

**Faculty Senate Executive Committee Meeting with President Newsom
January 25, 2:05pm-3:23pm**

Attending:

Chair Randy Clark
Past-Chair Dan Althoff
Chair-Elect Kay Daigle
Archivist William Fridley
Parliamentarian Rolando Diaz
Recorder Kate Shannon
Treasurer Stan Alluisi
VPAA Teresa Golden
President Tom Newsom

Meeting called to order by Chair Clark at 2:05pm

The Shared Governance Forum will be held on February 16 at 2pm with the topic being decided upon by the Administration. The second Forum will be on April 5 at 2pm [times corrected on 2-5-2021] with a Faculty Senate chosen topic.

President Newsom and VPAA Golden have been discussing possible topics but have not yet made a final decision. President Newsom asked the committee for any suggestions. Parliamentarian Diaz suggested a topic related to COVID might be in order. The President and VPAA will choose a topic and present it to the Executive Committee (EC) prior to February 11th (one week before the forum).

Chair Clark provided some concerns with the migration of Campus Connect to Colleague. He provided some examples of features faculty would like to see returned or activated. For example, some reporting features in Campus Connect provided an email confirmation (attendance, EARs, and final grade reporting). These were useful for faculty records. Chair Clark asked if these features would be available in Colleague. VPAA Golden indicated that the report features are withheld at this time to give Kristi Luke (Associate Dean, Institutional Research and Records) a chance to work out the glitches. VPAA Golden agreed that this is an issue that is on their radar, but there are other issues that are taking priority.

President Newsom said that functionality for students would be improving with the addition of a new phone application. He then stated that students indicated an issue with 'out of date' Blackboard features. He would like to establish a committee of faculty to look into updating Blackboard. He would like faculty voice in this decision. VPAA Golden indicated that the 'out of date' Blackboard features were due primarily to not being cloud based. We are still using our servers instead of the cloud. Chair Clark stated that CIDT was still holding on to features that would be helpful if they were available to faculty. One is the ability to copy materials, content, and rubrics from one course to another.

Chair Clark brought up the third topic of discussion - Faculty Appointment Letters. President Newsom was under the impression that these were to start in the 2021-22 AY. If faculty need something now, they can request it. Chair Clark and Archivist Fridley clarified that it was meant for this AY (2020-21). It was also proposed by Archivist Fridley that the letter contain the following: (1) Rank, (2) Salary, (3) Teaching Load. President Newsom indicated that this request is a priority and is committed to making this happen.

The 4th topic of discussion was the Faculty Compensation Proposal that was ratified by the Faculty Senate on December 17. Chair Clark gave an overview of the recommendation and then opened it up for discussion. Archivist Fridley reiterated the urgency of this request so it could be in place for the 2021-22 AY. President Newsom replied, 'Yes, it is a great proposal' and thanked the senate for pinpointing what was needed. He indicated that discussions are taking place and he is committed to making this happen. He could not commit to the 3-year request as the budget has not been submitted yet. But it is a priority. A systematic process of offering an annual cost-of-living adjustment is also a priority. The administration is looking at revenue streams in addition to fees and tuition, but those conversations are just starting. Fee adjustments are due by early February and that is what they are looking at first. VP Westman will be sending out some guidelines on the budget process to get chair and faculty input.

President Newsom stated that salary increase is a priority, and he would like to see more than just the 3-year step increase. Archivist Fridley asked for \$2021 to be considered. Chair Clark stated that the committee would like to leave the table with something in writing. He indicated that we would like to have a written statement that administration has a sincere intent to move forward with our proposal and that we engage in a collaborative effort to make it happen for the 2021-2022 AY. President Newsom responded that he did not have a problem doing that and that he was willing to sincerely and intentionally work to solve this problem, campus-wide, including staff. He stated that he cannot do anything about what happened in the past but 'could only make an impact on tomorrow' and is dedicated to making this a priority. He agrees with every statement in the proposal and especially likes the concluding aspirational statement ("A worthy goal for our University: Southeastern Oklahoma State University has developed a well-earned reputation as Oklahoma's premiere regional university in the way it supports and pays its faculty and staff). Fridley noted that the statement is rarely heard, and that it offers a fresh mindset that offers great possibilities if the university were to embrace it. suggested this be a possible goal and mindset.

President Newsom offered that given the current situation (COVID) and a 9-month tenure, we have not been able to adequately interact in order to build trust. Chair Clark reiterated the necessity for a written statement in regard to his commitment. VPAA Golden stated that she and Marjorie Robertson (Director of Human Resources) have been working on the salary cards. Archivist Fridley asked when we might expect a figure. President Newsom stated before July when the budget was finalized. He is shooting for more than the 3-step increase. Chair Clark stated that we will continue to push because it is our duty to do so. President Newsom replied that he would not expect anything less. We are all working towards a better university.

The final item of discussion, which was not on the agenda, was the Executive Summary of the COVID survey. President Newsom expressed his appreciation for the senate conducting the survey but would like to see the comments, if possible. If there are any red flags in the comments, bring it to the administration's attention.