

Minutes of the University of Central Oklahoma
FACULTY SENATE
Thursday, February 14, 2008
Education Building 106

CALL TO ORDER

President Mock called the meeting to order at 2:06 pm and asked for a call of the roll. A quorum was found to be present.

ROLL CALL:

Members Present (28): Senator Absher, Senator Barger-Johnson, Senator Bartgis, Senator Bost, Senator Cooper, Senator Cowan, Senator De Bolt, Senator Delano, Senator Eckard, Senator J. Ferguson, Senator S. Ferguson, Senator Furmanski, Senator Hartmann, Senator Hepner, Senator Hickman, Senator Holt, Senator Kahne, Senator Lofton, Senator Loughlin, President Mock, Senator Roberts, Senator Shukla, Senator Silcox, Senator Villani, Senator von Minden, Senator Voth, Senator Wakefield, Senator White.

Members Absent (7): Senator McGuffin, Senator Morgan-Pyron, Senator Parrish, Senator Ravikumar, Senator Stabler, Senator Warning, Senator Wooden.

Recognition of visitors to the Senate: Mr. Jason Hines, Mr. Jerry Legere, and Dr. Bruce Lochner. Mr. Hines spoke on the topic of extended library hours and Dr. Lochner spoke on the topic of suicide prevention.

APPROVAL OF MINUTES: Minutes of the January 17, 2008 meeting were approved without correction.

SENATE EXECUTIVE COMMITTEE REPORTS:

President's Report: (from his submitted written report)

I represented the senate at the Creative Leadership Council meeting on January 23. Discussions revolved around ways to develop creativity, and UCO's positioning in the state as a promising center of creativity. This is part of an overarching state goal to have Oklahoma recognized for leadership in creativity.

At the Handbook meeting on January 31st, discussions with Vice Provost LaGrow extended into the implications of the IDEA Project for faculty evaluations and the issues involved with Administration evaluations. I will speak of this more under New Business.

The Academic Affairs Executive Council meeting on January 30th covered many topics, a few of which I will note here.

The major topic was the legal situation as regards non-citizens and university hiring. Brad Morelli, Jim Martin, and Jeanette Patton went over the implications of new federal and state legislation. There are many hiring restrictions and complications. All deans were present at the meeting and are now fully aware of these complications. I mention the H1B visa holders who must be paid the prevailing wage for the category of work hired for in the region of the hiring employer. This is problematic in terms of university pay structures. For both permanent resident and H1B hires, documentation must clearly indicate that there was no citizen qualified for the position, and that the position was widely advertised. There must not only be electronic postings of openings, but also print

postings. All search committee members must be especially diligent in filling out the screening documents. Most troubling is the implication, being looked at carefully by legal counsel, that the legislation would forbid stipends to non-citizen speakers. It seems to be the case that non-citizens who do not have H1B visas cannot be paid. On the bright side, the university has outsourced faculty/staff immigration issues to an expert. On the depressing side, colleges whose accrediting agencies desire evidence of diversity cannot legally take diversity into account in hiring. Dr. Morelli emphasized again the importance of clear search processes and screening.

Dr. Cunliff and Dr. Montes spoke about the UCO Educational philosophy, and noted the senate endorsement. I added some comments, there was discussion, and the council voted unanimous support for the document.

Jerry Legere spoke about the better alignment of the UCO calendar with that of the Edmond school system. Dean Bernard spoke about, with examples, the new graduate program recruitment brochures.

Provost Radke noted the faintness of prospect for new state money, and the need for creative accounting, discussed the division of the College of Graduate Studies, as I mentioned last month, so that research is given full status rather than continuing to exist as a dependent of graduate studies. UCO has added three more memoranda of understanding with institutions in India.

Mitchell Hall will be closed for significant restorations between May (possibly June) and December, the lack of performance space being somewhat relieved by the College of Liberal Arts providing Pegasus Theater.

Historian Hepner, Secretary Cooper, and I met with Provost Radke on Tuesday, February 12th.

As directed by the senate in January, I asked about both the appointment of Dean Bernard, and the costs of establishing the new Office of Research. There were two failed national searches. The 'best' candidates as determined by the two searches were simply too expensive: UCO is very much below average salary for graduate deans. There was a proposal by a few of the deans to convert Dr. Bernard from interim to permanent dean, and the rest of the deans agreed that this was a desirable outcome. This outcome accorded well with the provost's goal of enhancing both the graduate college and the to-be-established research office.

The costs involved in setting up the new research office are extremely modest. Dr. Bernard got a modest raise when converted from his interim status. Dr. Wilson also received a modest raise. There was no additional staff hired, nor any other expenses. In regard to money, not only has the transition cost been "almost nothing," but there have been changes proposed that will increase funding: if the Regents approve, there will be a modest increase in the graduate application fee from twenty five to fifty dollars.

Again pending Regents approval, there will be an increase of approximately one million four hundred thousand dollars from increases in fees for on-line and correspondence courses: UCO has been very unusual in not charging fees for on-line courses and has had atypically low fees for correspondence courses. The correspondence courses may be

shifted to residence credit and thus will be fully applicable to student's degree program hours.

Modest instructional fee increases will greatly aid campus plant improvements, and will not be overwhelmingly burdensome to the students, amounting to an estimated twenty five dollars a year.

The merit pay issue is still in process, with the expectation that we will see a document this month. However, there isn't much likelihood of our seeing money to feed into a system.

The provost told us that the financial projections for new state money have declined since last we met, and are now floating between thirteen million dollars and twenty three million dollars. Even if the higher figure were to eventuate, and even if all of the money went to higher education (there is, of course, no possibility of such a thing), after being run through the education funding formula, we would not receive even enough to cover our mandatory cost increases. There is simply no financial joy in this.

We spoke about the three bills to be introduced today, which I will say seem to accord with developing thoughts of the administration. This is promising.

There was discussion of FSP 01-R, Creation of Individual Faculty Accounts, which awaits comment by the deans, as well as a decision by the president.

There was a presentation of the mission statement of the Athletic Council task force, and discussion of the ongoing project.

Vice-President Hartmann spoke about the *Daily Oklahoman* article of February 2nd dealing with American Fidelity and the punitive damages award granted to the family of a former UCO faculty member for unannounced changes in coverage. The Vice-President will speak about this in his report.

With this, I conclude my report.

Vice-President's Report:

Vice President Hartmann then reported that he had three bills to introduce. First, FSR 2007/08-04, a proposal to allow faculty and staff to park in all university parking lots. He said the bill had already been discussed with Provost Radke who indicated he only saw one minor glitch with the proposal in that faculty and staff are now getting their parking for free but the students still have to pay for theirs and he felt that some students might argue against allowing faculty and staff in student lots because of this. He also said that the bill had been referred to the Faculty Senate Welfare Committee. The second bill, FSP 2007/08-05, would request online access to student photo-id pictures for the instructors of courses within the university. The bill was referred to the Faculty Senate Student Relations Committee. He added that the Provost also seemed very favorable to the idea of faculty access to student photos. The third bill, FSR 2007/08-06, entitled "Faculty Access to Digital Telephones," was referred to the Faculty Senate Budget Committee. Then Vice President Hartmann reported that the Faculty Senate Committee on the formation of an Athletic Advisory Council had met on January 30, 2008 and the committee had agreed upon a mission statement for the Council. The committee also

discussed the building of a constitution or operating code for the council. It was suggested that it would make good sense to have the mission statement, along with the proposed list of members of the council, reviewed by Executive Vice President Steve Kreidler. Vice President Hartmann reported that he had passed this information on to Executive Vice President Kreidler who responded very favorably. The next meeting of the committee will be on February 27, 2008.

Next, Vice President Hartmann reported on an article which appeared in the Daily Oklahoman on February 2, 2008 concerning a judgment against American Fidelity Assurance Company in the amount of 10.8 million dollars for punitive damages resulting from a lawsuit brought against the company and awarded to the mother of Professor Mike Metzger on top of a previous judgment for Fidelity to pay for the out of pocket expenses for his cancer treatments. Apparently, in 1994 American Fidelity changed the wording in its catastrophic cancer insurance policy which suggested that it was not required to pay the full out of pocket expenses for policy holders. The source of contention was that the wording in the policy was changed from paying out of pocket expenses to paying the discounted amount of out of pocket expenses.

Reporter/Historian's Report:

No Report.

Secretary/Treasurer's Report:

Secretary Cooper reported that the additional door plates for the new senators had been obtained and that those senators still needing door plates should see him in order to get them. He then stated that he had heard from one member of the Faculty Welfare committee, which he chairs, concerning the bill mentioned by Vice President Hartmann which had been referred to that committee. He had received one (favorable) response. He also said that unless he heard anything discouraging from the rest of the committee within the next few days that he would refer it back with approval to Vice President Hartmann in order to bring it up for discussion by the full senate.

Parliamentarian's Report:

No Report.

UNIVERSITY-WIDE COMMITTEE REPORTS

Academic Affairs Council:

No report.

Academic Early Warning System:

No report.

Action Teams:

Academic Integrity:

No Report.

Alumni Association Board of Directors:

No Report.

Benefits Committee:

No Report.

Budget Task Force:

No Report.

Continuous Improvement Team:

No Report.

eLearning Advisory Committee:

No Report

Emergency Communications:

No Report

On-line Course Evaluation:

No Report.

Faculty Merit Credit Committee:

No Report.

FEC Advisory Board:

No Report.

Faculty Handbook Editorial Board:

President Mock reported they have been working on the job description for the Graduate College dean and that their job had been made much simpler by the separation of the Office of Research from the Graduate College.

Globalization Committee:

Senator Von Minden reported that next year's Passport theme would be China.

Graduate Council:

No Report.

Information Technology Advisory:

Senator Bartgis reported that applications for grants for the innovative use of technology would soon be available.

OneCard Committee:

No Report.

On Line Course Evaluation:

Senators Bartgis and Roberts reported that evaluations had been completed for online courses.

Research Advisory Council:

No Report.

Transportation and Parking Advisory Council:

No Report.

Undergraduate Research Advisory Council:

Senator Voth reported that the council had met on January 16, 2008 and one additional time since then. The Council went over the six applications for research incentive grants which had been received and she verified that they had been approved by all members. Two applications had issues with their budgets and Dr. Wilson was going to talk with the applicants concerning them. It was reported that the problems with the budgets in those applications would be repaired and the applications re-evaluated.

SENATE STANDING COMMITTEE REPORTS:

Academic Affairs:

Senator Barger-Johnson reported the Academic Affairs Curriculum Committee had met on January 3, 2008 and that its business was primarily concerned with cleaning up the committee's business for the year.

Adjunct Affairs:

No Report.

Alumni and Community Relations:

No Report.

Budget:

No Report.

CPP&E:

No Report.

Faculty Handbook:

No Report.

Faculty Welfare and Development:

Secretary Cooper's report is included with this Executive Committee report.

Information Resources and Technology:

No Report.

Personnel Policies:

No Report.

Research:

No Report.

Student Relations:

No Report.

UNFINISHED BUSINESS:

None.

NEW BUSINESS:

President Mock reminded those present that the Faculty Senate was responsible, according to the UCO Faculty Handbook, for the evaluation of administrators. He said that at the Faculty Handbook Committee meeting Vice President LaGrow had stated that the administration was extremely enthusiastic about the use of the IDEA evaluation tool for administrators but that they cannot do it unless the UCO Faculty Senate gives approval to do so. Senator Warning pointed out that one advantage of this is that we could compare the results from the IDEA evaluation of our administrators to the evaluations of administrators at other colleges and universities. President Mock then recommended that the senate approve the use of the IDEA system so that it could be gotten up and running. A motion was made to do so and the recommendation was approved without discussion.

President Mock then indicated that the Handbook Committee had extensive discussion concerning faculty evaluations and that the IDEA system for faculty evaluations was overwhelmingly supported. Assistant Vice President Beasley, however, sees complications with respect to paper evaluations for a faculty the size of UCO's. President Mock then stated that Senator Warning's committee is looking to see if there are insurmountable problems with paper evaluations. He also said this was discussed at the last University Chair's Council and that there was no enthusiasm for going back to the online system. A discussion ensued concerning problems with the online system, especially pertaining to return rates and the implications for the statistical significance of those evaluations. President Mock then said discussions were underway to incorporate the best of the IDEA and SPIE systems. He said he hoped that by the next Faculty Senate meeting there would be some news from our speaker on this as well as news on the merit pay system. He asked Senator Warning to type up what she thinks is good about the IDEA system for dispersal to the members of the senate prior to its next meeting so that the members would be able to have meaningful questions during the presentation. President Mock said he would distribute this with next month's agenda.

ADJOURNMENT: President Mock adjourned the meeting at 3:27 p.m.

Respectfully Submitted,
Secretary/Treasurer Cooper, 03/10/08