FACULTY COUNCIL MEETING

**3:00 p.m., Tuesday, September 8, 2020**

# Zoom meeting

**AGENDA:**

1. Roll Call

2. Approval of the August 11, 2020 Minutes

3. Approval of Agenda

4. President Hargis – Remarks and Comments

5. Report of Status of Faculty Council Recommendations:

President Hargis, Provost Sandefur, Vice Presidents and/or other administrators

6. Reports of Liaison Representatives –

1. Wellness Center – Kim Beard



1. Emeriti Association – Barbara Miller

All Fall OLLI classes will be online this year.

1. SAC – Tashia Cheves

* 10 Full-Time Staff Members were awarded $1000 scholarships for the 2020-2021 academic year. Those scholarships are being disbursed this week.
* Council Executives are working on ideas for a Staff Appreciation option in lieu of our Staff Celebration Day that was canceled in May.
* Staff Distinguished Service Awards will still be awarded this fall, and the Awards and Recognition Committee is working on alternative options to our traditional event.

1. GPSGA – Maegan Berg



1. First GA meeting minutes (attached)
2. LinkedIn Network Group sign up form – Please sign up to join our LinkedIn Networking Group at [https://tinyurl.com/y3x9knz7](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Ftinyurl.com%2Fy3x9knz7&data=02%7C01%7Ctricia.white%40okstate.edu%7C0676a90d30374f01531208d8501dbc88%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C637347435985958636&sdata=%2BE9qfYJ4dipYHVq%2BDQ%2F%2BuP6AwQNUavWWS9sK8FWkjXo%3D&reserved=0)
3. Next GPSGA board meeting - Sep 23rd, 2020 at 5:30 PM   
       - Meeting link - [https://zoom.us/j/99572757789?pwd=OGdYSDFLbWxrbjdFbUJwdXg4V1hxZz09](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fzoom.us%2Fj%2F99572757789%3Fpwd%3DOGdYSDFLbWxrbjdFbUJwdXg4V1hxZz09&data=02%7C01%7Ctricia.white%40okstate.edu%7C0676a90d30374f01531208d8501dbc88%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C637347435985958636&sdata=E0IYsLYdcOLJTs5jGNVe3XqKlIf8EzXejvNk2oRfXuk%3D&reserved=0) (Meeting ID: 995 7275 7789, Passcode: 225593)     
       - Guest speaker: Jacob Mahaffrey, Assistant Director, Cowboy Technologies
4. WFC – Liz McCullagh



September 2020 Faculty Council Report: Women’s Faculty Council

During the first Zoom meeting of the WFC on August 31st, 2020 the executive team gave updates on our support for the set of best practices for supervisors to support students, staff, and faculty who are caregivers during the COVID-19 pandemic ([click here to view](https://womensfacultycouncil.okstate.edu/site-files/images/best-practices-covid19.pdf)).

Additionally, the executive team announced our statement on “Addressing Inclusion and Accessibility in Higher Education” ([click here to view](https://womensfacultycouncil.okstate.edu/site-files/images/wfc_inclusion-diversity_2020.pdf)).

A guest panel, featuring Dr. Sarah J. Donovan, Assistant Professor of Secondary English Education, College of Education and Human Sciences and Dr. Sheri Vasinda, Associate Professor of Literacy Education, College of Education and Human Sciences, spoke on fostering inclusive, accessible and engaging virtual education spaces. Drs. Donovan and Vasinda highlighted some important elements in making engaging and importantly accessible virtual learning spaces, a particularly relevant topic with the current pandemic and increased virtual learning by students. The meeting was recorded and will be posted on the website.

Upcoming meetings and announcements:

**October meeting:**

Dr. Lex Smith Washington, Spears School of Business

Monday Oct. 5th 2:00-3:00 pm over Zoom

**November meeting:**

Dr. Hendratta Ali, Fort Hays State University

Monday Nov. 2nd 2:00-3:00 pm over Zoom

Outstanding Achievement and Mentorship of Women Awards **Due October 1st** (see attached flyer)

Seeking reviewers for the Student Research Awards please email [madison.chartier@okstate.edu](mailto:madison.chartier@okstate.edu) if interested in volunteering

Anyone interested in the WFC can visit our website at womensfacultycouncil.okstate.edu and sign up to be put on our email list.

1. Graduate Council – Rebecca Sheehan

*Graduate Enrollment*. Dean Tucker reported that enrollment is up for the first time since 2016, with a 1.6% increase for Stillwater and Tulsa campuses and an 18% increase for Center for Health Sciences. The total enrollment for graduate students is 4200, representing a 4% overall increase.

*Pandemic Tuition Waivers.* The Graduate College is offering tuition waivers for international graduate students not in country who had assistantship offers. Approximately 10 students have taken advantage of this waiver.

*Academic Program Review (APR)*. APR reports for graduate programs are available on Canvas by group number. Graduate faculty may provide feedback on the APR reports to their group chairs, who will consolidate the information, submitting feedback to Dr. Van Delinder. The Graduate College will then meet with the programs, Provost and other administrators to discuss graduate faculty feedback. The due date to submit comments to your group chair is October 1, 2020.

*Graduate Policies.* Dean Tucker stated that formal policy updates will be drafted for following: theses and dissertations templates; changes to theses and dissertations after they have been approved by the Graduate College; Graduate Student Appeals Policy; dual master’s degree credit sharing; and transfer credit allowed into doctoral programs policy.

*Other Graduate College highlights*.

* The Graduate College is working on re-issuing I-20s for next semester for those international students who could not come to campus this fall.
* The 360o Critical Skills for Career Success professional development programming has been virtual since last spring.
* The Graduate College website will be launching on the new platform soon.
* The Graduate Faculty Database that was impacted by the previous data breach has now been rebuilt.

7. Reports of Standing Committees:

a. Academic Standards and Policies: Cristina Gonzalez – No Report

b. Athletics: Justin Talley – No Report

c. Budget: Tyrrell Conway – Update

Budget: Jam Khojasteh – Yearend Report

Revised by Tyrrell Conway, 8/11/2020

Budget Committee 2019-2020 Year End Report

May 12, 2020

*Committee Members:* Jam Khojasteh, Chair, Rob Agnew, Andrea Arquitt, Tyrrell Conway, Robert Emerson, Daniel Lin, Sandeep Nabar, Toby Nelson, Michele Seikel

*Year-End Summary*

The budget committee provided one special report about the new student credit hours production model. The committee met with Vice-President Weaver numerous times throughout the year to discuss the new model. Ultimately, during the *April 2020* Faculty Council meeting, the committee provided a one-page report about unintended consequences of changing the budget model.

*College Budget Report Summaries*

Each year, a member of the Faculty Council Budget Committee attends college budget briefings and reports to the Budget Committee. Members of the budget committee attended each of the ten College meetings to discuss the FY20 budgets. Thank you to Drs. Agnew, Arquitt, Conway, Emerson, Khojasteh, Nabar, and Nelson for volunteering their time.

d. Campus Facilities, Safety, and Security: Tieming Liu – No Report

e. Diversity: Ki Cole - Update

20/09/01/Diversity: Modifications to OSU Syllabus Attachment\*

f. Faculty: Matt Lovern - Update

20/09/01/Faculty: Approval of a new section to the OSU Faculty Handbook, 1.16.3.1, “Dismissal Procedures for Title IX Hearing Cases.”\*

g. Long-Range Planning and Information Technology: Christopher Crick – No Report

h. Research: Bruce Dunn – No Report

i. Retirement & Fringe Benefits: Sarah Hall – No Report

j. Rules and Procedures: Karen Neurohr – No Report

k. Student Affairs and Learning Resources: Toby Nelson – No Report

8. Old Business –

9. New Business –

10. Adjournment

***\*Attached***

**Amended by Passed Failed**

**Recommendation No.** 20-09-01-Diversity 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

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

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

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

**Title:**  Modify the Oklahoma State University Syllabus Attachment

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

The following modifications to the Oklahoma State University Syllabus Attachment are

recommended to Faculty Council from the OSU Diversity Committee:

**Rationale:**

Modification #1:

The U.S. Equal Employment Opportunity has an EEO Policy Statement related to hiring and employment dated July 2019 that lists the following: “We must ensure that no applicant for employment or employee of the EEOC is denied equal opportunity because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors”  
We (OSU) currently have race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, and protected veteran status. We (OSU) *do not have* pregnancy, status as a parent, family medical history or genetic information, political affiliation, military service, or other non-merit based factors listed in our statement.

Modification #2:

There is currently no statement regarding diversity and inclusion or contact information provided. The statement is a direct quote from the OSU diversity statement.

Modification #3:

The use of gender neutral pronouns as compared to gender-specific are more inclusive to all people.

**Modification #1**

Recommendation: adding additional discriminatory characteristics to the list of individuals in the “Equal Opportunity Section”

Original/Current: race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status

Proposed Revision: race, color, religion, sex, sexual orientation, gender identity, pregnancy, status as a parent, national origin, disability (physical or mental), age, family medical history or genetic information, political affiliation, military service, protected veteran status, or other non-merit based factors.

Reasoning: The U.S. Equal Employment Opportunity has an EEO Policy Statement related to hiring and employment dated July 2019 that lists the following: “We must ensure that no applicant for employment or employee of the EEOC is denied equal opportunity because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors”  
We (OSU) currently have race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, and protected veteran status. We (OSU) *do not have* pregnancy, status as a parent, family medical history or genetic information, political affiliation, military service, or other non-merit based factors listed in our statement.

Reference: <https://www.eeoc.gov/eeoc/internal/eeo_policy_statement.cfm>

**Modification #2**

Recommendation: adding a section titled, “Diversity and Inclusion”

Proposed:   
**Diversity and inclusion**

408 Whitehurst/405-744-9154

<https://diversity.okstate.edu>

Oklahoma State University is a land-grant institution committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all members of the University community. We define diversity as engagement in meaningful actions, behaviors, and conversations that reflect a commitment to recognizing, understanding, and respecting the differences among students, faculty, staff, and visitors throughout the OSU system. We do not condone acts, behavior, language, or symbols that represent or reflect intolerance or discrimination. OSU is dedicated to cultivating and enriching the competitive advantages that diversity and inclusion provides all members of the University community. We identify diversity as a quality of life issue, as well as an important economic driver for the prosperity and well-being of the state, nation, and world.

Reasoning: There is currently no statement regarding diversity and inclusion or contact information provided. The statement is a direct quote from the OSU diversity statement.

Reference: <https://diversity.okstate.edu>

**Modification #3**

Recommendation: changing “he or she” to “they” in the “Equal Opportunity” section and changing “him/her” to “them” in the “Where to go for help: Instructor” section.

**Amended by Passed Failed**

**Recommendation No.** 20-09-01-Faculty 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

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

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

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

**Title:**  Approval of a new section to the OSU Faculty Handbook, 1.16.3.1, “Dismissal Procedures for Title IX Hearing Cases”

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

Section 1.16.3.1 be added to the OSU Faculty Handbook with the following language:

**Dismissal Procedures for Title IX Hearing Cases.**  If dismissal is sought based upon the outcome of a Title IX hearing, as provided under the Title IX regulations codified at 34 CFR Part 106 (“Regulations”), the processes set forth in Appendix C will be used only to review the outcome of the Title IX Hearing and appropriateness of termination as a sanction and will not be utilized to re-investigate or hear the underlying facts resulting in the Title IX Hearing outcome.  In addition, the standard of evidence required for dismissal shall be the standard set forth in the University’s Title IX policy.  In the event the Regulations are revoked, stayed by a court of competent jurisdiction, or are substantially altered and the University no longer follows the provisions set forth therein for investigating and adjudicating Title IX cases, this provision will not apply.

**Rationale:**

The proposed addition to the OSU Faculty Handbook is necessary to bring OSU into compliance with new Title IX regulations issued in May 2020 by the U.S. Department of Education.