Canvas. The committee also discussed how we measure the new testing platform that we are using. They are collecting data on some of the problems faculty are encountering. Hopefully we can get them fixed to make it more helpful and user friendly. This was a testing platform switch that occurred at the beginning of the semester.

**Unfinished Business** – None

**New Business** – None

Slevitch asked for a motion to adjourn. It was moved and seconded to adjourn. The meeting was adjourned at 4:05 p.m. The next regular meeting of the Faculty Council is Tuesday, November 12, 2024 **via ZOOM**.

[**https://okstate-edu.zoom.us/j/98657733611**](https://okstate-edu.zoom.us/j/98657733611)

**Meeting ID: 986 5773 3611**

Respectfully submitted,

Christopher Crick, Secretary