Jones called the meeting to order with the following members present: Borland, Brown, Champlin, Clarke, Collins, Delen, Depperschmidt, Doust, Ekman, Hurst, Johnson, O’Mealey for Lewis, Lloyd, McCann, Miller, Nabar, Oberhelman, Clarke for Peek, Perea-Fox, Richards, Royer, Siddons, VanOverbeke, Vogel, Ware, Wanger and Yates.

Also present: Belmonte, L., Bird, L., Crenshaw, N., Dew, J., Fry, P., Levine, B., Link, S., Loeffert, J., McFarlane, D., Moss, J., Pivateau, G., Rebek, E., Sandefur, G., Schnaiter, J., Shutt, G., Smith, B., Taber, C., Talley, M., Tucker, S., Weaver, J, and Wray, K.

Absent: Kak, Sheehan and Tenorio.

**HIGHLIGHTS**

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

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

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

AAUP …………………...………………………………………………….………….

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

Wellness Center…………………………………………………………….………….

Graduate Faculty………..…………………………………………………….………..

SAC ………………………………………………………………………….………...

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 …………………………….………………..

Jones called the meeting to order and asked everyone present to sign the roll call as it is circulating the room and if you are a proxy for someone please sign your name as well as the council member for whom you are representing. Jones stated that everyone should have received a copy of the minutes from last month and asked if there were any questions or comments. Seeing none, Jones asked for a motion to approve them as presented. VanOverbeke moved and McCann second. Motion passed. Jones asked for approval of the modified agenda. VanOverbeke moved and McCann second. Motion passed.

**Remarks and Comments – President Hargis:**

Hargis stated that the budget deal fell apart yesterday but it was close. Hargis will know more tonight at the “Capitol Cowboy” meeting that is at 5:30. Hargis stated that what is on the table is the tobacco tax ($1.50 per pack) and a fuel tax (6 cents). The gross production tax is what the legislatures held out for all along. It used to be 7% and they lowered it for horizontal wells to 1% for the first three years then last year raised it up to 2%. They also brought vertical wells down to 2% for three years. He thought the trade for this was to raise the Gross Production Tax but it apparently is not happening yet. There is a bill that passed the house yesterday to cap the itemized deductions at $17,000. This supposedly raised $180 million. All the non-profits are opposing this because it will affect their contributions. Hargis stated that there are some issues on roads and bridges. Hargis stated that if the legislators do not fix any of the cuts we will see a 12% cut. This would amount to another $20 million. Hargis is hopeful that they will get things fixed. Hargis stated that graduation is Saturday. Hargis believes there will be around 3,600 students that will walk. The commencement speakers have been split up: One will be Arts & Sciences; one Business, one Engineering and Human Sciences; and one for Ag and Education. Hargis hopes to keep the speakers to 12 minutes.

**Report of Status of Council Recommendations:**

**President Hargis, Provost Sandefur, and/or Vice Presidents**

**Provost Sandefur:**

Sandefur stated the following recommendations remain pending:

16-05-01-LRPIT: Appropriate Use Policy.

17-03-01-FAC: Revisions to P&P 2-0905 “Nomination & Appointment Process for Regents

Professors”.

17-03-02-FAC: Guidelines for Search & Screen Committee Best Practices.

17-04-01-DIV: Deletion of Faculty Handbook Policy 1.16.2(e).

Siddons asked if there would be an opportunity for the Diversity Committee to talk to legal regarding the recommendation they put forth. Sandefur said yes. He will ask legal counsel to get in touch with her to discuss the changes.

**Report of Liaison Representatives:**

1. AAUP – Barry Lavine

Provost Sandefur and the OSU AAUP chapter recently sponsored a Forum on Academic Freedom and Free Speech. The forum involved a three member panel (Regent Andy Lester, Professor of Geology Todd Halihan, and Vice President Lee Bird) followed by thirty minutes of discussion and comment. The freedom forum was taped and is available on OStateTV, see

<http://www.ostate.tv/?play=6VQLLISaU4DtTOsTxNQc4aU_h813VdwZ>

The next meeting of the State AAUP Chapters will be in August. Currently, discussions at the state level for local AAUP chapters increasingly focus on financial issues and their impact on faculty governance.

1. Women’s Faculty Council – Steph Link

The Women’s Faculty Council held its end-of-year Awards Reception on April 27th. We awarded 18 Research Awards out of almost 80 applicants for a total of $13,250 dollars. We also awarded $1,000 for the Ann Ryder and Clara Smith Leadership Endowed Scholarship for Undergraduates. What a success! This year’s applicant pool was extremely competitive, and we are very thankful for everyone involved in the process including our sponsors, reviewers, and advisors. Special thanks to Marianna Patrauchan for chairing the research awards committee this year.

We are soliciting officer nominations for next year.  The positions up for elections are Vice Chair, Secretary/Treasurer, and Faculty Council Liaison.  You are welcome to nominate other women faculty or to self-nominate if you are interested in shaping the WFC’s projects and activities.  Please send your nominations to ([tracy.quan@okstate.edu](mailto:tracy.quan@okstate.edu)) by **Monday, May 8th** so that we can send out an official ballot before the end of the semester.  The bylaws of the WFC are posted on our webpage (<http://womensfacultycouncil.okstate.edu/>). A ballot will be sent out mid-May to elect the 2017-2018 officers.

As we wrap up this academic year’s programming and initiatives for the WFC, we begin work on setting agenda’s for the upcoming year, please reach out to the incoming chair, Sarah Milligan ([sarah.milligan@okstate.edu](mailto:sarah.milligan@okstate.edu)) with thoughts or suggestions.

We hope all of you will continue to support our efforts and help us to build on our initiatives as we advance as an OSU community.

1. Wellness Center – Mary Talley



1. Graduate Faculty Council – Dr. Brenda Smith

Monthly Graduate Faculty Council meeting was held April 28, 2017.

* Council reviewed and approved the proposed catalog description of the master’s degree completion plans. Plan 1 is coursework and thesis with a minimum of 30 hours (24 hours of coursework and 6 hours of thesis). Plan 2 is the non-thesis and may include coursework only or coursework and culminating experiences (minimum 32 hours of coursework, which can include up to 3 hours of thesis).
* Council reviewed and approved two recommendations from the Academic Program Committee: 1) delete from the inventory the Certificate in Aerospace Security due to low enrollment; and 2) provide online delivery of the Masters in Educational Technology.
* Academic Program Reviews (APR): Council discussed the need for more time for the Subject Matter Groups to review the graduate APRs. Dean Tucker will request the APR meetings be pushed back to May or June or other adjustments in the timeline be made so there is time for this review in the future.
* Commencement Video: A congratulatory video is being finalized for the Spring 2017 Graduate Commencement Ceremony. It will feature members of the graduate faculty.
* The Membership Committee reviewed the membership actions from the six Subject Matter Groups and presented their recommendations to the Council. After some discussion, the Council approved the committee’s recommendations.
* Council will be considering the number of times a course can be counted toward different degrees. Right now there is no restriction on how many times a course can be used, (i.e., Certificates, DVM, MPH, Masters, Doctoral). The goal is to have a proposal ready to go to the faculty in time for the Fall Subject Matter Group Meetings.

1. SAC – Jovette Dew

* The Events Committee is in the last weeks of preparation for the Staff Celebrations Day Event on May 23rd. In addition to the OSU and Mexico Joe’s Mascots, Bullet the OSU Spirit Rider’s Horse will be available for pictures. Mexico Joes will cater with a Nacho Bar. We will have a photo booth once again this year, Music provided by A Comedian/Magician will be entertaining the staff as they eat and walk around visiting the many areas. OSU Vendors that will be handing out free products for the day and providing door prizes.
* The Policies, Benefits & Budget Committee are coordinating the Staff Advisory Council Staff Scholarship application process. Information on how to apply for the scholarships will be announced in the May SAC Newsletter. You can contact Kristin Henderson, Chair of the PB&B Committee for further information.
* The Fund Raising Committee continues ticket sales for the annual upcoming Staff Parking Space Raffle. You can purchase tickets from any SAC member or call Michelle Chitwood or John Stephens of the committee. Tickets are $1.00 each or 6 for $5.00. The drawing for the raffle will be the day of the Staff Celebration Day Event, May 23. You do not have to be present to win. The committee has also been helping the Events Committee with registering the Vendors for the Staff Celebration Day Event.
* The Rules and Procedures Committee received six new and three incumbent nominations for the election of new SAC members for 2017-2018 Fiscal year. The 2017 elections was April 24 - May 5, 2017. Results will be announced at the SAC meeting in May.
* The Communications Committee has been working with the Rules and Procedures Committee to help promote the SAC elections. They have also been assisting the Events and Fund Raising committee on the Staff Celebration Day and Parking Space Raffle advertising fliers and announcements in the SAC monthly newsletter. More email and Facebook advertising is planned. They are redoing the Recommendations webpage on the SAC website.
* The Awards Committee has finished up their projects for the year.

Submitted by Sue Goad, SAC Chair

Report given by Jovette Dew; Vice Chair, Staff Advisory Council

**REPORTS OF STANDING COMMITTEES:**

**Academic Standards and Policies: David Oberhelman – Year End Report**

Year-End Report 2016-17

ACADEMIC STANDARDS AND POLICIES COMMITTEE

May 9, 2017

Faculty Council members: David Oberhelman, Chair (Library),

Members: Kathryn Castle (Emeriti Faculty); Chad Depperschmidt (Educational Studies); John Gelder (Chemistry); Kris Hiney (Animal Science); Aaron Matheson (Undergraduate Representative); Susana Perea-Fox (Foreign Languages); Prashanth Reddy (Graduate Student Representative); Karin Schestokat (Foreign Languages); Jason Vogel (Biosystems and Agricultural Engineering)

The committee made the following recommendations to Faculty Council this year:

* + - 1. Changes to Academic Regulation 6.5 (and other policies), which requires instructors to report midterm (six-week) progress grades for all students (regardless of classification) enrolled in 1000- and 2000-level classes. Instructors of eight-week or shorter classes were exempted from reporting sic-week grades. Faculty Council approved Nov. 8, 2016
      2. Search and Screen best practices recommendations jointly developed by the Faculty Committee and AS&P. Faculty Council approved March 21, 2017.
      3. Changes to the Regents’ Professor Nomination and Appointment Process (P&P 2-0905) to bring in line with RPT process for promotion to full professor, also a joint recommendation with the Faculty Committee. Faculty Council Approved, March 21, 2017.

Other issues and activities of the committee:

1. Continuing to study OSU Attendance Policy for student athletes and other non-traditional students with work or OSU-sponsored activities that create attendance issues. We met with Dr. Brenda Smith to discuss the problem and currently the Athletic Committee is identifying majors with require classes that are only offered in afternoons. We will continue to study the situation and issue a recommendation to Faculty Council pending the report from Athletic Committee. (Ongoing)
2. We looked at other issues related to short or online courses and six-week grades, and discussed the limitations of Banner, and when it can be opened for grading courses lasting shorter than sixteen weeks. We will continue to discuss grading issues as they arise with Registrar Celeste Taber.
3. We looked at issues related to the academic calendar and courses brought to us by Faculty Council Executive, but the committee decided not to pursue those issues further.
4. AS&P representative Jason Vogel represented the committee/Faculty Council on the Honorary Degree Committee; Oberhelman represented the committee/Faculty Council on the Late/Retroactive Withdrawal Committee, Tuitions Appeals Committee; Academic Integrity Advisory Board; and the Academic Reprieve Committee.

Respectfully submitted,

David Oberhelman

**Athletics: Tom Royer – Year End Report**

End of Year Summary, 2016-2017 Submitted by Tom A. Royer, Chair

Committee Members: Tom A. Royer (Chair), Sandeep Nabar, (FC Member) BobbiKay Lewis (FC Member), Wayne Bovenschen (General Faculty Member) Whitney Bailey (General Faculty Member) Tim Snider (General Faculty Member) Dennis Bertholf (Emeriti Faculty Member), Anna Beffer (Student Member) Kevin Fite (Liaison), Marilyn Middlebrook (Liaison), Stephen Clarke (Faculty Athletic Representative).

In 2015-16, the roll of Athletics Committee re-defined its essential activities:

* The chair serves as the voting representative member to the Athletics Council and provides a report on activities to the Faculty Council.
* The Athletics Committee chair will represent the Faculty Council on issues regarding student athlete academics.
* The Athletics committee will conduct an annual review of ASSA ‘s program.
* At a minimum, the Athletics committee members will meet twice: once in the fall to meet with Dr. Middlebrook, tour the ASSA facilities and receive feedback on how the committee can assist with ASSA’s mission and function, and once in the spring to summarize the committee’s review of ASSA’s program.
* Any additional meetings would be called Ex tempore by the Chair to respond to issues brought forth by the Athletics Council or other issues regarding athletics and academic issues.

Preamble: The 2013-2014 Athletics Committee, at the suggestion of Dr. Middlebrook, recommended that the Faculty Council’s Athletics Committee annually review the policies, procedures

and practices offered through the office of Academic Services for Student-Athletes (ASSA). This process should include a review of procedures for counseling, tutoring, and online courses as well as the communication practices between the coaches and the student-athletes and between the student athletes and other advising offices across campus. The rationale was that it provides the ASSA with a documented annual review from a committee of the Faculty Council should individuals or groups make claims which question the integrity or efficacy of the advising services provided to our student-athletes. The following are the results of the 2015-46 review:

In general, the ASSA has implemented many of the committee’s past recommendations, which are transparently available on its website: [http://aec.okstate.edu/.](http://aec.okstate.edu/) In 2016, the committee suggested that some information be updated. The following suggestions preceded by a check mark  were addressed.

* Student-Athlete Advisory Committee (SAAC) link: (Web information is not up to date) 2014-2015
* On the website under the Awards and Achievement tab, when listing names instead of listing alphabetically, list by most recent award winners (by Year)
* Include the location of the Academic Center.
* Continue posting recent photos of athletes serving in the community.
* Update main page.
* One suggestion that still needs addressing is to include a link to information regarding the athletic program’s commitment and compliance with OSU policies on Diversity. We suggest that the committee contact Dr. Jason Kirksey for more information.

In September 2016, the Chair (Royer) contacted Dr. Brenda Smith, Chair of the Athletic Council to get a schedule of upcoming Athletics Council meetings. Of main concern was to get a better understanding of the issue identified in 2015 (the lack of availability of certain majors due to inflexible schedules) that was being addressed by the Athletics Council’s Committee on Academic Integrity, chaired by Dr. Kris Giles.

The Athletics Council met three times during the last academic year, and the Academic Integrity Committee (CAI) met twice to assign members to identify and compile information that identified majors with required core course, which were scheduled in a manner that might prohibit students to not be able to complete their degree in 4-5 year. The CAI focused especially on students who have afternoon activities associated with their athletic scholarships, or have to work in afternoons to offset the cost of attending OSU. The Athletics Committee offers this report to the Faculty Council for future consideration to develop ways that address this issue to the benefit of our future students.

The following are excerpts from the CAI’s report to the Athletics Council.

“The CAI examined Degree Sheets and Class schedules from 2011-2016, and 112 majors/options from across campus were evaluated to determine if one or more core course/lab requirements was offered in afternoons (Approximately 1-6 pm) when student athletes were required to participate in activities related to their scholarships.

For the 2016-2017 report, members of the Faculty Council’s Athletics Committee contributed to the examination of 112 majors/options. Eighty four of these were categorized as majors/options that could not be completed over a 5-year period without significant efforts by faculty and coaches or employers to accommodate required schedules (See list below).

The criteria were:

NO = a course or courses were only offered in afternoon and or only offered every other year.

YES = a course or courses were offered in the morning, evening after 5:30, or via the web, it was not considered restrictive.

The Committee for Academic Integrity is concerned that many students with afternoon time requirements due to required scholarship activities or non-traditional students with afternoon work requirements are unable to pursue a significant number of majors at our Land Grant University, strictly because of class schedules of core course requirements.

The CAI believes that because of these scheduling barriers, University Studies will remain the most common major among student athletes for the foreseeable future. Despite these restrictions, a small number of student-athletes are able to complete degree requirements for some of the difficult to schedule majors at OSU. The CAI applauds the combined extra effort and flexibility untaken by these students, the staff associated with the Academic Services for Student-Athletes program, advisors, and faculty who “go the extra mile” and help a student’s degree completion.

Below is a list of Majors in which required core course schedules were examined. Majors/options at OSU: NO- unlikely to be completed, YES- Likely to be completed.

# COLLEGE OF AGRICULTURAL SCIENCES AND NATURAL RESOURCES

Agribusiness (BSAG)

* + NO- Agricultural Communications Double Major(BSAG)
  + NO- Crop and Soil Sciences (BSAG)
  + NO- Farm and Ranch Management (BSAG)
  + NO- International (BSAG)
  + NO- Pre-Law (BSAG)
  + NO- Pre-Veterinary Business Management (BSAG)
  + NO- Finance
  + NO- Management
  + NO- Marketing

Agricultural Communications (BSAG)

* + NO- Agricultural Communications
  + NO- Agribusiness Double Major (BSAG)
  + NO- Animal Science Double Major (BSAG) Agricultural Economics (BSAG)
  + NO- Agricultural Economics (BSAG)
  + NO- Accounting Double Major (BSAG) Agricultural Education (BSAG)
  + NO - Agricultural Business and Economics (BSAG)
  + NO - Agricultural Communications (BSAG)
  + NO - Animal Agriculture (BSAG)
  + NO - Horticultural Sciences (BSAG)
  + NO - Natural Resources (BSAG)
  + NO - Teaching (BSAG) Agricultural Leadership
  + NO- Extension Education (BSAG)
  + NO- General (BSAG)
  + NO- International Studies (BSAG) Animal Science
  + NO- Agricultural Communications Double Major (BSAG)
  + NO - Agricultural Education Double Major (BSAG)
  + NO - Animal Biotechnology (BSAG)
  + YES- Business (BSAG)
  + YES- Livestock Merchandising (BSAG)
  + YES- Pre-Veterinary Animal Science (BSAG)
  + NO- Production (BSAG)
  + NO - Ranch Operations (BSAG) Biochemistry and Molecular Biology (BSAG)
  + YES- Biochemistry (BS)
  + YES- Biochemistry and Molecular Biology (BSAG)
  + YES- Pre-Medical or Pre-Veterinary Science (BSAG)

Entomology

* + NO- Bioforensics (BSAG)
  + NO- Insect Biology and Ecology (BSAG)
  + NO- Pre-Veterinary and Pre-Medical Sciences(BSAG) Environmental Sciences
  + NO - Environmental Policy (BSAG)
  + NO - Natural Resources (BSAG)
  + NO - Water Resources (BSAG) Food Science
  + NO- Food Industry (BSAG)
  + NO - Food Safety (BSAG)
  + NO - Meat Science (BSAG)
  + NO - Science (BSAG) Horticulture
  + NO- Horticultural Business (BSAG)
  + NO- Horticultural Science (BSAG)
  + NO- Landscape Architecture (BLA)
  + NO- Landscape Management (BSAG)
  + NO- Public Horticulture (BSAG)
  + NO- Turf Management (BSAG) Natural Resource Ecology and Management
  + NO - Fire Ecology and Management (BSAG)
  + NO - Fisheries and Aquatic Ecology (BSAG)
  + NO - Forest Ecology and Management (BSAG)
  + NO - Natural History and Conservation (BSAG)
  + NO - Rangeland Ecology and Management (BSAG)
  + NO - Wildlife Biology and Pre-Veterinary Science (BSAG)
  + NO - Wildlife Ecology and Management (BSAG) Plant and Soil Sciences
  + NO - Agronomic Business (BSAG)
  + NO - Crop Production and Management (BSAG)
  + NO - Plant Biotechnology and Improvement (BSAG)
  + NO - Soil and Water Resources(BSAG)

# COLLEGE OF ARTS AND SCIENCES

* + YES- American Studies (BA)
  + NO- Biological Science (BS)
  + NO- Chemistry
  + YES- Computer Science (BS)
  + NO- Communication Sciences and Disorders (BS)
  + YES- English (BA)
  + ?- Geography (BA) (BS)
  + YES- Geology (BS)
  + YES- History (BA)
  + YES- Mathematics (BA) (BS)
  + YES- Microbiology, Cell and Molecular Biology (BS
  + YES- Multimedia Journalism (BA) (BS)
  + NO- Physics (BS)
  + ?- Political Science (BA) (BS)
  + YES- Psychology (BA) (BS)
  + YES- Sociology (BA) (BS)
  + YES- Spanish (BA)
  + YES- Sports Media (BA) (BS)
  + YES- Strategic Communication (BA) (BS)
  + NO- Theatre (BA)
  + YES- University Studies (BUS)”

# COLLEGE OF EDUCATION

* + NO- Elementary Education (BS)
  + NO-Secondary Education-English
  + NO-Secondary Education-Foreign Language
  + NO-Secondary Education Social Studies

# SPEARS SCHOOL OF BUSINESS

* + NO- Accounting (BSBA)
  + YES- Finance (BSBA)
  + YES- Entrepreneurship (BSBA)
  + NO-Economics (BSBA)
  + YES- General Business (BSBA)
  + YES- International Business (BSBA)
  + NO- Management Science and Computer Systems (BSBA)

 YES- Marketing (BSBA)

* + NO- General Business Pre-Law (BSBA)
  + NO-Management Information Systems (BSBA)
  + NO- Information Assurance (BSBA)
  + NO- Management Science and Computer Systems (BSBA)
  + YES- Business Economics and Quantitative Studies (BSBA)
  + NO- Pre-Law (BSBA)

# COLLEGE OF ENGINEERING, ARCHITECTURE AND TECHNOLOGY

* + NO- Aerospace Engineering (BSAE)
  + NO - Biomechanical (BSBE)
  + NO - Bioprocessing and Food Processing (BSBE)
  + NO - Environmental and Natural Resources (BSBE)
  + NO- Chemical Engineering (BSCH)
  + NO- Mechanical Engineering (BSME)
  + NO- Electrical Engineering (BSEE)

# COLLEGE OF HUMAN SCIENCES

Design, Housing and Merchandising

* + NO- Apparel, Design and Production (BSHS)
  + NO- Interior Design (BSHS)
  + YES- Merchandising (BSHS)
  + NO- Hotel and Restaurant Administration (BSHS) Human Development and Family Science
  + NO- Child and Family Services (BSHS)
  + NO- Early Childhood Education (BSHS)
  + NO- Family and Consumer Sciences Education (BSHS) Nutritional Sciences
  + NO- Allied Health (BSHS)
  + NO- Community Nutrition (BSHS)
  + NO- Dietetics (BSHS)
  + NO- Human Nutrition/Pre-Medical Sciences (BSHS)

**Budget: Glenn Brown – Year End Report/Update**

Recommendation: Increasing Foreign Student Undergraduate Enrollment

Year-End Report 2016-2017

BUDGET COMMITTEE

May 9, 2017

Glenn Brown, Chair, Biosystems & Ag Engineering Michele Seikel, Secretary, Library

Scott Johnson, Management Steve Wanger, Educational Studies

Eric Rebek, Entomology & Plant Path Sandeep Nabar, Accounting

Isabel Alvarez-Sancho, Foreign Languages Dingbo Lin, Nutritional Services

Andrea Arquitt, Nutrition Emeritus Mindy McCann, Statistics

*Recommendation*. The committee made one recommendation:

* Increasing Foreign Student Undergraduate Enrollment

*College Budget Briefings*. In the Spring semester, committee members attended each of the college budget briefings. The appendix of this report presents the report of those meetings. The committee wishes to thank the administration for including the Faculty Council in the Unit Budget Briefings. All the briefings were informative, and the unit administrators were responsive to questions, either in the briefing or afterward.

The briefings indicate a trend that several colleges are planning to increase student fees for the purpose of raising revenue. For some students, there could be unintended consequences because fees may not be covered by financial aid, so fee increases could lead to increased student debt. The committee would like the administration to consider the impact on student finances when increasing funding by only increasing fees.

*Penny Sales Tax*. Our initial efforts in September and October focused on developing recommendations for spending the increased revenue resulting from the State Penny Sales Tax initiative. Vice President Weaver and Associate Vice President Harkins supplied considerable supporting data to our research. However, with the ballot failure of the initiative, the committee dropped that effort and refocused on the generation of new revenues.

*Increasing Foreign Undergraduate Enrollment*. Beginning in November, the committee examined opportunities and limitations to increasing foreign student undergraduate enrollment. Increasing foreign enrollment would have significant positive financial impact to the University. Each foreign student spends approximately $38,500 per year on tuition, fees, room, board, and other expenses[[1]](#footnote-1). When that income is combined with the advancement of OSU’s goal to increase our domestic student’s global education, foreign student enrollment is clearly a win-win for the University.

The committee received briefings from:

* Mr. Joe Weaver, Vice President, Administration and Finance
* Dr. Christie Harkins, Associate Vice President and Director of IREM
* Mr. Kyle Wray, Vice President, Enrollment Management and Marketing
* Mr. Tim Huff, Coordinator, International Students and Scholars

Vice President Weaver noted the impact on tuition and fee income from undergraduate foreign student enrollment. He also stated that departments significantly increasing foreign enrollment could request an increase in teaching support. In later committee discussions, we identified that some administrators and many faculty were unaware that there may be direct financial benefits to departments with increasing foreign enrollment. Considering all the other demands on the academic units, some may not see the benefit of increasing their efforts in the area. Thus, we concluded that the university should distribute to the academic units information on the increase in funding and teaching appointments that colleges and departments can expect if they substantially increase their foreign student undergraduate enrollment.

Vice President Hawkins presented data on International Freshman and Undergraduates over the period of 2003 to 2015. Freshmen enrollments have fluctuated from 155 in 2003, to a low of 66 in 2008, to the current 121. Total undergraduates likewise went from 834 in 2003, to a low of 455 in 2009, to the current 806. The 74% increase in undergraduates since 2009 was attributed to the growth of dual-degree programs.

Vice President Wray presented the International Recruitment Strategy Plan. An initiative of Enrollment Management that started in the summer of 2016, the plan is directed at new freshman enrollment. These efforts, supported by five new staff, are modeled similar to OSU’s domestic student recruitment. Plan features include focused email, foreign college fairs, social media, and recruitment videos in native languages. A key component will be systematic data management and candidate tracking. Initial efforts have focused on China. It was not clear if enrollment goals had been set at this time. Overall, the committee was satisfied with the effort and supports its continuance at existing levels as they build their expertise in the area.

Mr. Huff reported on International Students and Scholars (ISS) development of joint degree programs. These degrees involve the partnership of a foreign institution with OSU. Students take their initial classwork at the foreign school and then transfer to OSU for their final courses. Upon graduation, they are granted degrees from both OSU and their home institution. Early programs were “2+2”; two years foreign and two years at OSU. Recently, China’s government is pushing “3+1” where the Chinese students spend a full calendar year at OSU with additional classes taught by OSU in China.

Current joint programs or departments actively negotiating new agreements are:

* Southwest Jiaotong University (SWJTU)
  + Civil Engineering
  + Fire Protection and Safety
* Sun Yat-sen University (SYSU)
  + Hotel and Restaurant Administration
* China Agricultural University (CAU)
  + Agricultural Economics
  + Negotiating with Horticulture and Landscape Architecture
* Northwest A&F University (NWAFU)
  + Negotiating with Biosystems and Agricultural Engineering
* Southwestern University of Finance and Economics (SWUFE)
  + Business

In addition to these programs, there is interest to develop other programs at SWJTU, CAU, NWAFU and Fudan University. Enrollment is growing and ranges from 5 to 60 in each program. The Agricultural Economics program started at 23 last year and will admit 43 in the fall. While there is considerable variation, it is reasonable to expect a minimum of 20 students for every new joint program.

It should also be noted that joint programs provide other opportunities. Since these are institutional partnerships, there are many additional beneficial interactions including,

* Reciprocal Student Exchanges,
* Summer Programs (both directions),
* Faculty exchanges,
* Sabbatical appointments, and
* Cooperative research.

Likewise, there are spin-offs to other programs at OSU. The SWJTU in Civil Engineering has attracted students to other engineering majors, Finance, and Journalism. Finally, it is expected that many of these students will continue on to graduate school at OSU.

There is a clear potential to grow within China and beyond. South Korea and the Middle East having strong potentials for growth but have not been pursued due to a lack of personnel and support funding. Thus, the Committee is of the opinion that ISS staffing and operating budget should be increased to pursue those opportunities.

The committee was impressed with the close cooperation between ISS and the academic units, which is critical with joint programs. Such cooperation is crucial to maintain academic standards (and our reputation) if OSU is to expand these programs. Thus, the committee is of the opinion that the Coordinator of ISS, who currently reports to the director of the Student Union, should report directly to an academic administrator. Suitable unit administrators would be the Vice President of Student Affairs, the Associate Vice President for Undergraduate Education, or the Dean of the School of Global Studies and Partnership.

Appendix

OSU Faculty Council Budget Committee

**2017 OSU College Budget Briefing Report**

March 27, 2017

Compiled by Michele Seikel

**Attendance**

Each year, a member of the Faculty Council Budget Committee attends each college budget briefing meeting and reports to the Budget Committee. The table below lists committee members who attended and reported on meetings.

|  |  |
| --- | --- |
| **Unit** | **Budget Committee Representative** |
| Division of Agriculture | Dr. Mindy McCann |
| Edmon Low Library | Dr. Andrea Arquitt |
| Spears School of Business | Prof. Michele Seikel |
| Center for Veterinary Health Sciences | Dr. Dingbo Lin |
| Graduate College | Dr. Scott Johnson |
| College of Education | Dr. Isabel Alvarez-Sancho |
| College of Human Sciences | Dr. Steve Wanger |
| Honors College | Dr. Sandeep Nabar |
| Engineering, Architecture and Technology | Dr. Eric Rebek |
| College of Arts and Sciences | Dr. Glenn Brown |

**Reports**

Dr. McCann attended the Division of Agriculture briefing. They have three separate revenue streams: teaching, research, and extension. They are trying to move positions so as to be able to cover more than one stream. State funding cuts hit them harder because extension and especially experiment stations are not supported by tuition and fees. They want to start a fundraising campaign for a new building, and they think they will be close to raising half in the next year.

Dr. Arquitt attended the Library budget briefing. The FY 2017 library funding stream is 66% mandatory student library fee, 29% state allocated funds and 5% gift and endowment funds. In the fall 2016 the mandatory library fee was increased by $2/SCH to $17/SCH. To stay within budget and in anticipation of new initiatives, the library recently dropped the Center for Research Libraries Collection (Humanities), OCLC, and Biological Abstracts. None of these was widely used and much is available in the Web of Science.

Initiatives for FY2018 are to coordinate with OSU Tulsa Library for services and collections between the two libraries. They are working to get established in CADRE (Coalition fpr Advancing Digital Research and Education) and would like to add VIVO to represent scholarship on campus.

In addition, there are space renovation initiatives requested, deferred maintenance issues to be addressed, and three new positions. The Dean believes that the three new positions can be handled internally. It was noted that the SCH fee, which OU Library receives, is $12/SCH.

Prof. Seikel discussed the Spears School of Business briefing, at which the major topic was moving into their new building in December. They want to add more faculty, but they can’t until they have room to put them in, and students and faculty are currently scattered around campus, including in Gundersen Hall. The Dean mentioned that it’s difficult to create a sense of community when students and faculty cannot meet in the same building.

Dr. Lin attended the Vet Med briefing. A tuition increase means that they can fill 2 of the 12 faculty vacant positions that they currently need, as well as add new equipment and classrooms. Faculty is what they really need at the moment, although some of their vacant positions are clinical rather than teaching. The Provost and Vice-President both said that you can increase out-of-state student recruiting by 10%. Dr. Ross feels that our tuition is low at about $20,000 per year compared with $25,000 in the surrounding states.

Dr. Brown attended the Arts and Sciences briefing. Major topics were personnel, budget disincentives and Facilities. Actions taken to reduce expenses have included reductions in GTAs, voluntary administrative and staff time reductions, and continued paring of summer face-to-face instruction. The college has increased freshmen retention to 80.8%. The college has proposed several new retention initiatives but each will require new funding. In particular, old, outdated laboratories and tutoring spaces hurt retention. $4.1 million was requested for the new retention initiatives.

Dr. Johnson attended the Graduate College briefing. They are considering a graduate college fee. Many graduate programs are covered by tuition waivers, but revenue can be generated by certificate programs. Some online-only masters programs have permission to charge less tuition for out-of-students. 600-level classes can also generate revenue, including distance education delivered in other countries. They have some programs that they want to expand, such as a dissertation writing workshop.

Dr. Alvarez-Sancho discussed the College of Education briefing. They are planning a new fee to raise more money for graduate student stipends. The Tulsa campus is competing with Northeastern, which is cheaper. On our campus, however, retention is going well because of good faculty advisers. They now have four units, so they need to add more faculty. The nursing program is new. They are also adding new faculty and fundraising for a new flight center for the aviation program. Some of their programs like recreational education are located at the Colvin and Seretean Centers.

Dr. Nabar attended the Honors College budget briefing. They plan to hire a half-time Associate Dean and have an assistant director position empty, which can pay for part of that. They hope to provide mentoring and tutoring with an international component that will attract high achievers. They are proposing a University Scholars program, which would provide enhanced support to students during their first two years. The proposal is modeled on programs in Illinois and Ohio. They also are trying to place an honors specialist in each college.

Dr. Wanger attended the College of Human Sciences briefing. They are increasing fees to $12.00 per credit hour and have hired a consultant to find additional revenue streams. They have lost a $512,000 grant for the Child Development Lab to state and county budget cuts. Dean Wilson stated that tuition banking will affect their summer class offerings, and they will not offer more online courses.

Dr. Rebek attended the College of Engineering, Architecture and Technology briefing. The College of Engineering, Architecture and Technology (CEAT) has been growing at an average of 6% per year for 7 years. This growth includes increases in credit hours (33%), undergraduate enrollment (44%), degrees granted (60%), and financial allocation (11%). Demand for undergraduate degrees in CEAT is high, particularly for engineering, but engineering has no room to grow and there is a lack of sufficient space for labs, classrooms, etc. at OSU. In contrast, enrollment for graduate programs in CEAT has declined, largely due to budgetary losses (e.g., CEAT experienced a 20.5% budget cut from the state for FY17) and the amount of resources dedicated to the undergraduate program.

Underfunded needs are estimated to be $5.85 million per year. Tuition and fees for CEAT students at OSU are 29% less than their average Big 12 and national peers, as well as in-state peers at OU. This leaves CEAT with $8.375 million per year less for resources to teach the equivalent number of students. Assuming no allocation reduction in FY18, CEAT program fees will increase by $49.50 per credit hour to help close the $5.85 million gap for continued growth. Differential tuition for CEAT students would also help close this gap.

**Observations**

The committee wishes to thank the administration for including the Faculty Council in the Unit Budget Briefings. All the briefings were informative, and the unit administrators were responsive to questions, either in the briefing or afterward.

The briefings indicate a trend that several colleges are planning to increase student fees for the purpose of raising revenue. For some students, there could be unintended consequences because fees are not covered by financial aid, so fee increases could lead to increased student debt. The committee would like the administration to consider the impact on student finances when increasing funding by only increasing fees.

Brown presented the Foreign Student recommendation that was included in the agenda. Jones asked for discussion/questions. Seeing none, moved for a vote. Motion passed.

**Campus Facilities, Safety, and Security: Erik Ekman – Year End Report**

Year-End Report 2016-2017

Campus Facilities Safety and Security Committee

May 9, 2017

Erik Ekman, Committee Chair, Department of Foreign Languages and Literatures

Chad Depperschmidt, Department of Aviation and Space

Kevin Drees, Edmon Low Library

Paulette Hebert, Department of Design, Housing and Merchandising

Chuck Leider, Emeritus Faculty Member

Cody Dean, SGA

Ron Tarburton, Facilities Management (ex officio)

Mike Buchert, Long Range Facilities Planning (ex officio)

Activity:

The Campus Facilities Safety and Security Committee met Fall and Spring semesters to discuss a variety of issues including earthquake preparedness, bicycle safety, outdoor lighting on campus, and parking issues, including parking around the Colvin center and handicapped parking spaces near the student union. We also heard reports on the more than 30 major construction projects going on around campus.

Resolution:

At our February 28 meeting the committee passed a resolution affirming the faculty’s continued support of the current prohibition of the presence of firearms on campus. The resolution approved by faculty council at the March 21 meeting.

**Diversity: Louise Siddons – Year End Report**

Year-End Report 2016-17

DIVERSITY COMMITTEE

May 9, 2017

Louise Siddons, DC Chair, Art History Lucero Tenorio, Foreign Languages

Gina Peek, Design, Housing & Merchandising Sue Jacobs, Applied Health & Edu. Psy.

Qiuying Wang, Teaching and Curri. Leadership Mimi Ward, Emeritus Faculty

Justin Moss, Horticulture & Landscape Arch. Milad Mohebali, GPSGA

Taylor Copeland, SGA

The committee made or supported the following recommendations and resolutions:

1. Resolution supporting OSU’s international community (passed on February 14, 2017).
2. 17-04-01-Diversity: Deletion of Faculty Handbook Policy 1.16.2(e).
3. Resolution to reaffirm support for policy related to equal opportunity, sexual harassment, political action, and academic freedom (passed April 11, 2017).
4. Search and Screen best practices recommendation (sponsored by Faculty Committee and passed on March 21, 2017).

We identified the following policy review needs:

1. 1-0101 Equal Opportunity/Affirmative Action
2. 1-0803 Employment of Internationals
3. 1-0702 Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure
4. The Diversity Committee requested clarification of the following personnel:
   * + 1. College representatives to the Director of Affirmative Action (1-0101, 2.04)
       2. Chair and members of the Committee for Campus Accessibility (1-0101, 2.06)

We actively pursued the improvement of communication about diversity on campus, including:

1. Meeting with the Provost to follow up on the Campus Climate survey that Faculty Council requested be developed, in light of the COACHE survey and its lack of coverage of diversity-related climate concerns.
2. Sending a representative to the Office of Institutional Diversity’s Diversity Board meetings and collaborating with them on the development of Community Conversations, staff diversity training, and other initiatives,
3. Creating, in collaboration with Women’s Faculty Council, a list of diversity-related organizations on campus and their contact information, in the hopes of creating a shared calendar or communication stream for those organizations,
4. Proposing the creation of a SmallWorld pilot community at the university in order to explore its potential for improving cross-disciplinary, cross-campus exchange.

In the near future, Diversity Committee hopes to work with the Office of Institutional Diversity to implement Search Committee training in diversifying faculty search candidate pools and conducting successful searches. We also hope to pursue implementation of a campus-wide event calendar and resource list generated by diversity-related organizations and units across campus, and hosted by the Office of Institutional Diversity. Finally, we hope to support the implementation of a faculty-wide campus climate survey.

Borland asked if the resolution from last month be added to the website. White was asked to add resolutions to the website.

**Faculty: Pamela Lloyd – Year End Report**

**FACULTY COMMITTEE**

2016-17 Annual Report

May 9, 2017

**Members:**

Pamela Lloyd, Faculty Committee Chair (Physiological Sciences)

Matthew Lovern (Integrative Biology)

Udaya DeSilva (Animal Science)

Chris Richards (Animal Science)

Nicholas Materer (Chemistry)

David Oberhelman (Library)

Glenn Brown (Biosystems & Ag. Engineering)

Barbara Miller (Emeriti Association)

**Faculty Committee presented the following recommendations to Faculty Council:**

16-10-01-Faculty: Clarification of Extension Specialist, Research Associate, and Teaching Associate Titles

* Passed October 11, 2016

17-03-01-Faculty-ASP: Revisions to Policy 2-0905, “Nomination and Appointment Process for Regents Professor”

* Passed March 21, 2017

17-03-02-Faculty-ASP: Guidelines for Search and Screen Committee Best

Practices

* Passed March 21, 2017

17-04-01-Faculty: Revisions to Policy 2-0903, “Clinical Faculty Track”

* Passed April 11, 2017

**Faculty Committee revised the following documents:**

“Bylaws of Faculty Council”

* Edits were made to adjust meeting dates, agenda item order, and add the description of the Diversity Committee.
* Current status: Approved by Faculty Committee January 12, 2017. Available online at [*https://academicaffairs.okstate.edu/content/osu-faculty-handbook*](https://academicaffairs.okstate.edu/content/osu-faculty-handbook)

“Charter and Bylaws of the General Faculty”

* Edits were made to adjust the annual general faculty meeting date, method of ballot delivery, and other administrative details.
* Current status: Approved by the OSU/A&M Board of Regents March 3, 2017. Available online at [*https://academicaffairs.okstate.edu/content/osu-faculty-handbook*](https://academicaffairs.okstate.edu/content/osu-faculty-handbook)

“Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University”

* Additions to the text were made to reflect new non-tenure track titles. Several other sections were edited.
* Current status: edits complete except for section 2.3, Grounds for Dispute. Faculty Committee will continue this task next year.

**Other activities:**

Upon the request of the Provost, Faculty Committee is currently reviewing 5 dossiers for reappointment, promotion and tenure. The committee will submit its recommendation to the Provost by May 19, 2017.

**Long-Range Planning and Information Technology: Jason Vogel – Year End Report**

Year-end Report 2016-17

LONG RANGE PLANNING AND INFORMATION TECHNOLOGY COMMITTEE

May 9, 2017

Faculty Council members: Jason Vogel (Chair, Biosystems and Agricultural Engineering), Dana Sterling (OSU-IT), Kim Pearsall (OSU-OKC), Mindy McCann (Faculty Council Vice Chair), Stephen Clarke (Faculty Council Past Chair, ex-officio for part of the year)

Members: Keith Teague (Electrical and Computer Engineering, Secretary), Victor Baeza (Library), Matt Bowler (Management), John Fitzpatrick (Veterinary Medicine, Emeritus), Shane Lyon (Veterinary Medicine)

The committee made the following recommendations to Faculty Council this year:

1. Reviewed changes and put forth a recommendation regarding changes to the OSU Appropriate Use Policy. Faculty Council approved March 21, 2017.
2. Have passed a recommendation through committee regarding the Intellectual Property and Copyright policy. The policy is currently under review by the Faculty Committee (ongoing). A joint recommendation will come before the Faculty Council in the fall semester.

Other issues and activities of the committee:

1. Discussed Banner issues with Darlene Hightower, Chief Information Officer (CIO) for Information Technology. (Ongoing)
2. Discussed appropriate access to grades through Banner and Brightspace with regard to who has access to personal information with Darlene Hightower, Chief Information Officer (CIO) for Information Technology. (resolved)
3. It was mentioned by Darlene Hightower, Chief Information Officer (CIO) for Information Technology, that there may be a role for the committee on the review of the Security Policy and the Data Classification Policy. No further action was taken during the year on this, but there may be role in the future.
4. Discussed prioritizing maintenance of current buildings over building new ones with Joe Weaver, Vice President for Administration and Finance. (ongoing)
5. Discussed potential new proposals regarding Brightspace with Chris Ormsbee, Associate Provost and Director of ITLE at our May 2 meeting. Notes from this discussion are below (taken by Keith Teague).

*Notes from Discussion with Chris Ormsbee:*

*Chris attended the May 2, 2017 meeting to discuss the status of the Learning Management System, Brightspace (formerly D2L), and possible future plans.*

*Brightspace has been undergoing review with users being surveyed. The University has been evaluating Brightspace and making comparisons against other competing systems including Blackboard, Canvas and others while looking to the future. OU has recently switched to Canvas after using D2L with full implementation this spring. Positive comments are being received. OU has offered their assistance if the University decides to move to Canvas.*

*The University’s evaluation will continue in the fall semester with additional input being sought. Vendors will be invited to campus to make presentations. If there is sufficient interest an RFP will be developed to formally consider adopting a new LMS. The current contract for Brightspace extends into fall 2018 and any migration to a new system will require supporting both the old and new platforms for the period of migration.*

*The committee encouraged Chris to solicit input regarding experience with Brightspace from users at all levels, not just highly proficient users. A concern was expressed that support for some sort of Digital Rights Management for securing media files be available (in Brightspace as well as any future system) to prevent easy theft of online media (video lectures, etc.). Compatibility with online learning systems provided by certain publishers (Pearson) was also discussed.*

*Information gathering will proceed in the fall.*

Respectfully submitted,

Jason Vogel, Long-range Planning and Information Technology Committee Chair

**Research: Andrew Doust – Year End Report**

**Faculty Council Research Committee Report 2016-2017**

Members: Andrew Doust (chair, Plant Biology, Ecology and Evolution), Cristina Gonzalez (Art), Andrew Wadowski (English), Jeff White (Chemistry), Scott Johnson (Management), Frank Champlin (Biochemistry and Microbiology), David Lewis (Emeritus), Daniel Lao-Davila (Geology), Arpita Basu (Nutritional Sciences)

**Recommendations**

16-05-01-RES Amendment: Support and Promotion of Undergraduate Research at OSU (UGR Scholar transcript designation). As a result of a recommendation that the Research Committee proposed to Faculty Council in May 2016, and further revised this year, the University has approved changes to the Undergraduate Research Scholar Transcript Designation that are designed to make the designation more easily obtainable by scholars in diverse disciplines. This was approved in March 2017.

**The Role and Support of Research at OSU**

In 2016-2017, the Research Committee has focused on the role of research at OSU, including its support, promotion, and expansion. We have also worked to broaden the diversity of the committee, to include both STEM and non-STEM disciplines. The issues with STEM research at OSU are relatively well-known, but the committee held multiple discussions concerning the identity, nature, and support of non-STEM research. Such research includes the humanities, but also disciplines like psychology, sociology, ethics, etc. The discussion originated with the realization that the whole university suffers if we don’t recognize and support non-STEM research, but that the visibility of the non-STEM disciplines in research was not as high as for STEM disciplines. This is partly because humanities in particular needed to do a better job of cultivating their identity, articulating what humanities research looks like, and showing how that research can connect to teaching and to the broader land grant mission of the university. Some examples of such articulation include the so-called “digital humanities” (DH), that use large data sets to generate and test ideas. The DH field is an exciting one in which humanities, the library, and the high-performance computing center can all participate, and it has the potential to bring greater focus and attention to the entirety of non-STEM research at OSU.

There was discussion of the possibility of a humanities center on campus, either virtual or eventually in bricks and mortar. Such a center could coordinate internal funding for course releases and writing fellowships, and provide a way to facilitate interconnections between humanities departments. There was also discussion about how to link the activities of that center to the rest of the campus community (STEM, Business, Social Sciences etc.) through central themes such as citizenship or ethics. The selling point here is the human experience, refracted through the particular visions of the various disciplines. The idea of a festival that might incorporate those complementary visions was also raised.

These ideas were further explored with VPR Kenneth Sewell, who enthusiastically supported the spirit and the particular ideas that we presented. We have also reflected upon the varied successes of Research Week, and how it might become a better vehicle for faculty involvement and community outreach. From the perspective of the committee the most successful components were the art competition, for which students received both prizes and hard-to-come-by recognition, and the reception, which was an excellent opportunity to mingle and socialize. However, the poster competition could be better utilized. Specific recommendations that we conveyed to Kenneth Sewell included:

* Increasing faculty participation by compressing the time commitment and incentivizing attendance. One way to do this would be to get faculty to organize the panels/sessions, and thus to return networking opportunities to Research week. Panels could also be interdepartmental and interdisciplinary, so as to foster faculty contact. Examples of such interdisciplinary panels (which could span STEM and non-STEM fields), which might feature 15 min talks from faculty and grad students and a wrap-up discussion, include Latin American studies, the African Diaspora, and Digital Humanities.
* An example of faculty that are under-represented in the formal Research week program are the Humanities and Arts faculty. We suggest that a day-long symposium for the humanities, organized as a series of themed interdisciplinary panels, would encourage interaction, create interest, and provide networking opportunities.
* The committee sees a real need to return to at least the poster session, using real posters, and suggests having a catered poster session from 4-7 on one of the evenings at a venue such as the Wes Watkins Center, with appropriate refreshments.
* Research Week could also be used more formally as a tool to inform outsiders, including the legislature, of the importance of research for Oklahoma. Relevant groups to court include both the legislature and funders (OCAST, OHC). This may require taking components of Research Week to OKC (such as winning posters, perhaps a relevant research symposium).

Specific recommendations for further STEM and non-STEM research on campus, and on increasing the visibility of research on and off campus will be the focus of the committee when it meets next in Fall 2017.

**Retirement & Fringe Benefits: Chris Richards – Year End Report**

Retirement & Fringe Benefits: Chris Richards – Year End Report

Retirement and Fringe Benefits (R & FB) Committee

Year End Report to the OSU Faculty Council

May 5, 2017

Chris Richards, Chair

**Membership**

The Retirement and Fringe Benefits Committee appreciates the dedicated service of its members this year. Members of this committee were: Chris Richards (Animal Science), Chair; Rita Miller (Biochemistry and Molecular Biology Dept.); Terry Collins, (Industrial Engineering); Mark Neer (Center for Veterinary Health Sciences); Suzanne Reinman (Library); Cheryl Giddens (Communication Science and Disorders); and Robert Wettemann (Emeriti Associate).

**Dependent Tuition Waiver Benefits.** The committee wrote and submitted Recommendation 15-11-01RFB to the Faculty Council at the November 2015 meeting. This recommendation would provide 100% tuition waiver for the dependents for OSU faculty and staff. This waiver would be for tuition only and would not cover fees or housing. The recommendation was passed unanimously by the Faculty Council and submitted to the OSU administration. During 2016-2017 academic year, the Dependent Tuition Waiver Benefit policy proceeded through an implementation committee and is ultimately scheduled to be implemented for OSU employees starting Fall 2017.

**Parental Leave Policy.** The committee looked into the clarity and consistency of implementation of the current parental leave policy. This included comparison of faculty and staff regulations. During the evaluations of the policies, it was determined that administration of the policies was being moved to Human Resources rather than at the department/college level. It was also determined that changes had been proposed to the Family Medical Leave Act (FMLA) policies that were under review by legal counsel. Further action was tabled until changes to the FMLA policies were available for review by the committee.

**Health Insurance Waivers.** Over the course of the last approximately 12 years, alternate benefits for employees have been drastically reduced. For many employees that have waived health insurance benefits, this has resulted in a stagnant or declining total compensation package over a significant period of time. During this time, we have moved from an amount equal to what would have been provided for health insurance being payed as a salary supplement to $500 into a flex spending account, to $400 and $200 into a flex account. Now under preparation for the Affordable Care Act (ACA), the alternate support has been reduced to $500 per year. With new interpretations of ACA policies and potential changes to the total act, that the benefits should be evaluated for a reinstatement at a level of $5,000 per year to employees into a flex spending account. This provides a compromise that addresses total compensation packages, university budgets, and increasing insurance out of pocket expenses. Given the current interest in changing the ACA, we will carry this topic over to the August 2017 meeting.

**Dental Insurance.** It was brought to our attention that there were widespread concerns about implementation and coverage of the new 3-year dental insurance contract. We determined that individual employee issues appeared to be being addressed through other channels. However, the declining coverage is of concern. This brought forth concerns that coverage cost was being maintained with what was reported as declining benefits. Given the current contract for dental insurance is in its first year of a three-year contract, the committee has chosen to take a broader look at how insurance policies are determined and how the plans are selected starting in the fall of 2017.

**Rules and Procedures: Deb VanOverbeke – Year End Report**

**Members:**

Deb VanOverbeke, Chair (Animal Science)

Jennifer Borland (Art, Graphic Design & Art History)

Dursun Delen (Management Science & Information Systems)

Subhash Kak (Electrical & Computer Engineering)

The committee completed the 2017 elections and following faculty members were elected:

Laura Belmonte, Vice Chair

Pamela Lloyd, Secretary

Shaoqian, Zhang, A&S

Justin Moss, Eric Rebek and Jon Ramsey, CASNR

Robert Emerson, CEAT

Gina Peek, COHS

Dianne McFarlane, CVHS

Griffin Pivateau, Spears School of Business

Jam Khojasteh, OSU-Tulsa

Aaron Ware, OSU-IT

Rene Hurst, OSU-OKC

The committee also worked on committee assignments for the upcoming year.

Jones asked all new representatives attending today’s meeting to please stand and introduce yourself: Griffin Piviteau – SSB; Rene Hurst – OSU/OKC; Eric Rebek – CASNR; Dianne McFarlane – Vet Med; Justin Moss – CASNR; Laura Belmonte – incoming Vice Chair; Jam Khojasteh – OSU-Tulsa; Shaoqian Zhang – A&S.

**Student Affairs and Learning Resources: Gina Peek – Year End Report/Update**

**Year-End Report 2016-17**

**STUDENT AFFAIRS AND LEARNING RESOURCES COMMITTEE**

**May 9, 2017**

Membership:

Gina Peek, DHM, Chair

Jennifer Borland, Art

Rebecca Sheehan, Geography

Steve Wanger, Educational Studies

Adam Molnar, Statistics

Adrianna Petrova, DHM

Kent Sampson, Emeriti

Cheryl Kutcher, GPSGA

Kirsten Overgaard, SGA

**Recommendation:**

During the academic year, the committee made the following recommendations to Faculty Council:

1. May 9: Increasing support for study abroad participation

**Ongoing effort:**

We have actively pursued the request made by Provost Sandefur to begin a dialogue with Faculty Council about how we can help reduce costs to students, particularly with regards to textbooks and fees. Figure 1 depicts a variety of ways in which students can acquire books.

Based on the input provided by committee members and other key stakeholders, we propose the following:

1. Strategy: Educate students
   * Create a campaign to inform students, parents, and families of their options; these consumers may be unaware about the variety of ways in which to acquire books (freshman orientation; newsletters, etc.)
2. Strategy: Educate faculty
   * Create a campaign that highlights the variety of means in which to provide options; faculty may be unaware of the variety of means in which to provide resources
3. Strategy: Find out what faculty are currently doing to keep costs down
   * Create a survey to inquire how/if faculty are keeping costs down
   * From this survey, we will create a document recommending three (3) for best practices

Clarke introduced the Increase support for study abroad participation recommendation, which was included in the agenda. Brown stated Study Abroad helps our students. This is not something in the general plan of things for students and has a tendency to be overlooked. Brown stated that more support is needed if we want to increase the study abroad program. Jones asked for discussion. Seeing none, moved to a vote. Motion passed.

**Old Business – None**

**New Business – Retiring Councilor certificates/Gavel Award**

Jones thanked the councilors who have served as members and distributed certificates to those present.

McCann presented Jones with the retiring Chair gavel. McCann asked for a motion to adjourn. Motion passed.

The meeting adjourned at 3:51 p.m. The next regular meeting of the Faculty Council is Tuesday, August 15, 2017 at 3:00 p.m. in **460 Student Union, Council Room.**

Respectfully submitted,

Deb VanOverbeke, Secretary

1. https://admissions.okstate.edu/cost-aid/cost-attendance/ [↑](#footnote-ref-1)