

MEETING NOTES
October 25, 2021 - *RESCHEDULED* November 15, 2021
Meeting between President Newsom
and
The Faculty Senate Executive Committee

<https://se-edu.zoom.us/j/94752241928>

2021-22 Executive Committee

Attending:

Chair, Kay Daigle
Past-Chair, Randy Clark
Chair-Elect, Kate Shannon
Archivist, William Fridley
Treasurer, Stan Alluisi
Recorder, Matthew Sparacio

Not Attending:

Parliamentarian, Rolando Diaz

- 1) Quality Initiative Proposal
 - a) Any clarifications necessary?
 - b) VPAA Golden gives an update: we've only moved forward on one piece thus far and plan on working with the advising center in Spring.
 - c) President Newsom summarizes the overall aims to the QIP: it is a *proposed* framework that we need to study. Notes that one piece that was left unaddressed during the previous shared governance forum was that a significant number of faculty are advisors. Stressed that the faculty advisor/mentoring role/interactive relationship is still a huge part of the plan going forward, even if it needs to be defined more clearly. This aspect does not change, but only strengthens the relationship between students and teachers.
 - i) VPAA Golden says the advising folks will be able to track down students better than faculty can. Whatever system we adopt will help optimize the scheduling aspect of it too. Says, "Software is not the only answer – people are the answer."

ii) President Newsom reminds that this is an ongoing process, and part of the process is letting faculty dictate how involved they want to be. President Newsom also said that regarding software he has no allegiance to a particular program or software.

(1) President Newsom stressed that he wants the software purchased ASAP, but we need to be sure that the purchase is a long-term solution.

d) VPAA Golden said that the ongoing reviews by Director Christala Smith and CIDT seemed to have caused some confusion, and she (Golden) is more than happy to clarify this at any time. This is supposed to start hard conversations, so we need this ripple effect.

(1) Past Chair Clark says that he found the review helpful, and that it caught some things that he overlooked. Stressed it was helpful to have a student perspective.

(2) VPAA Golden offers a clear reminder: faculty still control the content and we just want classes that are easy for students to navigate.

2. HB 1775 University Statement and perceived impact across campus ([LINK HERE](#))

a. President Newsom says the university needs to be in line with state statutes. But also stated that he will defend academic freedom to the ends of the earth and any faculty who exercise that academic freedom. Notes that he doesn't see an issue with our campus, but more so potentially being an issue in that it allows for whistleblowers. In that case, we as an institution would need to adjudicate.

i. Senator Fridley thanks President Newsom for his clear answer, asks for confirmation that only the first portion – diversity, equity, and inclusion training – applies directly to higher education. President Newsom replies that, yes it does. Admits that we won't know how any of this plays out until there is case law. Regarding training, we don't have diversity training on campus right now. Even so, Title IX requires this at times, however, and we need to follow federal law. Compares this to the issue surrounding the vaccine mandate. Newsom asked the state legislature to add language to clarify this, but it was not included. We will have to deal with when it comes about.

- ii. Senator Fridley asks about implementation. President Newsom said that the State Regents gave guidance recently that they would NOT speak to SB1775.
- iii. President Newsom also noted that there is no punitive measure or outcome included in the law. Liability remains murky. To summarize and give a short answer: SE will follow the law, but as President he respects our faculty and will let them teach to prepare students for real world situations.

3. Faculty Involvement in the Budget Process (see attachment or links below)

Original Faculty Hiring Prioritization Resolution

- [December 6, 2017 \(page 2\)](#)
- [Text of the approved Resolution Regarding Faculty Hiring Process](#)
- Second Iteration:
 - [PPC Report of 10-14-2020 \(page 2\)](#)
 - [Approved by the FS on 10-14-2020 \(page 4\)](#)

- a. Senator Fridley notes that we started offering proposals for more transparency in Fall 20218. One of the points that was never resolved with earlier proposals was determining the point of input for faculty – that part never got implemented.
- b. VPAA Golden says that to her knowledge no hiring requests have been denied. We are not in an ideal position yet with our faculty size, and stresses the proposal is considered relevant.
- c. President Newsom says that the only question he had was who exactly submits the request? Archivist Fridley stated that the resolution assumed that each chair should meet with their faculty and go over their numbers and vote on how many lines (if any) are needed. The President would like for the language to be even clearer. He also stressed that he would like to give administration flexibility with the due dates - while benchmark dates are good, we do not want to be locked in a cycle.
 - i. Regarding hiring, VPAA Golden says that we have to phase folks in but also be responsible to future budgets.

- d. Chair Elect Shannon asks, “How might departments gain insight about what kind of teaching load constitutes a hiring need? We need to know this sooner rather than later” (in reference to departments meeting to decide if they do, in fact, need to request another line). President Newsom agrees, and says we are working to make this happen. This is easier for some programs because standards in some departments rely on student-to-teacher ratio.
 - i. Past Chair Clark asks how we can avoid the perception of favoritism in this process? Believes that having deadlines and set rules will eliminate these misgivings.
 - ii. President Newsom states he has no issue with formalizing this. He also is OK with the concept of an internal database but wants to check to make sure that everything is compliant. Also suggests that the resolutions can have stronger language: something along the lines of: “if we are outside the usual hiring cycle, we will still follow the same process and offer a written justification for why this is occurring outside the typical process.”
 - iii. VPAA Golden notes that rehires (for existing lines) should be included in this process as well. Notes that departments in general have been nervous about lines being lost in the past. Overloads in these departments are results from our unexpected growth and from SCH. Stresses that chairs may be working from the Reduction in Force document previously circulated. But this is not the guiding rule at this time.
 - 1. Senator Fridley says that this conversation will go well with the upcoming shared governance forum.

4. Updates from President Newsom

- a. Thanks for Chair Daigle for getting the salary card working group up and running. Stresses his excitement for this. The first meeting will be later this week.
- b. Gave an update re: the academic calendar. Notes that we are building the calendar for next academic year. Announced that there will be a Fall Break (one day IN ADDITION to the week off for Thanksgiving). Acknowledged that we really needed one this Fall for mental health but could not fit one in.

- i. We are working on a three-year calendar to approve, meaning that going forward each year we will work on the third year out.
- c. We have HLC dates pending (hope to know by the end of the week).
- d. Announced we are about to sign a contract with EAB for marketing. This marketing will take the form of mailers, flyers, electronic advertising to potential students. We found out during COVID that we have shortfalls in our undergrad enrollment processes, but we can't solve them overnight because of capacity issues with Colleague. We are looking at a three-year contract. This is necessary because we have lots of staffing issues right now – I we want to get this done ASAP we need to take this route. Clarified that recruitment will be for face-to-face students, not those looking to enroll in online sections.
- e. Announced that we are also engaging with Graduation Alliance. This is a different contract from the one previously rejected. This agreement will offer another lead for pulling back all our students who have applied but did not enroll in the last 6 months. This agreement will market to get them back into school. The deal is a fixed amount – a good deal. Explained that we give them a list and we can see what the return is. It's a one-year agreement. The big payment for us will be the enrollments. Noted that another regional university in Oklahoma, using this follow-up recruitment, was able to re-engage with upwards of 40% of students. This agreement does not include any revenue share.
- f. Regarding the vaccine mandate, admits there is still uncertainty. We are trying daily to determine what the obligation of the school is under current regulations. OU and OSU implemented mandated vaccines. Regional schools are still trying to determine if they are subject to government contracting. We may not be subject to the one-hundred-employee rule.
 - i. Senator Alluisi asks if certain programs fall under these regulations. President Newsom states that it's not a cut and dry distinction with most departments and programs. Regional universities are more so grantees or grant *administrators*, not the direct receivers of grants. We also don't know if student financial aid is considered federal funding. Research grants – like programs at OU,

OSU and Langston – are clearer cut. Regardless, we are preparing for everything.

- ii. As for the vaccination incentive program deadline extension gave some updates: we have had 359 new vaccination cards uploaded. Some of these 359 were folks that *forgot* to submit the cards before the first deadline. Notes we will continue to offer vaccine clinics (the last this semester is December 1).
- g. Graduation is happening in-person!
 - i. On Friday have 363 scheduled graduates (graduate school) walking.
 - ii. On Saturday have 208 scheduled graduates (undergraduates) walking.
 - iii. Johnson will speak.

5. Concluding Remarks

- a. VPAA Golden asks: Regarding post-tenure review for chairs; do we need department chairs of outside departments on the post-tenure review panels? Chair Daigle and Past-chair Clark responded that it should not be necessary: chairs go up for post-tenure reviews as a *faculty member*, not in their role as a chair. The chair of the post-tenure review committee for chairs, acts for VPAA Golden. VPAA Golden suggests updating the APPM to include this clarification.