DeSilva called the meeting to order with the following members present: Cole, Conway, Crick, Dunn, Emerson, Frazier, Gardner, Gonzalez, Hall, Kaipa, Kakani, Kazianga, Khojasteh, M. Lovern, P. Lovern, McCann, McFarlane, Melancon, Moss, Nelson, Neurohr, Peek, Pivateau, Rebek, Smith, Talley and Yates.

Also present: Carrion, A., Cheves, T., Essmiller, K., Hallenbeck, D., Hargis, B., Holder, M., Mendez, J., Ormsbee, C., Peaster, R., Roberts, M., Sandefur, G., Sewell, K., Schultz, A., Sheehan, R., Tucker, S., Weaver, D., Weaver, J. and K. Wray.

Absent: Bindewald, Liu, and Ware.

**HIGHLIGHTS**

Remarks and Comments – President Hargis………………………..……………………..….

Report of Status of Faculty Council Recommendations and other Vice Presidents…….…….

Reports of Liaison Representatives …………………………………………………….……..

SAC …………………………………………………………………………………..

Women’s Faculty Council……………………………………………………………..

SGA……………………………………………………………………………………

Graduate Council………………………………………………………………………

Emeriti…………………………………………………………………………………

Reports of Standing Committees ………………………………………………….…………..

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

Athletics ………………………………………………………………….……………

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

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

Diversity………………………………………………………………….……………

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

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

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

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

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

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

DeSilva welcomed everyone to the most unusual Faculty Council meeting. This is the first time in OSU history that we are having it on Zoom. DeSilva explained that everyone logged in to the Zoom meeting on “mute” so if you wish to speak, please unmute yourself. The function key is alt A. It will toggle you on and off. Frazier had a great suggestion that if there are issues with bandwidth or things slow down, those who are not speaking can turn off their video. We look ok for now so we can proceed. DeSilva asked if the rollcall can be done from the list of those logged in to the meeting? White said yes. DeSilva asked if there were any corrections or changes to the March 10th minutes. Hearing none, entertained a motion to approve the minutes. McCann moved, Khojasteh second. Motion passed. DeSilva entertained a motion to approve the modified agenda for today’s meeting. Motion was moved and seconded. Motion passed.

**Remarks and Comments – President Hargis**

Hargis first thanked all the faculty, staff and students for making this online conversion incredibly smooth. Hargis stated that there probably have been some problems/issues, but he hasn’t heard any. So Thank You again.

Hargis stated that OSU has decided to stay online through the summer session. Hopefully we will all be back in the classroom this fall. But no one really knows.

OSU May commencement ceremonies have been postponed until December. The administration believes many students will not be able to make it back, but they felt this was the best option and will hopefully work for most of the students. Hargis stated that there will be some sort of ceremony/recognition for those graduating in May. The process will proceed normally. Grades will be given and those graduating will have their credits verified. If they earned their degree, they will receive their diploma this summer. They will not have to wait until December to get their diploma.

Hargis stated that freshman enrollment for this fall looks really strong but no one knows what will happen in the interim. People who have lost jobs may have to reconsider sending their students to college. We will know more as we get into the summer.

Hargis stated that the budget for the rest of this year looks good. There is still a dispute between the legislature and the Governor. This is over digital transformation money which the legislators did not include in their bills. Hargis believes they will work it out. It amounts to about $15 million. The bigger question is the FY21 budget. They declared a revenue shortfall for FY20 at $400+ million and this is just for three more months. There will be stimulus money that will help offset and hopefully we’ll get back to normal. We’ll keep a close watch on this.

Hargis stated that research is still proceeding on campus. Hargis believes we are doing a great job of social distancing. If there is anything that someone feels that needs to be addressed, please contact administration.

**Report of Status of Council Recommendations:**

**Provost Sandefur and Vice Presidents**

Dr. Sandefur gave the Council members an update on recommendations. Sandefur stated that this is the largest number of recommendations he has seen since arriving at OSU. He will not review them all now but many are accepted/near acceptance and will be resolved soon. They will go into effect soon. The next sheet will not have quite as many.

The following recommendations remain pending:

18-05-02-Faculty: Proposed changes to the Preface and Body of the “Policy Statement to

Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU”

19-11-01-Exec: Proposed new P&P Restriction of HLC Additional Locations

19-12-01-LRPIT: Proposed new P&P Information and Resources Access Control

19-12-02-LRPIT: Proposed new P&P Information Security Policy

19-12-03-LRPIT: Proposed new P&P Data Stewardship: Data Classification Policy,

Responsibilities and Guidelines

19-12-04-LRPIT: Proposed new P&P Information Security: Security Awareness

20-02-01-Res: Conflict of Interest in Sponsored Programs 4-0130

**Kyle Wray – Vice President, Enrollment and Brand Management**

Wray stated that all the enrollment numbers continue to be strong. They announced three weeks ago that we would be online for junior day. It was supposed to be this Saturday in Gallagher-Iba arena. It is all virtual and on this date last year, we had 1,200 students signed up for a face-to-face junior day. Right now there are 1,863 for the online version. This is up 600 compared to last year. Wray believes many adults are zooming (as we are) and there are not a lot of online activities for 16 and 17 year olds. This fills that void. It’s all virtual, all colleges will be represented. His office is looking forward to this event.

Wray stated that they announced yesterday they will be all online for new student orientation. 60 people signed up right away. These numbers are also up for the fall.

Wray stated that all the dashboard indicators continue to stay where they are or increase. Wray stated that there is a lot of uncertainty, but the numbers look solid.

DeSilva said there has been some talk of the continuing student numbers being down. Is this still a problem or have they picked up? Wray stated that he has not seen any negative numbers about returning students. Weaver stated that it is too early to see strength and/or weakness in the continuing students. Weaver and Wray are talking about how the federal stimulus money can be applied to help our students continue their education. This will be money that drops to our bottom line but more importantly helps students continue their educational programs. We are hopeful that the money which the federal government has sent our way will help us maintain and stabilize our enrollment. DeSilva asked if it would be possible to waive the bursar holds for just this semester as a solution? Weaver said he had asked for this last week, and he stated that there are actually very few students who have delinquent accounts. This year’s class has done a better job of keeping their accounts current. The last number Weaver saw was approximately $142,000 in outstanding balances. This is incredible. Weaver stated he can talk to the bursar about waiving some of the holds and this is not a bad idea on a selective basis. Weaver stated that we do this to some extent every semester. Weaver concurred with Wray that we are in pretty good shape. Numbers look strong for continuing and freshman enrollment.

**Question and Answer Session**

DeSilva stated that a question was sent earlier today for Provost Sandefur or any administrator who knows about it regarding summer courses. Have the in-class summer courses been converted to online, or have some classes been cancelled? Provost Sandefur stated that he has not heard about classes being cancelled. The deans have not told him of any. Sandefur stated that everything that will be done this summer will be online. This will continue until the August intersession. This intersession is actually part of the next academic year. At this point we do not know what the next academic year will look like, but through the summer we will be online.

**Report of Liaison Representatives:**

1. Staff Advisory Council – Tashia Cheves

* SAC April Meeting was cancelled due to timing of COVID-19 response and planning.
* Officers are working out details to hold a virtual meeting for May that can include those that do not have access to platforms such as Zoom, etc.
* Scholarship Applications have closed and the committee is working to review all candidates to make final selections.
* Staff Celebration Day has been cancelled at this time. We will revisit potential options at a later date, but at this time in order to remain fiscally responsible while also adhering to health and safety guidelines and recommendations, we have made the decision to cancel the event for this year.
* SAC E-Team is currently working on an alternative plan for elections this year in response to the current campus circumstances, we will have an update by the May meeting.
* For the sake of continuity, SAC has suspended all communications. We are instead referring staff members to various resources provided by HR and OSU Communications. We understand this is a difficult time for everyone and want to do our best to maintain a positive front and ensure we are only sharing information that is credible and factual. It is our desire not to muddy the water. If staff members have questions, they can always reach out to a SAC Officer or Council Member and we will be happy to serve as a liaison to connect them to the appropriate resources.

1. Women’s Faculty Council – Awilda Rodriguez Carrion

The winners of the 2020 Women’s Faculty Council Student Research Award have been selected and notified. In place of our traditional Women’s Faculty Council’s research awards ceremony, and in the spirit of highlighting the fantastic work being done by student researchers at OSU, we will be featuring the award winners on our social media pages and website. Each award winner will have a 1-minute video or infographic describing their research efforts, and please follow us on [https://womensfacultycouncil.okstate.edu/](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwomensfacultycouncil.okstate.edu%2F&data=02%7C01%7Ctricia.white%40okstate.edu%7Cee1e21b386e4401d35be08d7de8005d1%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C637222513739795594&sdata=r1v1YbRe7yjDfVsqo%2Bf2NUtlkZ2fI%2B723q5iWDAd%2Fvs%3D&reserved=0).

1. SGA – Ashley Schultz

* Virtual Senate Meetings
* Working on outreach to students on COVID-19 through Social Media to convey information and check on everyone
* Newly elected SGA President and Vice-President Jaden Kasitz and Luke Muller. There will be a Zoom celebration for them now and hopefully one in person this fall
* Senate Elections in 2 weeks

1. Graduate Council – Rebecca Sheehan

*Academic Program Committee.* A variety of degree modifications were approved.

*Late Enrollment Fee*. Graduate Council endorsed the proposed modification to the late enrollment fee, moving the late fee date to the first day of the course rather than the first day of the semester.

*Pass/No Pass Grading*. Registrar Rita Peaster presented information about the proposed P/NP grading for Spring 2020 due to moving classes online for the remainder of the semester. In alignment with current Academic Regulations published in the University Catalog, graduate students may elect to have a P grade assigned if they earn a “C” or above in a course.

*Graduate College Spring Commencement.* Dr. Tucker announced that the Spring 2020 graduates will be added to the Fall 2020 or Spring 2021 commencement ceremonies.

*Spring 2020 General Graduate Faculty Meeting*. Due to the Coronavirus pandemic, the General Graduate Faculty Meeting has been cancelled. A PowerPoint presentation will replace the meeting.

*Graduate Faculty.* Graduate Council approved Dean Tucker to make temporary appointments to Graduate Faculty in the spring semester. Council also approved that the officer elections for Groups II, IV, and VI be held in the fall 2020.

*Graduate Education Month*. Due to the Coronavirus pandemic, Graduate Education Month has been cancelled. The awards will be announced in an upcoming Monday Memo Special Edition.

*Council of Graduate Schools April 15th Resolution*. Dean Tucker reported on a modification to the April 15th resolution. The revised resolution now states that a student who has accepted a first offer will notify that first offer institution if the student accepts an offer at a second institution instead, starting in fall 2020.

*Revising published ProQuest theses and dissertations.* Graduate Council discussed the modification of theses and dissertations once they have been published by ProQuest.

DeSilva asked for clarification regarding “students not accepting the first offer” portion of the report. Sheehan stated that Dean Tucker may be able to speak more to this particular issue. Sheehan said that if a student has already accepted an offer then this resolution says that they need to tell the first institution that they are accepting an offer at a second institution. It’s really straight forward in terms of what we would expect applicants and students to do. This resolution just solidifies it in terms of actual practice. Dean Tucker stated that OSU is a signatory institution on the Council of Graduate schools April 15th resolution and given the antitrust lawsuit the Department of Justice was looking at for undergraduate admissions, the Council of Graduate schools met with their attorneys and decided for fall 2020 instead of the first institution having to release the student, which is the current policy, they believe by having the student notify the first institution will keep us out of the antitrust situation.

1. Emeriti – Barbara Miller

Miller wanted to let the council know that Emeriti have cancelled all meetings and dinners since the closedown. Not sure if they will hold a May dinner. Miller imagines they will, not since we are still closed in. They are basically on hold.

**REPORTS OF STANDING COMMITTEES:**

1. **Academic Standards and Policies: Eric Rebek – Update**

Rebek reviewed the recommendation that was not included with the others from the March 2020 Faculty Council meeting. DeSilva asked council members to use the Zoom chat function to vote for the recommendation with an accept/not accept/abstain vote. White will count the responses once everyone has had a chance to vote. DeSilva asked for discussion and questions. Seeing none, moved to a vote. Motion passed.

1. **Athletics: Justin Talley – No Report**
2. **Budget: Jam Khojasteh – Update**

Khojasteh gave the following one-page report to the council members.

Issue Statement

We are aware that the new budget model has been implemented as a result of decreased state appropriations. We are concerned that the new budget model may lead to unintended consequences. The Budget Committee has not received any concrete documentation about how the model actually works, such as charts, formulas, or other specifics. We understand that Administration plans to make adjustments to it during the remaining fiscal year. We understand the complexity of the issue; this report is meant to share issues that may arise as the model morphs into different phases.

Potential Unintended Consequences

* Faculty will create courses that duplicate extant courses to gain credit hours from students. This could create intra-college competition if Deans decide to push this model to the department/school level. Although committees prevent course duplication at the college level, colleges may compete with each other to create similar courses.
* Budget fluidity may impact faculty hiring and productivity. The fluid nature of a budget based in large part on tuition and fees will lead to fluctuation from semester to semester. How can a Dean make decisions about whether to hire tenure-track faculty if the budget could change from semester to semester? Greater numbers of adjunct faculty (i.e., flexible workforce) may be hired, as it will be easier to balance the ebb and flow of the budget. Adjunct faculty are not required to publish, acquire grants, serve on graduate student committees, etc. This seems counterintuitive for a research institution. Alternatively, some colleges might choose to require tenured faculty to teach additional classes in order to cover all of the curriculum. Already, some tenured faculty report that they are required to teach four classes per semester. Inevitably, this leaves less time for scholarship activities. This may affect actual recruitment of students and faculty.
* Students may not be prepared for study at OSU. The Deans, who are aware of shrinking demographics as well as visa difficulties for international students, are recruiting high school students into concurrent classes and transfer students from regional schools. The Budget Committee has heard anecdotally from teaching faculty that some transfer students are simply not well prepared for coursework at OSU.

Budget Committee Recommendations

* Provide clarification of how the model actually works (i.e., some documentation, brochure, chart, formula, etc.). The Budget Committee recommends that a FAQ sheet be developed to explain this budgeting policy and its ramifications to the faculty. This will also help with *faculty buy-in* as they can see how dollars are allocated.
* Develop a system to remove competing courses for common subjects (such as research methods, statistics, etc.) being created to produce additional revenue.
* Examine the colleges’ problem of recruiting and retaining tenure-track faculty when the budget depends primarily on student credit hours from semester to semester.
* Make sure admission criteria (both undergraduate and graduate) are not lax/soften to “*keep our numbers up*” or “*increase college revenue*.” While the University wants and needs every student, accepting students who are not prepared does them no favors, especially with retention rates so crucial.

Weaver stated that they did have good discussions in the committee meeting and he appreciated all the comments they received. Weaver stated that he spoke with the deans last week and given all the uncertainty we will be facing in next fiscal year, the deans and administration have decided to suspend the budget model for next fiscal year. They will not reward growth or penalize shrinkage because there is so much uncertainty. It’s uncertainty that the deans individually cannot control within their college. They decided to do this to hopefully bring more stability to the picture.

Miller asked how this virus/lockdown affected hiring of new faculty for next year or is it just being done on a departmental basis? Sandefur stated that much of the faculty hiring had already been completed by the time the virus/lockdown hit OSU. They have worked with the deans to tell them to only do essential hiring right now. There are certain positions that need to be filled now and others that can wait. We are being cautious about what positions we fill right now because there is so much uncertainty right now. Sandefur believes we will have enough faculty in the fall to handle our needs.

Miller wondered about the promotion and tenure actions for the year. Had most of these already proceeded through college level committees by the time of the shutdown? Sandefur stated that yes, they had all gone through the college level committees. They then came to Academic Affairs for him to review. This process is more or less completed.

Yates, referencing the budget report, stated that a consequences that she has seen a little bit more of, is programs not accepting substitutions in some minors that might cross colleges that may have been an accepted substitution in the past. It’s something that she has seen recently.

1. **Campus Facilities, Safety, and Security: Karen Neurohr – No Report**
2. **Diversity: Justin Moss – No Report**
3. **Faculty: Matt Lovern – No Report**
4. **Long-Range Planning and Information Technology: Chris Crick – No Report**
5. **Research: Dianne McFarlane – No Report**
6. **Retirement & Fringe Benefits: Griffin Pivateau – No Report**
7. **Rules and Procedures: Pamela Lovern – Update**

DeSilva announced that Faculty Council had their elections a few weeks ago. Our new Vice Chair elect for the next academic year will be our own Pam Lovern. The secretary position was won by Karen Neurohr. DeSilva asked Lovern to announce the new faculty council members.

Lovern announced the following college new representatives:

Arts and Sciences – Tyrrell Conway

Engineering – Rifat Bulut

Vet Med – Mason Reichard

Human Sciences – Brandt Gardner

OSU Tulsa – Karina Shreffler

Ag – Divya Jaroni and Bruce Noden

Business – Lisa Slevitch

The new representatives will be invited to attend our May Zoom meeting.

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

**Old Business – None**

**New Business – None**

The meeting adjourned at 3:38 p.m. The next regular meeting of the Faculty Council is Tuesday, May 12, 2020 at 3:00 p.m.

Respectfully submitted,

Pamela Lovern, Secretary