

Jones called the meeting to order with the following members present: Borland, Brown (Scott Fraizier), Champlin, Clarke, Collins, Delen, Depperschmidt, Doust, Ekman, Johnson, Lewis, Lloyd, McCann, Nabar, Oberhelman, Peek, Perea-Fox, Royer, Sheehan, Siddons, Subhash, Tenorio, VanOverbeke, Wanger and Yates.

Also present: Axtell, S., Bartels, K., Bird, L., Bonee, H., Farrell, B., Lavine, B., Loeffert, J., Louthan, C., Link, S., Matoy, A., Payne, J., Sandefur, G., Schnaiter for Bastani, S., Shreffler, R., Shutt, G., Smith, B., Taber, C., Weaver, J., and Wray, K.

Absent: Miller, Richards and Vogel.

HIGHLIGHTS

Special Reports.....	
Dr. Ken Bartels – Ombudsman.....	
Jamie Payne/Holly Bonee – HR – Health Care Changes for 2017.....	
Remarks and Comments –Gary Clark for President Hargis.....	
Report of Status of Faculty Council Recommendations and other Vice Presidents.....	
Reports of Liaison Representatives	
SAC	
Wellness Center.....	
AAUP	
Women’s Faculty Council.....	
SGA.....	
Graduate Faculty.....	
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. Jones stated that everyone should have received a copy of the minutes from last month and stated that there was one correction. The amount of money stated on page 12 was corrected to million. Jones asked for a motion to accept them with this correction. VanOverbeke moved and McCann second. Motion passed. Jones asked for approval of today’s agenda. VanOverbeke moved and McCann second. Motion passed.

Special Reports:

A. Dr. Ken Bartels - Ombudsman

Dr. Bartels introduced himself and presented the following PowerPoint presentation:



Ombudsman
PP.October2016.FC.p

Bartels asked the Council members present to get this information to faculty and staff in their colleges/departments. Let them know that this service is available. Peeks asked if he would attend departmental meeting and give an abbreviated version of this presentation. Bartels stated he would be happy to.

B. Jamie Payne/Holly Bonee – HR – Health Care Changes for 2017

Payne stated that back in 2015 when OSU transitioned from a fully insured health plan to a self-insured health plan, they hired a consultant to help design the best benefit package for OSU. Payne stated they had a meeting with the health care analysis taskforce (which includes representatives from the Faculty Council, Staff Advisory Council, a few senior Vice Presidents, a Board of Regent as well as some HR and Finance staff) to design a plan that is best suited for OSU. Louthan presented the following PowerPoint to the council:



Plan Year 2017
Benefits Overview.p

Louthan stated that when you have a self-funded plan you are bringing money in in premiums to pay for the money that is going out in claims. OSU pays claims on a weekly basis and they range from about \$750 to \$1.5 million.

Louthan stated that based on the current enrollment and the rates that were established last fall, OSU will generate a premium budget of \$52.63 million. HR expects the weekly claim costs to come in at about \$55 million. This means OSU will be underfunded by \$2.33 million. What's driving these claims in an increase in primarily Rx spending. OSU also has some high cost claimants that are coming through that are out of the norm. Louthan stated that if OSU does not make any changes to the plan design, there would be a 12.1% over the current budgeted rate for the next claim year which would be 2017.

Louthan stated the reason for this is because OSU is looking at their experience as well as national trend in what they think the increase will possibly be for both medical procedures and Rx/pharmacy. Louthan stated that because of this OSU is trying to get the gap down as much as possible so they can fit into the budget. There will be some changes to the plan but no changes to the actual plan itself as far as co-pays, deductibles or co-insurance. These will stay the same. They are changing the RX/pharmacy which most plans are already doing, we are behind about

two years. See Rx changes slide.

Louthan stated that premium credits will continue. This is up to \$480 for employees and participants. One of these is through Catapult. See slide.

Louthan stated that OSU will continue to do Naturally Slim; however, they will be expanding participation. See slide. OSU will increase participants in this program up to 300 (150 in the fall and 150 in the spring). They will go through the plan which has been successful in helping them learn how to live as a naturally slim person.

Louthan stated OSU is enacting another investment into the program by enacting Livongo specifically to address OSU's diabetes problem within our participants. See slides. Louthan stated that two of OSU's highest cost claimants this year have been based on patients who are diabetic. This was over \$500,000 in claim costs per claim. This is an area that OSU is very interested in and trying to get ahead of it to hopefully impact people's lives. Louthan stated that there is no employee cost for the program.

Louthan stated that there will be an increase in premiums this year. See slide. These rates are before the biometric and tobacco free credits. If you are eligible for both of these credits you can knock off \$40.

Louthan stated that OSU is getting out from under the state dental and vision plans. See slides. This will provide a lot more flexibility than we currently have. Louthan stated that OSU will be moving to Cigna Dental and to EyeMed for vision care. Louthan stated that OSU will be changing Life and Long-term disability carrier. The two current plans will be combined under Liberty Mutual/LTD.

Louthan discussed the 2017 annual enrollment communication plan. (See slides).

Louthan introduced Rachel Shreffler who is the Assistant Director of Employee Health enrollments. She would like to speak to the council about ComPsych at a later date. ComPsych is OSU's employee assistance program. Shreffler stated that ComPsych is a small part of the OSU employee assistance programs. Employees are utilizing the services primarily for the legal connection that is available with attorneys in town. They provide consultations and referrals if necessary. They also offer discounts on additional services. Employees have also been using ComPsych heavily for the EAP program. This is an opportunity to speak to a masters or doctoral level counselor. This deals with mental health as well as other issues. Shreffler stated another highly used part of ComPsych is the financial component where there are certified public accountants as well as certified financial planners to help participants with such things as estate planning, taxes and debt management. There are a number of opportunities for employees to engage/enhance not only their personal wellbeing but also their professional wellbeing. Shreffler stated that OSU will be moving forward with a marketing plan which she will share at a later date.

Louthan reminded the members present that open enrollment has changed for this year. It will begin November 1st and goes through November 18th. Louthan stated it will be done through self-service Banner this year.

Louthan opened the floor to questions. Lewis asked how a person would know if a prescription was preferred or not? Will your personal pharmacist let you know? Louthan stated the pharmacist will let you know if it's preferred or not preferred. Louthan said you can also go on

Blue Max for members or call their 800 number and they can look it up for you. Payne stated that this is actually determined by the cost. This is not something that OSU as an employer determines. Depperschmidt asked once someone completes the Catapult discount program how long will the discounts be good? Bonee stated for one calendar year. Depperschmidt asked if the recipients will receive a reminder once the calendar year is over? Louthan said no they will not. Louthan stated that anything that happens after July 1 through December 31 rolls forward to the next year. Depperschmidt asked if people can call HR to see when they completed it previously. Louthan stated yes they will be able to pull up and see when the premium credit was put on the plan. Louthan stated that if you look at your pay stub on Banner, you can actually track this information. Peek asked if you had a pre-existing dental condition that was covered but seems to no longer be covered, is it still covered? Bonee stated that they have been talking to Cigna (they are in the implementation stage which is where they build the plan benefits) and they are requiring them to do is cover what was under Health Choice for the most part. Bonee stated that Health Choice was good at paying bills but not so good at tracking. Peek asked if the person was over 19. Bonee stated that if you have TMJ, orthodontics is covered. Bonee said the best thing to do would be to call benefits for clarification. Payne stated that one of the nice things about orthodontia is under Health Choices the maximum was \$1,500, under Cigna it's \$2,000. This is a little better benefit for orthodontia. Payne stated they will pay this all at once. Sandefur commented that ComPsych is not a widely known and under-utilized resource. Sandefur stated it's really quite valuable. This service can help you find answers to many problems that you might be facing or trying to deal with your family or personal life. Sandefur stated that they will answer just about any question you may have: dealing with parents regarding elder care, child care, personal issues, financial issues and more. They are available to help find resources to address your problems. Sandefur stated they will try to make this more known to people on campus.

Remarks and Comments – Gary Clark for President Hargis:

Clark stated that the President is in South Dakota speaking to potential donors. Hopefully he will be successful.

Clark stated that it sounds like the budget should be even or slightly down. It's too early to know for sure since there are several months before they have to make any final decisions. So far the collections have been below estimates.

On a positive note, Clark stated that OSU's enrollment for next year (fall 2017 applications and admits) are up. This is a good sign. Things may be on a faster track this year due to the changes in the FAFSA rules. Students can use the previous year's tax return instead of having to wait until after they file their 2016 returns. They can use 2015. All their financial information/award letters will be sent out earlier.

Clark stated that a week ago Saturday, the ground was broken for the new performing arts center. A crowd of 400-500 people attended. Clark stated this is an exciting time for OSU. President Hargis has had this as a priority since he became President and it's nice to see the reality is starting to take shape. OSU was given a terrific gift by Ross and Billie McKnight of \$25 million to endow programming to the performing arts center. The plan is to match this with another \$15 to \$25 million. This will provide \$2 to \$2.5 million a year to subsidize programming. This allowed us to get the New York Philharmonic to come in and be the opening act once it is completed. They

will not only be performing; they will also work with students one on one. They will have master classes. In addition to the philharmonic, the plan is to have two to three traveling Broadway shows a year in the facility as well as week-long festivals in the future. Clark stated an example: highlight Oklahoma artists (singers, song writers, etc.).

Clark stated there is another ground breaking coming up. The College of Engineering, Architecture and Technology has been in dire need for some time for an undergraduate laboratory. The ground will be broken for the lab in a few weeks. This will provide 14 undergraduate labs and student project areas. This will be a great asset that is long overdue. Clark stated that the welcome plaza will be opening soon as well. Just south of the Student Union there are a mare and colt bronze statues that Clark feels symbolizes parents entrusting their child to OSU to help them grow. This will be dedicated soon.

Clark stated that the OSU Honors College was recognized as one of the top 25 Honors Colleges in America.

Clark stated that Jason Kirksey was granted \$1 million to bridge minority students to the doctoral program.

Clark said OSU was pleased to have John Niblack (patent holder for Viagra) here last week. He helped create a number of research scholarships for students. He comes and works with the students to help them select research projects, offers critiques and gives ideas about research they have done.

Clark pointed out that OSU claims to be America's Healthiest Campus and recently OSU has been selected as one of America's Top 26. We are on our way to earning this title. We have a new director of wellness and are excited.

**Report of Status of Council Recommendations:
President Hargis, Provost Sandefur, and/or Vice Presidents**

Sandefur stated that the following recommendation has been officially accepted by the Administration and it will go into effect the fall semester of 2017:

15-11-01-RFB: Dependent Child Tuition Waiver for Dependents of OSU Faculty and Staff.

Sandefur stated the following recommendations are pending:

16-05-01-LRPIT: Appropriate Use Policy

16-05-01-Research: Support and Promotion of Undergraduate Research at OSU. Significant changes were made to this recommendation over the summer and Instruction Council feels this needs to be reviewed by the Faculty Council again. So it has been returned to the Research committee for review. Then it will go to the Deans Council. Sandefur does not feel there will be any big issues with the changes that were made.

Sandefur asked if there were any questions regarding the Tuition Waiver. Royer stated the sheet shows that it is "under consideration". Sandefur said to disregard this. Sandefur was asked if the tuition waiver included staff or is it just faculty? Weaver stated it applies to all OSU full-time employees.

Sandefur distributed the following information about the COACHE survey results:



HARVARD
GRADUATE SCHOOL OF EDUCATION

The Collaborative on Academic Careers in Higher Education

August 11, 2016

Dr. Gary Sandefur
Oklahoma State University
101 Whitehurst
Stillwater, OK 74078

Dear Dr. Sandefur,

On behalf of the COACHE Team, I am pleased to inform you that your COACHE Chief Academic Officer's Report is complete and ready for you and your team to review. We are particularly excited about the newest iteration of the report which offers all of the robust features of our previous report with new interactive features. In the next few days, you will receive an email with a copy of this letter and a secure link to access COACHE's new digital report. You should receive this email no later than Monday, August 15, 2016. Our new report design, with customizable views, will allow institutions to quickly and intuitively explore your survey findings. We are very excited about the potential of our new reporting platform.

The delivery of this report signals a shift in your work with your faculty and in your partnership with COACHE. This letter will provide with some of the top level results. Your next step is to schedule a call with our team for a personalized walk through of your findings. This guided tour to your report will touch on the key findings from your results, instruct you on the functionality of our new digital report design, and offer you the opportunity to strategize with our team about the most effective ways to disseminate these results and engage you faculty.

High Level Findings

Your report summarizes the findings from 52% of your faculty. With an average survey completion time of twenty-two minutes, this report constitutes approximately 190 hours of your faculty's time and, more importantly, their candor. As you read this report, consider these investments your faculty have already made in this project.

Selected Comparison Institutions

As a university, OSU is benchmarked in the *CAO Report* against all participating institutions in the Carnegie "research" and large and mid-sized "Master's" categories. Any mention of your "cohort" includes this range of institutions. In addition, you chose five comparison institutions – referred to as "peers" in the report – to represent those nearer to you in the faculty labor market. They are:

- ▶ Auburn University
- ▶ Iowa State University
- ▶ University of Arkansas
- ▶ University of Missouri - Columbia
- ▶ West Virginia University

Areas of Strength

Your report highlights areas of strength and areas of concern relative to your faculty's ratings of the twenty-five benchmarks in the COACHE Faculty Job Satisfaction Survey. An area of strength is defined as

any benchmark where your institution scored in the top 30 percent of the cohort and first or second among your peers. Based on these criteria, OSU has six “areas of strength,” listed below:

- Nature of work: Research
- Interdisciplinary work
- Collaboration
- Promotion to full
- Departmental Engagement
- Appreciation and recognition

Areas of Concern

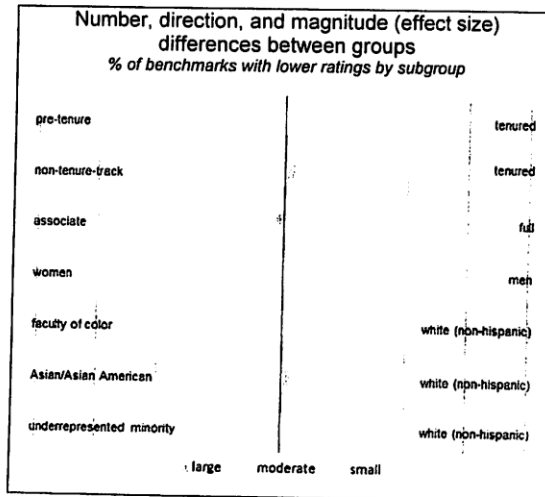
Conversely, an area of concern is noted when your faculty rated a benchmark lower than 70 percent of the cohort and fifth or sixth compared to your peers. Based on these criteria, OSU has one “area of concern,” listed below:

- Personal and family policies

Notable differences among your faculty

Keep in mind that COACHE “strengths” and “concerns” are based on *overall* scores; between-group differences could alter your conclusions about these aspects of academic life on your campus (and suggest tailoring your approaches to improving them). At Oklahoma State, the following faculty sub-groups were more likely than their counterparts, on average, to give lower ratings in their survey responses: tenured faculty compared to pre-tenure faculty, associate professors compared to full professors, women compared to men, and white (non-Hispanic) faculty compared to faculty of color, in general, and Asian/Asian American faculty, in particular.

The display at right summarizes these differences by tenure track status, rank, gender, and race/ethnicity across the benchmark themes. Each subgroup’s bar represents the proportion of benchmarks in which that population gave *lower* ratings. (We use generally-accepted ranges of effect size magnitude to distinguish between “small,” “moderate” and “large”; we do not report trivial differences.)



Next steps

The next phase your relationship with COACHE begins as soon as you use our secure link to download your institutional report. This newly developed reporting platform brings together thousands of data points about your faculty with millions more about the national faculty labor market to help you make informed decisions about next steps. Please email coache@gse.harvard.edu to schedule your personal guided tour of our new report design.

Your commitment to COACHE’s research-practice partnership is a commitment to engage your faculty in collective sense-making around these results. When engaged constructively, your faculty will ask better questions, add important context, and help you to prioritize the work that follows. In the experience of our

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longstanding partners, engaging with faculty in an open and transparent manner increases their receptivity to change. Consider, then, the best strategies for sharing these findings with your faculty. A good first step is to decide who among the faculty can serve as ambassadors for the COACHE results. Are there established or aspiring leaders who bring expertise and credibility to the process?

Once you have identified your faculty leaders, they can utilize these results as a tool for engagement. Consider the data as the start, not the end, of your discussion with faculty. Instead of producing a report or a PowerPoint presentation that pushes results out, ask yourself and your team how you can use the data to draw your faculty into a dialog. Rather than an outline, build a list of generative questions you hope to explore with your faculty (visit our website for examples that other COACHE partners have used).

After your introductory webinar, we know that there will be much more work to do and the COACHE team will continue to engage and support you through the process.

Sincerely,

R. Todd Benson, Ed.D.
Associate Director, Collaborative on Academic Careers in Higher Education
Deputy Director, COACHE Faculty Job Satisfaction Survey
Harvard Graduate School of Education

Summary of COACHE results

- I. Areas of Strength
 - a. Nature of work: research
 - b. Interdisciplinary work
 - c. Promotion to full
 - d. Departmental Engagement
 - e. Appreciation and Recognition
- II. Area of Concern: Personal and Family Policies

Personal and Family Policies of Concern (bottom two of peers and bottom 30 percent of all institutions)

- I. Right balance between professional/personal
- II. Tuition waivers, remission or exchange
- III. Family medical/parental leave
- IV. Stop the clock policies

Personal and Family Policies in which we are in the bottom two of our peers but in the middle of all participating institutions

- I. Institution supports family/career compatibility
- II. Spousal/partner hiring program
- III. Eldercare
- IV. Flexible workload/modified duties

Personal and Family Policies for which there is no overall concern (middle of peers and all institutions or better)

- I. Housing benefits (a concern for Non-tenure track faculty)
- II. Childcare
- III. Parking benefits

Related Comments

- Improve spousal/partner hire. Because of this failure, I've seen very high faculty turnover. (a) We're losing good scholars because of this. Some would otherwise stay and improve the institution. (b) This is depressing. It makes one feel like the institution doesn't care about faculty quality or quality of life. It gives one a sense of being left behind. (c) The man-hours spent hiring replacements for the people who leave is utterly absurd, and a huge drain on the faculty, year after year. It takes far too much time from teaching and research.
- Make academic life more conducive to having/starting a family by offering family programs, better childcare, more facilities (e.g., changing tables, nursing stations) for mothers, social network access (e.g., student babysitters, faculty spouses with in-home daycares).

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- Improve orientation and welcoming new employees. A welcome packet with important information as well as a clean and prepared office space upon hire.
- Better benefits for children of employees and increase salary for support staff.
- Better separation of professional and personal life, or means to self-manage separation.
- Provide free fees and tuition for myself, spouse and dependents for all employees. Much smaller schools offer this, and not just for tenure-track faculty.
- Carefully consider the numerous items that contribute to the opportunity for tenured faculty to promote to full professors, remain at the institution, and manage work/life responsibilities. This includes institutional benefits that keep accomplished faculty content and productive (strong support for grant writing, reasonable teaching loads, flexibility, etc.). Note that [competing institution] has added dependent tuition benefits (as have most large universities) and [institution] continues to bypass this important benefit for faculty raising children. These types of benefits/support matter for faculty who are here and for those who look at [institution] as a possible employer.
- Facilitate the availability of quality childcare. The CDL is nice (and my son was able to participate . . . eventually), but its capacity is small and it provides no help to parents with sick children or parents with children past kindergarten. If the university could only facilitate a means to hire students as childcare providers, that would be very helpful. Although I know a lot of students who would be good childcare providers, personally, I am in an awkward position to hire them as I teach a required undergraduate course and a required graduate course. I don't want to create a problem situation by hiring a student I trust, only to later have them in class again. The university could help me resolve this issue and enable me to employ students by providing a means to effectively screen students from other areas of campus.
- Family friendly policies, like parental leave and childcare (including evening during class times). No current policies for what happens if you give birth in the middle of a semester.
- Although my spouse is now employed and my children grown so these are no longer concerns, the university (and the college) must engage much more actively to help the spouses of continuing faculty to find work in their profession. Additionally, child care here is expensive, hard to find, and generally only available when the public schools are open.
- Spousal Hiring Program can be improved, especially when the spouse is a PhD from a reputed institution. There appears to be too much of an "old boy" network in the [department/ division] and [department/ division] .
- Many things that would improve [institution] are not simple fixes (e.g., improving research profile). Aside from those things, the number one thing would be to adopt a parental leave policy. All that is in place now is the FMLA, which is the bare federally mandated minimum requirement that we can take unpaid leave and not get fired for having a child. [Institution] needs a parental leave policy badly.
- Provide adequate childcare. Currently, there is a single childcare facility in the city that provides care to infants under 10 months of age, and the quality is relatively poor. The university does have a childcare facility, but it is extremely difficult to get into (most children age out before they are considered for admission) and does not take children younger than 12 months, beginning Sept. 1.
- Pressure to perform: We are asked to take on more than we can handle without doing a substandard job. I observed in myself and others, doing it right requires sacrificing family time and/or rest! The other alternative is doing less and it affects promotion.
- [Institution] needs to address issues of quality of life; we are in a town with substandard child care and public education, our insurance is impossibly expensive for spouses and children, and

there is no tuition benefit for either employees or their children. Compared to the other public university in our state, [institution] is years behind in taking care of its employees. It is a punitive, puritanical environment that expects faculty to work days, nights, and weekends, but offers little flexibility for taking time away from work. [Institution] uses its "Land Grant" mission to drive good faculty into the ground and away from here.

Hallmarks of Successful Models

Analysis of our survey identified partner institutions whose faculty rated these themes exceptionally well. Here's what we learned from them:

When it comes to facilities, new is nice but equity is best. Faculty understand that not everyone can have a brand new office or lab because campuses must invest in different areas over time, but everyone should enjoy equity in the distribution of resources and space within a department.

Hire personnel to staff work-life services. This is important not only to get the job done but also for symbolic reasons. Putting physical resources behind your words signifies meaning beyond the rhetoric. It is unlikely that universities will need fewer personnel in the future to attend to these matters.

Have written policies. Platitudes that "This is a family-friendly place" or "There's plenty of work-life balance here" are no longer enough. In addition to assuring pre-tenure faculty that the institution is doing more than just paying lip-service to work-life balance, written policies provide clarity, consistency, and transparency which leads to greater fairness and equity. Written policies concerning dual-career hiring; early promotion and tenure; parental leave; modified duties; part-time tenure options; and stop-the-tenure-clock provision are also indicators of how family-friendly a campus actually is.

Ensure that written policies are communicated to everyone--pre-tenure and tenured faculty members, chairs, heads, and deans. COACHE research indicates that written policies are particularly important to women and under-represented minorities. Make certain the policies are easily accessible online, and provide personnel to assist faculty in choosing the right healthcare option.

Provide additional accommodations: Childcare, eldercare, lactation rooms, flexibility, and opportunities for social occasions in which kids can be included are all relevant practices that help ensure a viable workplace for the future. Communicating their availability is critical.

Offer phased retirement for faculty to ease into retirement gradually. At the same time, institutions have the flexibility to fill the void left by retiring faculty more easily. Retiring faculty can continue their contributions to the institution by developing the teachers, scholars, and leaders who follow them.

Sandefur stated that 52% of the OSU faculty responded to the survey. This is a higher response rate than most universities on average. On the first page, the survey identified five comparison institutions. The first report is on OSU's areas of strength. These are areas in which OSU's faculty thought we were doing better than the five comparison institutions. People like the research environment here. They think this is a good place for interdisciplinary work and collaboration. They are happy with the promotion to full policies. People feel a higher level of engagement in their departments. And feel that OSU's has good appreciation and recognition of faculty accomplishments. Sandefur stated that one area of concern is personal and family policies. Sandefur is hoping that over the course of this year he can work with Faculty Council in whatever way they would like to approach this concern. Sandefur wants to talk with the deans and see if we can improve our personal and family policies to make them more helpful to people here at OSU. Sandefur also wants to talk to the Staff Advisory Council since many of these issues affect staff as well as faculty members. After the cover letter, the remaining pages talk about where OSU has the most concerning and not concerning issues. There is a set of comments that came from the faculty comment section on what they saw as concerns. The last section of the report is what the COACHE folks on what they have learned about successful models at other institutions. Sandefur spoke with the Faculty Council officers about this and shared this information with the Diversity Committee Chair, Louise Siddons. Sandefur stated that the issues that most people seem to be concerned about are the: right balance between professional and personal, tuition waivers/remission or exchange, family medical/parental leave and stopping the tenure clock. Sandefur stated that we will need to figure out how much of these results are needed changes in policy or how much of it is people just don't know what is available to them. Sandefur stated they will be sorting this out. Sandefur stated that one of the reasons for doing this survey was to identify areas where faculty have concerns. Now we have the opportunity to see what we can do to address these concerns and try to improve what is happening here at OSU. Sandefur stated that OSU has signed up to do this survey for three years in a row so it will be done again in the spring. We'll see if the changes in the tuition waiver policy has an impact on faculty member's thoughts and see what else we can work on to try to improve our personal and family policies. Sandefur wants to work with the Faculty Council, deans, Staff Advisory Council and other groups regarding our family and personal policies and how we might improve them. The floor was opened for questions.

Peek asked if the handout could be shared with other faculty. Sandefur said yes, this is public information and it can be shared with whomever you wish. Sandefur asked to have it added to the minutes. Yates asked if results were available by department/college? Sandefur stated that OSU received some results by college, not by department, but most of the results are for the university as a whole. But it is possible to get results by subgroups. Jones asked if deans will be getting this information? Sandefur stated yes they will.

Vice President Joe Weaver:

Weaver stated that collections to the general revenue were down 11½% for September which is quite a surprise and not consistent with what was told in previous informal discussions. This will be something we will need to track. Weaver stated that the most concerning thing is that sales tax revenue is declining.

Vice President Lee Bird:

Bird commented that her group went out last night and did a safety audit with the Police, Facilities Management, student leaders and others. They were looking for blown light bulbs, overgrown bushes and other things. They came up with quite a laundry list of things to address which are already being worked on. Bird encouraged everyone to report any issues that they see around campus because these items are actively worked on and together we can make a difference.

Report of Liaison Representatives:

A. Staff Advisory Council – Sara Axtell

Jennifer Craig was elected the new SAC Treasurer at the September 14th SAC meeting.

The ratification election to make the changes to the Constitution was postponed until October.

Remember that the Fund Raising Committee is currently having their OSU Homecoming Basket Raffle. You can purchase tickets from any SAC member. The basket will include (4) Homecoming Football tickets, a one night's stay for two at the Atherton Hotel and an autographed OSU game football are some of the highlighted items in the basket this year. The drawing will be held October 19th.

The SAC/American Red Cross Blood drive will be November 4th in the Starlight Terrace from 10:00 AM to 3:00 PM. Appointments are taken on line or by phone. Posters and email advertising will begin in the next few weeks.

Pickup date for the Harvest II Food Drive will be November 11th at the Student Union Plaza area. Boxes will be placed around campus October 26th and until the pickup date. Please contact Sarah Axtell, Events Committee Chair for more information.

Plans are in the making to assist Kathy Sandefur, the director of "Our Daily Bread Food and Resource Center" with the ongoing work at the center. Toby Tucker, SAC Secretary is gathering information to report back to SAC how we could best help with their needs.

B. Wellness Center – Mary Talley

The Department of Wellness

Employee Programs: October 2016

Yoga in the Garden

Thursdays, September 8 - October 27
5:45 - 6:30 p.m.
The Botanic Garden at OSU
Registration not required

There is no better way to unwind at the end of a long day than through yoga practice and guided relaxation. What a finer place to practice than The Botanic Garden at OSU? Bring your mat and join Yoga Therapist Carol Bender as you shed the worries of your day.



Wellness Wednesday: Fire is Everyone's Fight

Wednesday, October 19
Noon - 12:50 p.m.
Seretean Wellness Center
Registration Deadline: Oct. 14, noon
FREE to benefits eligible employees

Join Nancy Trench, Communications Specialist for Fire Protection Publications, to learn how to protect your family from home fires, get the latest facts about smoke alarms and practice family drills. Everyone who attends will be registered to win home fire safety equipment.

Midnight Glo Run

Wednesday, November 2
10 p.m.- 1 a.m.
Colvin Front Lawn
\$20 for members, \$30 for non-members

CowboyThon and the Department of Wellness present the Midnight Glo Run to students and faculty members. Enjoy Zumba Glo before the race and a live DJ after party. Part of the proceeds will benefit the Children's Miracle Network. Registration includes a t-shirt, glow sticks and glow paint. Don't miss out on this campus fun run!

Red Dirt Pump Fest

Saturday, November 5
Begins at 10 a.m.
Preregistration Ends: Oct. 28
\$35 if preregistered, \$40 after
preregistration ends.

The 13th annual rock climbing competition awards climbers points by the route they ascend. Climbers can choose how many routes and difficulty they wish to complete. Prizes will be awarded to the top climbers in each division. Certified belayers will be available for both the top rope and lead sessions. Harnesses will be provided.



Discover the Beauty of OSU Landscaping

Tuesday, November 1
12:10-12:50 p.m.
Tours begin at Chi-O Clock
Registration not required

Join staff members of Landscape Services for a walking tour of the beautiful OSU campus. See the changing colors of the trees leaves on this Nov. 1 tour.



CPR/ AED Certification

Tuesday, November 1
1:30- 4:30 p.m.
Seretean Wellness Center Lecture Hall
Registration Deadline: Friday, Oct. 28, 5 p.m.
\$50 for members, \$60 for non-members

Learn a proven, step-by-step plan for how to lose weight and help raise money for Pete's Pet Posse and other Employee Wellness Programs at the same time.

Phone 405-744-WELL (9355)
Web wellness.okstate.edu
Email wellness@okstate.edu
Facebook facebook.com/osuwell
Instagram @OSUWELL
Twitter @OSUWELL
Snapchat OSUWELL

C. AAUP – Barry Lavine

The Provost Forum (September 27) was well received by the faculty who participated in the forum. Some were from OSU-OKC. Misunderstandings concerning the role of clinical faculty in the teaching mission at OSU were addressed, and the titles of Assistant/Associate/Professor of Teaching and Assistant/Associate/Professor of Practice that will be used for clinical faculty in many of the Colleges was viewed favorably by the faculty participants.

The OSU-Stillwater Chapter will be participating in the upcoming State AAUP meeting in Norman on Saturday, October 8. The Provost was kind enough to assist the President of the Local OSU AAUP Chapter in preparing the report. The OSU-Stillwater Chapter will hold its Fall Semester membership meeting in November.

D. Women's Faculty Council – Steph Link

The Women's Faculty Council held its first meeting of the semester where we discussed initiatives for this year and years to come. Our plans will begin with:

- a talk from Jean Van Delinder at our October meeting (Oct 24th 4-5pm in the library events room) when we will discuss a potential NSF ADVANCE grant submission,
- potential reading groups and public events, such as a panel discussion on mentoring and support initiatives for women, and
- possible development of a women's research database for the campus to disseminate information about women's research projects and specialties

We are working on additional objectives but are also open to suggestions regarding activities/issues/changes that faculty would like to see that the WFC could assist in advocating or accomplishing. If any organization on campus is interested in co-hosting or collaborating on events, we would be happy to share ideas.

E. SGA – Brayden Farrell for Dillon Johnson

SGA is preparing for the Big 12 conference coming up in November. This is where an all SGA delegation from each school attends one conference in West Virginia. Into the Streets will be on November 5th – is one of the SGA's biggest philanthropies. The SGA has teams that go into the community and complete projects. Some of the things they have done in the past are: built ramps to help people in wheelchairs, home improvement items, cleaning streets and other things that help the community. This will be coming up in the next few weeks as well. Dr. Bird said if people have projects that they would like to do or have elderly friends that need help, call SGA and they will help get the projects registered.

F. Graduate Faculty – Brenda Smith

Council reviewed and endorsed two items of business brought forward by the Academic Program Committee:

1) a revised description of the master's degree completion plans: Currently there are three ways that graduate students seeking a master's degree can complete that degree. 1. traditional thesis, 2. a report (32 hours including 2 hours of research) or 3. no thesis or report, 32 credit hours of course work including a creative component. The proposed new plan would be: 1. a Thesis option– Thesis or creative component. The idea is to elevate the creative component to be what they believe it was intentionally designed to do. Meaning be a creative endeavor that was essentially equivalent to the Thesis. 2. Final report option – a report or some sort of culminating experience. It could be a report or some type of internship, practicums or program. 3. Course work only. Smith stated that it's pretty apparent when you look around at what's going on with the different master's programs that there are a number that are truly course work only. The Graduate Council is working with the Graduate College to clean this up and they need everyone's thoughts and input about how it will affect individual programs.

2) GPA admission guidelines. The statement that has been devised at this point and time is: for admission without qualification a GPA of at least a 3.0 or the equivalent is expected in undergraduate course work, or a 3.0 in any graduate course work already completed. Graduate programs may petition the graduate college on behalf of an applicant for an exception. This guideline is intended for admission without qualifications so there are still the options for being admitted under probation or all the other options that are currently available. They are trying to provide some language for the Graduate College that would give some sort of guideline.

The fall Subject Matter Group meeting will be held on Oct 19 at 10 a.m. in 126 ITLE. People from Tulsa may join via telecom. The Graduate Council would like to have as many people attend as possible. The agenda will include updates from the Graduate College, the opportunity to provide feedback on the master's degree completion plans and GPA admission guidelines, and the presentation of a current case in graduate education by Ms. Mackenzie Wilfong, Associate General Counsel. We hope to see you there!

REPORTS OF STANDING COMMITTEES:

Academic Standards and Policies: David Oberhelman – Update

One of the issues that the committee has been talking about for a while is that of eight week classes and grade submissions. Oberhelman stated that under the old SIS system, faculty members could only open final grading at the very end of the semester. So eight week classes that would end in the middle of the semester would be required to submit the six-week midterm progress grade but then not submit the final grade until the end of the semester. Banner has changed this and now is available for final grading after week eight for appropriate classes. The committee would like to recommend waiving the six-week midterm grade requirement for the 1000 and 2000 level eight week courses. After the final class, instructors are given until the second Tuesday after the last class as the deadline for submitting final grades. This would be extended to other short week and online classes such as one credit hour four week classes that have staggered start times. The recommendation was distributed with the agenda.

Recommendation: Grade Submission Changes for Eight Week/Short Courses

Jones asked for discussion on the recommendation. Taber stated that currently in the Banner system although it is open for eight week grading and the final grading for pre-session courses, the current settings in Banner do not allow the students to see the final grades. Taber recognizes the underlying principal if your students need to see their grades and she fully supports this. Taber is working with IT to get the newer version of Banner implemented. Taber is hopeful that the new version of the student profile will allow them to see their final grades before the end of the term. However, they cannot rely on the documentation until full testing has been done which they have not been able to do yet. Taber's hope and full intention is that students will be able to see their final grades as soon as they are submitted but this is not possible today. They are hoping this will be possible by the time next semester begins. Taber stated that her office worked with Instruction Council this fall to develop a plan for this fall to open up grading more often after the August pre-session. Then in the middle of the term for all courses that ended in the first eight weeks. Taber stated that it's not very feasible for her office since it's a manual process. Someone in her office to go turn on grading and then turn it off for each part of the term. There are 80 parts of a term this fall. So that's 80 separate begin and end dates for short courses. Taber stated that it's not very feasible for her office to manually identify all the instructors and communicate with them, as well as have the college follow up on this requirement during the fall. Oberhelman asked if upgrades to the Banner system make this more feasible? Taber said there are no promises of any automation in that area. She would love this and down the road it may be something that IT can write for them. But right now it's pretty far down the road. McCann asked if a friendly amendment could be made to the recommendation to remove the "as well as other short or online courses". Because right now it's open for the eight weeks but this issue is the other courses are the ones that cannot be open and closed. McCann would like to make a friendly amendment that we remove the "as well as other short or online courses lasting less than 16 weeks". Taber stated that they are providing an opportunity for all of the courses that have ended and wants to group them altogether. McCann changed the amendment to "as well as other short or online courses ending in the first eight weeks". Taber asked if they would like to continue to

collect grades after the pre-session like the winter intersession and August pre-session and the May pre-session for summer? Taber stated they can continue to do this. McCann moved to table the recommendation and send it back to the ASP committee to rework the language once they get more information. VanOverbeke second. Motion passed and the recommendation was tabled.

Athletics: Tom Royer – No Report

Budget: Glenn Brown – No Report

Campus Facilities, Safety, and Security: Erik Ekman – Update

Ekman stated the committee met October 3rd. They heard reports from facilities and long term planning. They discussed bicycle and earthquake safety. The committee will meet again on November 7th and will look at parking issues. Ekman said to send him an email with any issues the committee should be reviewing.

Diversity: Louise Siddons – No Report

Faculty: Pamela Lloyd – Update

Lloyd stated that one of the things the committee looked at last year was adding some new non-tenure track faculty titles to reduce the use of the clinical faculty titles to develop more appropriate titles for faculty that had other types of assignments. This was approved by Faculty Council last spring. The Provost recently brought to the attention of the committee that a couple of the title details had not been filled in and in order for this to go forward to the Regents they need to be specified. The recommendation that was attached to the agenda adds a description to the Extension Specialist title as well as a statement about notice for none re-appointment. This was designed to be consistent with the other new titles that were added. Also, it was not specified whether these faculty members were eligible for promotion or tenure. This has now been filled in to show that they would be eligible for promotion but not tenure. This is consistent with the other titles that were added. One other brief change for the Research and Teaching Associates it was not specified again whether they were eligible for promotion and tenure. These faculty members would not be eligible for either promotion or tenure. The recommendation is just to make these edits and clarifications. Jones stated that the titles have already been voted on. This recommendation will just refine the tables that support them. Jones asked for discussion. Seeing none asked for a vote. Motion passed.

Recommendation: Clarification of Extension Specialist, Research Associate and Teaching Associate titles

Long-Range Planning and Information Technology: Jason Vogel - No Report

Research: Andrew Doust – No Report

Retirement & Fringe Benefits: Chris Richards - No Report

Rules and Procedures: Deb VanOverbeke – No Report

Student Affairs and Learning Resources: Gina Peek - No Report

Old Business – None

New Business – None

The meeting adjourned at 4:30 p.m. The next regular meeting of the Faculty Council is Tuesday, November 8, 2016 at 3:00 p.m. in **412 Student Union, Council Room.**

Respectfully submitted,

Deb VanOverbeke, Secretary