Meeting Minutes
September 27, 2022
Meeting between President Newsom
and
The Faculty Senate Executive Committee
2:00 – 3:00 pm

2021-22 Executive Committee	**University President**
Chair, Kate Shannon	Thomas Newsom
Past-Chair, Randy Clark	
Chair-Elect, *n/a*	
Archivist, Andy Kramer	
Parliamentarian, Rob Shauger	**V.P. Academic Affairs**
Treasurer, Steve Csaki	
Recorder, Matthew Sparacio	Theresa Golden

1. **Compensation progress**: Have the recommendation proved by the salary card working group been evaluated? What is the timeline for addressing proposed changes?
    1. Still some work to be done.
        1. Distilled the recommendation into 5 action items: (1) keep card but apply to all faculty; (2)should there be a floor; (3) market adjustments by discipline; (4) **adjustments for experience here and elsewhere**; perhaps option of not using step increases; (5) mechanism to adjust for inflation (this was implemented).
            1. Compensation off the card? Need to get this information.
            2. Is floor the base card or a different metric? Does the base include experience?
                1. Suggestions: can we use the salary for three years of employment and average them to make a "floor"? A budget committee recommendation.
            3. Are distinctions by discipline necessary?

1. Where do we get market data by discipline anyways?
    1. *NEW CHARGE: FS should discuss additional recommendations based on the original working group*.
4. Looked at national CPI, that's how we arrived at 3%. This was *A COST OF LIVING INCREASE* applied to entire compensation, not base number. Effective increase was 3.31%. Average increase for faculty was $2,285. For Staff it was 3% and $1715; nonprofessional staff 3.7% and a little over $1,000.
    1. This did not apply to adjunct pay – still needs to be addressed.

2. What about tuition increases?
    1. There is room for a small increase, but increases will hurt undergraduate enrollment.
        1. Strategy is to raise tuition (OK Promise) first <u>before</u> fees. For this year, the fees are auxiliary fees directed to debt service on the Student Union (almost finished paying it off).

2. Timeline for any Salary Card Updates: Next Budget Cycle.
3. **QUESTION**: how is the university "categorized"? How do you choose to define that category? What schools are we like, and what are we aspiring to be more like?
    1. Traditional answer: Regional, Public, Minority-serving, Native-serving Institution.
        1. Of RUSO the schools, maybe Northeastern is a "real" peer?
    2. Aspirational answer: More like UNT, TWU, **NW Missouri State**.
        1. We need to grow on-campus student population.
        2. 25% of our student population comes from Texas; North Texas schools are our competitors.
        3. **92% of our students stay in Oklahoma a year after graduation**.
            1. We are building affinity here and staying in Oklahoma.

4. Looking at Summer Pay (currently adjunct pay) with the intent that we will have movement on it before the summer. May make modifications for adjunct pay before this budget year.

2. **Office Hours Policy Change Recommendation** – Concern – the current policy is not possible for fully remote faculty. PPC is currently working on a revised policy.

Policy under question – (APPM 4.9.1 p. 102) – *A full-time faculty member is required to schedule ten office hours per week and it is recommended at least one (1) office hour be scheduled each day Monday through Friday. In addition, a faculty member is expected to be available additional hours by appointment. Faculty members teaching distance education classes may negotiate with the department chair to substitute up to five online office ours for five physical office hours.*

1. No major concerns from the President. Knew that the updated telework policy would have some consequences.
2. Only comment is that it should reflect understanding that face-to-face instruction must still have face-to-face office hours.

2. Budget Committee drafted it and it will be sent to the Chairs for approval.
    1. Draft proposal includes stipulation that office hours be in proportion to instruction.
3. Preference: If a meeting is <u>required</u>, there needs to be a zoom option. If not required, it is up to the discretion of the organizing body/administrator.

3. **Campus Master Plan and Strategic Planning Process** – How will input regarding Academic Spaces be solicited? How might the Campus Master Plan flex in response to the work done by the Strategic Planning Committee?
    1. They are very flexible. The Campus Master Plan is a philosophical framework. President identified Morrison and Hallie McKinnie as priorities.
        1. Science and Bio buildings have established a framework for faculty input. Case in point: Allied Health Nursing Programs. Time Smith and Diane Dixon

are at the wheel for prioritization of how state allocated moneys are used for these programs Bottom line: there is a process in place.

2. No real plan for displacement/loss of current space in the Master Plan.
3. **QUESTION**: How will online instruction be responsive to student needs? How will we continue to build connections with online students?
    1. Software upgrades. Increasing advising capabilities through Quality Initiative.
4. **QUESTION**: How do we do fundraising? Utilizing the website. Adopts a "Friend-raising" philosophy.
    1. No capital campaign in the works. Instead focus on affinity groups.
    2. Priority for the master plan is: *what we can get funded?*

4. **Faculty Housing** – This is a valued option for several new faculty. Increasing numbers of faculty are taking advantage of on campus housing. How might policy be developed adjusted to meet the needs of faculty?

    1. Cohabitation policies?
        1. Likely a product of liability concerns. President will look into this specific topic more.

5. Presidential Updates
    - Presidential meeting with Texas Instruments (chip plant in Sherman)
        - We are the "front porch" for TI in Oklahoma.
    - Working on a Land Acknowledgement with tribal partners.
    - Sent a notice yesterday to Barnes and Noble that we will not be renewing the contract in March – we will solicit Request for Proposals. Does not mean that B&N won't be our bookstore in the future, just that it is open.
    - Making a change in Tribal Relations – Lauren Garner is leaving in December. As of October 1st, Chad Harp will be temporary VPTR assistant. Looking for a seamless transition.

        - Currently drafting job description for new position that will report on tribal side of student-facing curriculum concerns.
    - Nursing is an official department. Does not go to HLC until we start proposing programs.
        - Amanda St. John (director) will be appointed as department chair.
        - Nursing will be under Arts and Sciences.
    - Appeals committee is being finalized.
    - Updates from RUSO:
        - Jason Merriweather to look at admissions processes audit at all schools.
        - Hiring a government relations rep. to serve RUSO institutions
        - State Strategic Plan for Higher Education; we are at the table - Pres. Newsom will serve on the following committees:
            - Student success subcommittee
            - Student pipeline subcommittee
    - Shared Governance Forums updates
        - Staff Senate will also host a SGF in February (requires APPM update)
        - Topic to be determined
    - **NEW REQUEST**: how can the faculty senate help bridge visibility and distance between faculty and university president (based on comments in FS survey results).
    - APPM will be updated on the website.
    - VPAA Golden Comments:
        - Curriculum Committee needs a Chair
        - Still the intention to share Chairs' Meeting notes.