#####  FACULTY COUNCIL MINUTES

250 Student Union

September 14, 2010

Veenstra called the meeting to order with the following members present: Atekwana, Avakian, DeSilva, DeWitt, Emerson, Grafton, Harris, Hickman, Jordan, Kennison, Klatt, Krehbiel, Lacy, Lawlor, Materer, McCann, Meek, Miller, Osteen, Russell, Schestokat, Smay, Suter, Taylor and Yellin.

Also present: Bosserman, D., Elliott, K., Gates, G., Gregory, I., Kirksey, J., Krein, M., Louthan, C., Masters, B., Matoy, A., Miller, B., Offutt, K., Scott, M., Simpson, J., Sternberg, R., Weaver, J. and Wray, K.

Absent: Ahrberg, Bartels, Caldwell, Dare and Verchot-Lubicz.

**HIGHLIGHTS**

Diversity Report

Changes in Health Care Update

Summary of Student Enrollment

Report of Status of Faculty Council Recommendations

Remarks and Comments from the President

Reports of Standing Committees

 Academic Standards and Policies

 Athletics

 Budget

 Campus Facilities, Safety, and Security

 Faculty

 Long-Range Planning and Information Technology

 Research

 Retirement and Fringe Benefits

 Rules and Procedures

 Student Affairs and Learning Resources

Reports of Liaison Representatives

 Emeriti Association

 Staff Advisory Council

Veenstra called the meeting to order and announced a sign-up sheet is being passed around.

Veenstra asked for approval of the June 8, 2010 minutes. DeSilva moved acceptance of the Minutes. McCann seconded. The Minutes were approved.

Veenstra asked for approval of the September 14, 2010 agenda. Smay moved to accept agenda, DeSilva seconded. The Agenda was approved.

**Special Reports:**

1. **Dr. Brenda Masters and Dr. Jason Kirksey – Diversity Report**

 Dr. Masters summarized activities carried out by the Inclusion Center for Academic Excellence since the last institutional self-study in 2005. Follow this link to view the complete PowerPoint presentation.

 

 Dr. Masters welcomed questions and comments from the Faculty Council members.

 Bob Miller commented that the Native American Biological Sciences group is having a trouble renewing grants due to a perceived low level of diversity among faculty. The Phi Beta Kappa application asks if the universities policy and procedures provide support for LGBT students, faculty and staff. Miller commented that these figures are hard to find. Dr. Jason Kirksey stated that the university has a coordinator at the inclusion center for LGBT affairs. She works closely with a number of internal and external groups. The Inclusion Center will be hosting a program on LGBT issues in October. Dr. John Corvino a nationally known LGBT activist will be featured. The department’s commitment to diversity goes across the realm of diversity and talks about inclusiveness rather than just diversity so they are more encompassing.

 Barbara Miller asked whether the Higher Learning Commission (HLC), an accrediting agency associated with the North Central Association of Colleges and Schools, asks for the variables regarding the dropout rates for American and Hispanic student populations. Last year Faculty Council talked about fellowships and scholarships to pass onto this group because sometimes the reason they do not graduate is they have to quit school to go to work due to their economic situation. Dr. Masters did not know if the HLC specifically ask for the variables, but as the university starts preparing the report for 2015 the university will begin looking at negative variables. The HLC asks a specific set of questions called the institutional snap shot that is not the “whys” but the “data”. Dr. Kirksey is working on increasing the external dollars for scholarships. The Williams Foundation has given $25,000 over the next 3 years specifically for students who reside on a certain floor in Kerr/Drummond. There are currently 20 students who live on that floor and qualify. Deb Emerson has given a $50,000 Pickens match scholarship for a diversity award. The Inclusion Center has leadership awards to help students in their Jr. and Sr. years.

 Dr. Masters stated that you should never prepare for Accreditation to get the stamp but use the process to improve the university.

 Tracy Suter asked about a recent announcement in the OSU communications that stated that a OSU faculty member had looked at 5 years’ worth of anonymous data regarding dropout rates from first to second semester freshman year. This study identified 4 key variables for freshman retention and Tracy feels this is worth looking at more. Dr. Kirksey stated that there are a lot of factors to retention rates. Money usually the top, but environment is also a large factor. The students spend a large amount of time in the class/university environment. The study also examined the ability to earn the credit hours for the classes and grade performance. The study was a data mining study by OSU- Tulsa faculty member Dursun Delen. Dr. Masters stated that a problem with retention variables is that they are often classroom success variables. They are measured once the student starts to struggle. When a student starts to struggle they are harder to retain and keep motivated. Provost Sternberg commented that the study variables might not be taking into account casual factors, such as not being prepared in high school or working too many hours. Students may not have enough time for course studies. Provost Sternberg stressed that it is important to identify the casual factors related to attrition.

 Bruce Russell stated that many faculty are involved in programs targeting under represented/diverse groups and asked how the Institutional Diversity office helps faculty with writing grants for programs designed to work with underrepresented students. Dr. Kirksey stated that he has visited with the various departments and helps with writing of grants and writes letters of support for grants.

 Ed Harris asked if there was a specific definition of diversity that the HLC use. It would appear that most of the discussion is around ethnic and gender diversity. He commented that we should prepare students for the working world. Dr. Masters stated that the 2015 report will include a very broad definition of diversity concerns. This will include information from Student with Disabilities. Dr. Kirksey stated that there is no definition of diversity. He stressed that in his office he describes, diversity as a journey, and the university is committed to producing campus communities that are socially and culturally diverse. These communities help students be competitive and successful.

 Dr. Russell asked if students were self-identifying as a part of certain groups, (i.e. Native Americans). Dr. Masters said the information used for the presentation came from the SIS system. Dr. Kirksey stated many students identify with the multi-racial category. Diverse Magazine ranked OSU first in the nation for Native American students that earn undergraduate degrees (tied with Northeastern State University in Tahlequah). The university cannot tell a student how to self-identify but the university needs to better aggregate that information.

1. **Anne Matoy, Assistant Vice President, Human Resources – Changes in Health Care**

Matoy provided a summary of the changes in healthcare benefits to OSU employees. She explained that three years ago the university changed their insurance to Blue Cross/Blue Shield. She stated that formal presentations will come later this month before open enrollment begins in October. The university went with BC/BS because of very attractive premiums and excellent references. Matoy reviewed the previous healthcare program. Over the past three years the university has had significant premium savings which allowed for the addition of dependent premiums. Unfortunately, our claims/loss ratio has been 106% which means that BC/BS has taken a loss of 6% to cover OSU’s claims. OSU started talking changes with BC/BS almost a year ago. The first figures were a 31% increase in premiums. A healthcare/wellness task force has worked to minimize cost increases, increase cost effectiveness of the program, maintain some choice for employees, continue to increase wellness and prevention and to improve the universities competitive position for hiring new faculty and staff.

For the upcoming year, there are currently 3 healthcare plans – Blue Choice PPO, Blue Edge PPO and Blue Links. Next year, Blue Links will not be offered due to low enrollment numbers. A new combination plan will be offered next year known as Blue Options. Blue Options is a PPO but offers two in-network options instead of one which is offered through Blue Choice. All three plans have extensive prevention and wellness – offer wellness exams, immunizations, early detection exams and testing as well as the Blue Access and personal healthcare manager. These are all offered to employees with no out of pocket expense for prevention and wellness.

Blue Edge is still being offered, as is, with just a change in premium. It does cover wellness and preventive care at 100%. Drugs and medical care discounted with the BC/BS card. There is a $1,500 deductible then the insurance starts paying 80%. Has a lower premium and offers a possibility of contribution to a health savings account or you can choose a flexible spending account for employee only plans.

Blue Choice and Blue Options are very similar. They offer the same prevention, wellness and prescription benefits.

Co-pays for prescription drugs will change this year. Last year the top 25 generic drugs were available for $4 a month or a three month supply for $10. BC/BS will look at the top 50 generic drugs for next year. This coming year there will be a co-pay for every month instead of one co-pay for a three month supply. If you go to a preferred pharmacy, you can get three months for 2 ½ month co-pay. Overall 70% of the drugs used by the university are generic.

The primary change between Blue Choice and Blue Options is the networks that can be utilized. Blue Choice uses only the Blue Choice network. Blue Options uses the Blue Choice network, but also allows employees to take advantage of the Blue Preferred network. The Blue Preferred network is a deeper discount network which is where the university was able to get the savings in price.

Matoy explained that Blue Choice will not change with the exception of the prescription drugs. Blue Choice still has a $25 co-pay, $500 deductible, 80 co-insurance and $2,800 out of network. The Blue Options is a little higher. It has $30 co-pay for primary care, $50 co-pay for a specialist and $750 deductible. Blue Preferred has 80% co-insurance where the Blue Choice network has a 70% co-insurance with a $3,000 out of pocket. You can go to the same doctors as you always have, but if they are a Blue Preferred providers you can get the deeper discount. You do not need to decide until the time of service. Most of the doctors in Stillwater are only Blue Choice. The hospital is Blue Preferred and some other doctors are considering and moving to Blue Preferred to offer the greater cost advantage.

Matoy reviewed a handout of the plan options and premium costs. See attached.

There is one additional item that the healthcare/wellness task force was able to negotiate; if an employee completes the health risk assessment on Blue Access, the employee will get a deductible credit of $250 towards your Blue Options which will lower the deductible down to the $500 of the Blue Choice plan. Russell asked if this is for each dependent. Matoy stated that this is for the employee and spouse, but the question is still out regarding children.

Blue Choice is still being offered and is a 31% increase in premium.

Blue Options is a 20% increase in premium.

These fees are actually less than the task force saw a few weeks ago because the 1% plan fee which the legislature passed was ruled unconstitutional and this allowed one more opportunity to decrease costs.

The task force has recommended that all employees pay $20 a month for their insurance and Blue Options is the base plan. If employee is currently in Blue Choice or Blue Links, the employee will be defaulted into Blue Options. If you are in Blue Edge, you will stay in Blue Edge. Each employee will have the opportunity to change what they are defaulted into if they do not want Blue Options. All the rates under Blue Options are $20 a month more than they were under Blue Choice. The base rates that OSU pays are applied to both the Blue Choice and Blue Edge plan. The $20 monthly employee fee allows the university to move closer to the recommendation of the task force to pay approximately 70% of dependent premiums which takes us under the Blue Choice plan to be about 68% to 69% instead of the 65% last year.

Annual enrollment will occur in October. Enrollment can be done on the Web for Employees. Formal meetings are scheduled for September 29th and 30th and additional benefit changes will be discussed. This information is also included in the News You Can Use each month. There are helpful references to help employees decide which plan is best for their personal needs. You can go to the BC/BS OSU website to see your exact medical expenses and your prescription usage from the past year. This will help in your choice of an insurance plan that best fits your needs. Network providers are available on the website as well as top generic drugs. This information will be listed on the Human Resources benefit website as well.

Art Klatt asked about the cost of Blue Options, the total employee and spouse cost is $338.68 per month. Matoy confirmed this cost. Klatt also asked if the doctor designates a preferred drug not a generic, does the employee need to pay the co-pay. Matoy confirmed that the employee will have to pay the $50 co-pay.

Barbara Miller asked for clarification on the Blue Options network choices of Blue Preferred or Blue Choice and the $20 premium. The employee will pay the $20 premium for either Blue Option network. If the employee chooses the Blue Choice plan only it will cost the employee $58.96 per month.

Anne Matoy thanked the task force for all their hard work over the past year to bring the best options to the group.

Dr. Bosserman asked Anne to report to Faculty Council Phased Retirement recommendation. Matoy reported that a task force has been formed and that it will be meeting shortly. Ideally they would like a recommendation by the end of the year to be effective by the end of next year. The committee will need to move quickly to meet this deadline.

View the entire PowerPoint presentation:



1. **Kyle Wray, Vice President for Enrollment Management and Marketing – Summary of Student Enrollment**

Wray announced that OSU has the highest freshman enrollment numbers since 1982. The university is up 1,100 applications overall. This also includes a record high average ACT score of 25.2.

See Attached #1 for accurate numbers.

One disappointment in these numbers was from Western Oklahoma.

He reviewed the strategies for fall 2011. He said that OSU is currently up 14% in applications for fall 2011. The next threshold for applications is 10,000 which would be an increase of 1,300 over this year which the university has not seen in the past 2 years of record applications. This is a very aggressive goal. The university can reach these numbers by increasing the number of Oklahoma students.

He stated that Oklahoma Promise scholars have increased. OSU has the largest number of Oklahoma Promise students in the state. This program includes tuition, books and mandatory fee money which would go to any school in the state.

He commented on the Oklahoma Youth Exposition - Four or five years ago OSU stopped recruiting students who have shown animals, thinking that these students will be coming to OSU. This has not occurred and other universities and community colleges are offering scholarships to the students. OSU is partnering with the Oklahoma Youth Expo again and offering two $5,000 scholarships that they will match. This partnership will allow us access to their 7,000 student data base. OSU will start recruiting these students as soon as possible.

Wray stated that - Partnerships continue with each college to create a marketing funnel for each college. Once a student has applied and OSU has admitted them, a letter from the dean, letter/post card from a faculty member or phone call really helps perspective students decide to attend OSU. The effects of these “extra” details help.

He stressed the importance of maximizing scholarship dollars – He stated that we need to recreate ways to get students to attend OSU, including working in conjunction with financial aid to acquire new students.

He said that OSU has been and will continue to be aggressively recruiting in the area of North Texas. High household income, ACT scores and good high school experiences make this a prime recruitment area.

Wray pointed out that OSU turned down over 1,000 students. This works for attracting higher performing students but doesn’t work to keep enrollment numbers up. It does help with rankings, such as U.S. News and World Report.

Bill Meek, OSU-CHS wanted to know if anyone is talking to students about medical school? Wray stated that OSU does talk to students about the prospects of medical school. Nick Materer stated that Arts & Sciences does not allow students to declare a major their first two semesters at OSU. This makes it hard for the departments to recruit students and offer scholarships. Can these policies be changed to help this situation? Wray stated that A & S is at a disadvantage because all students who do not declare a major fall into A & S, which causes some of these challenges. Wray believes this should be brought up with Dean Sherwood. Christina DeWitt asked if there is a ceiling for total enrollment at OSU. Wray said there is, and the university is not at capacity on campus yet. The university had to open dorms to accommodate increased enrollment. Joe Weaver stated that the university has lost 1,100 undergraduate students over the past 5 to 7 years. OSU’s goal was to recover that 1,100, and we are close to this goal. If OSU continues to grow, more resources will be needed. This is something the university is watching closely. Bob Avakian asked how many freshmen are lost during the first 6 weeks of school, and Wray did not have a number for that short a time period. Jim Smay asked what the percentage growth at OSU student body vs. the rate of growth in Oklahoma? Wray stated that 4 years ago the state of OK had 42,000 high school graduates. This year it is 37,000. This number will remain flat over the next 3 to 4 years. Mindy McCann asked how OSU’s enrollment increases compare to universities across the nation. Wray stated that enrollment is up in a lot of places. In the Big 12, Texas and Texas A & M will remain flat because their dorms are full. Colorado and Baylor are both down. OU enrollment is down as well. Of all the schools that have grown in the continuous states, Missouri has grown the most. Bruce Russell asked what the overall enrollment numbers were. Wray said that OSU is up, right around 35,000 within the entire system. Wray believes the Stillwater campus is approximately 21,000. This information will be available on the website soon. Udaya DeSilva asked about transfer students. Wray stated that we are only up about 50 transfer students and OSU needs to work on this category of students. The main problem with transfer students is how many of their hours from community college will transfer to OSU. The Tulsa Achieves program allows students to go to TCC virtually for free but these students are not transferring to OSU to finish their 4 year degree. Bob Avakian has heard some students at Okmulgee complain that their credits are disallowed when they try to transfer to the Stillwater campus.

**Report of Status of Faculty Council Recommendations:**

Provost Robert Sternberg gave the status of the pending recommendation:

 **10-02-01-ASP – General Education Advisory Council Membership**-

**Pending** - The amendments to the original recommendation will be reviewed by GEAC when the group meets again in the fall.

**Remarks and Comments from the Provost – Robert Sternberg**

Provost Sternberg introduced himself to the council and gave a brief recap of the past two months since coming to OSU. He said that he had spent the past few months getting to know the faculty and administrators in order to learn about the important issues here at OSU. He will be starting a Provost Council, which will consist of people at the Associate VP level and the Deans to improve communications on campus. He will also be starting an External Advisory Council of people of influence around the state who can give the university an outside perspective. He will be forming a few ad hoc committees – one on conservation of financial resources. There are currently three big openings – Veterinary Dean, Dean of Graduate School and Associate VP for International Studies. A head hunting firm has been hired, and a call will be sent out for these three positions. He said that he is looking at ways to help retention of students here at OSU. Dr. Sternberg believes that counseling (personal and academic) is important to student retention. OSU currently has great programs for athletes and students with learning differences. He would like to raise money and extend these programs to more students. He would like to recognize faculty for years of service. Dr. Sternberg is writing letters of appreciation to everyone who receives a grant. He is also working with the strategic plan and how OSU can become more nationally visible. Dr. Sternberg discussed how US News and World Report ratings do not necessarily work for OSU, which is a Land Grant University whose goal it is to serve the students of Oklahoma. It is not necessarily the goal of a Land Grant University to get a higher US News and World Report rating. OSU needs to fulfill its mission not go for higher ratings.

**REPORTS OF STANDING COMMITTEES:**

**ACADEMIC STANDARDS & POLICIES — Mindy McCann**

At the first meeting of the year, the committee will be looking at the new P & P for minors and the late drop and tuition appeal process. The committee has been working with the registrar’s office to change the wording on the final grade requirements. This includes providing a date the student stopped attending class. The new language will read, “last evidence that the student was in class,” as in a test or quiz score. An email will be going out to the Faculty Listserv regarding this matter and detailing what changes have been done and rational for the required information. McCann would like input from Faculty regarding these changes. Russell asked McCann to clarify why this information is necessary. McCann stated that the information is used for VA benefits. She said that financial aid is also affected. It’s also used when students make a late drop or tuition appeal, last date attended information is used to determine how much money may be refunded. It’s nice to know that there is a legitimate reason why faculty are asked to provide this information.

**ATHLETICS – Art Klatt – No Report**

**BUDGET — Ken Bartels – No Report**

**CAMPUS FACILITIES, SAFETY, AND SECURITY — Tom Jordan**

During this summer, progress on the Core Campus Irrigation System has been made. Although the location and type of the third holding pond has been put on hold, the irrigation for the lawn south of the Life Science Building is complete. Sprinklers and water lines for the Library Mall south of the Formal Gardens to University Avenue are complete, and the system between Old Central & Morrell Hall is under construction.

In August, the Landscape Master Plan consultants held a workshop with the steering committee in June and briefed upper administration and the steering committee on progress of the International Plaza and Library Mall. The next workshop will be held in October, and completion of the Master Plan is expected this December.

The plans for a Parking Garage on the SW part of Campus in the University Circle area is moving forward. The Alumni parking lot at the corner of University and Hester that has been used as temporary staff lot has been purchased by the University and is a now a staff lot. Proper signage should be in place soon.

Barbara Miller asked when the parking area near Bennett will be completely reopened. Joe Weaver answered that it is only halfway complete, so it will not be available for the rest of the year.

**FACULTY — Udaya DeSilva – No Report**

**LONG-RANGE PLANNING and INFORMATION TECHNOLOGY – Nick Materer**

**– Update**

Nick commented on Emeriti Faculty members’ access to the Microsoft license. These members need to inform their dean of their desire to access the software, and the dean needs to make a help desk ticket. Hopefully this information will be on the website soon.

**RESEARCH — Jim Smay – Recommendation –** attached #2

Jim Smay distributed a recommendation to the council members on Supplemental Pay Plan for Rewarding External Research Support. Council Chair Veenstra stated that since this is a recommendation from a standing committee a second is not needed but we do need a motion. Udaya DeSilva so moved. Bob Miller stated that for competitiveness in attracting the best faculty, research faculty, students, etc. that this is a very important item to consider... The recommendation will be sent to the administration. Russell spoke in favor of the recommendation and stressed a need for collaborative relationships. Motion passed

**RETIREMENT AND FRINGE BENEFITS – Mark Lawlor – No Report**

**RULES AND PROCEDURES — Robert Avakian – No Report**

**STUDENT AFFAIRS AND LEARNING RESOURCES — Karen Hickman – No Report**

**Report of Liaison Representatives:**

**Staff Advisory Council – Ival Gregory**

Ival Gregory introduced himself as the new chair of the Staff Advisory Council. He said that he looks forward to working with the council members in the coming year.

**Emeriti Association – Margaret Scott**

It was announced that Assisted Lifestyles was unable to secure funding for developing the White Woods Retirement Campus, so once again this project is on hold.

### The Emeriti Association interest clubs—Investment, Bridge and Technology—are meeting regularly. The Technology group enjoys monthly presentations and discussions by Blaine Mayfield, Director of the Institute for Teaching and Learning Excellence.

Association members are looking forward to travel trips to Branson in December and with OLLI to the Tall Grass Prairie Preserve in October. I have brought several OLLI fall semester catalogs if you or someone in your family is interested.

OLLI received the $1 million endowment from the Osher Foundation.

The Osher Lifelong Institute (OLLI) will host the Neil Luebke Memorial Lecture featuring Dr. Ed Lawry, Professor Emeritus of Philosophy, on Thursday, September 23 at 7:00pm at the First Christian Church.  This free lecture is open to the public.

Dr. Lawry's presentation is titled, 'The Difficulties of Those Who Devour Words.

**Women’s Faculty Council – Barbara Miller**

Miller wanted to remind everyone of the following items:

1. Preparations for the fall Women’s Faculty Council Research Awards are underway. Last year, through generous donations from Deans and administrators, we were able to give out 8 $500 awards to women undergraduates and graduate students. We will again be sending out letters to administrators, and once again will have applications on our web site for this year’s awards.
2. We are still working towards affordable daycare on campus. This year e we will again be working with the Staff Advisory Group and will be meeting with reps from the Stillwater Medical Center, who are planning a daycare facility, in hopes of perhaps forming a cooperative venture.
3. Last year we were able to get Faculty Council to agree to form a committee to study the problem of partner benefits, and the committee never was formed. We are asking this year’s Council to again consider a committee to work on this important benefit to faculty.

**Arts & Sciences Faculty Council – Anna Cruse**

Cruse introduced herself to the council, as the representative from Arts and Sciences. She state that she was sent to the meeting to learn about the status of the partner benefits issue

**Student Government Association – Kelly Offutt**

Kelly Offutt introduced herself to the council. She serves as a liaison between student and faculty/staff. Please contact her if you need help with anything. SGA has a brand new improved website: [www.osusga.com](http://www.osusga.com), and all contact information can be found on this web site.

**Old Business: None**

**New Business:**

Clint Krehbiel wanted to remind everyone that Temple Grandin will be in Gallagher/Iba tomorrow presenting a seminar from 2:00 – 3:30. The meeting had been changed from the Student Union Ballroom to Gallagher/Iba.

The meeting adjourned at 4:55 p.m. The next regular meeting of the Faculty Council is October 12, 2010.

Respectfully submitted,

Shelia Kennison, Secretary



 **Amended by Passed Failed**

**Recommendation No.**   10-09-01-RES 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

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

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

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

**Title:**      Policy on Supplemental Pay Plan for Rewarding External Research Support

**The Faculty Council Recommends to President Hargis that:** each college within OSU should develop a structured rewards program that provides positive incentive for faculty to seek and obtain extramural research support.

## Recommendation:

### Return of Generated Salary Savings Funds:

The faculty member who is successful in obtaining extramural funding must budget his or her time to successfully complete the research project while satisfying the commitment of their appointment in instruction and extension. If the time required for the research project is in excess of the faculty member's research appointment or occurs during summer months that are not funded by OSU, a common practice is to request academic year and/or summer support from the extramural funding agency. In some instances, the researcher may request release time from teaching duties to perform the required research. In such instances, a replacement instructor such as a colleague, lecturer, adjunct professor, or graduate student may be hired to fulfill the instruction commitment at a lower cost than the faculty member.

Whenever possible, such salary savings generated from extramural grants and contracts that support faculty salaries to perform academic research for the University shall be returned to the administrative department or school of the faculty member whose salary (or partial salary) is paid from the grant/contract. The unit administrator (i.e., Department Head or School Director) shall use these salary savings with the following priorities:

1. Reduce the teaching or service duties for the faculty member whose salary is paid in part or in full by the research grant/contract, if release time from teaching or other responsibilities is required.
2. Salary savings that are not required by the department/school for the above use shall revert to the faculty researcher(s), whose salary is being saved, to enhance their research productivity. Example use of these funds includes but is not limited to support of research staff and students, purchase or repair of research equipment, and other direct costs of research for existing projects or developing new research areas.

### Return of Generated Facilities and Administration Funds

Each college receives a portion of the F&A funds generated from extramural grants and contracts to support the mission of research at OSU. We recommend that each college should devise a strategic and transparent investment plan for these precious funds to grow the research program of each college. We further suggest that this strategic investment plan should take the form of returning, as much as possible, funds to the unit and researcher(s) responsible for originating the grant/contract with the same priorities as outlined in part A of this recommendation.

1. Supplemental Salary Reward

We further recommend that within a fiscal year, faculty who accrue funds from Salary Savings and from return of F&A funds may opt to receive supplemental pay from these funds, not to exceed the equivalent of one month of regular gross salary, in a direct lump sum payment. Faculty receiving supplemental pay will be responsible for any tax liability and regular payroll withholdings that apply.

**Rationale:**

The faculties of OSU actively seek and obtain funding from extramural sources to fulfill the research mission of OSU, to enhance the stature of OSU as a comprehensive research university, and to enrich the educational experience of OSU students at both the undergraduate and graduate levels. The faculty is actively engaged in implementing Objective 1.4 of OSU's Strategic Plan: "Grow strategically as a significant research university…" Successfully obtaining extramural funding for research produces two distinct revenue streams for OSU: 1. Cost savings in instruction through academic year buyout for the faculty member and 2. Contribution to Facilities and Administrations (F&A) costs. We recommend that each college within the university develop a strategic research incentive plan to reward highly successful research faculty with strong support of the research effort and supplemental pay of up to a full month of their normal salary.