

Faculty Senate Executive Committee Meeting
With president Newsom and VPAA Golden
April 25, 2023
2:00 PM
Hybrid – President Conference Room or ZOOM

ATTENDANCE

Randy Clark
Steve Csaki
Andy Kramer
Kate Shannon
Rob Shauger
Matthew Sparacio

President T. Newsom
VPAA T. Golden

ABSENCES
Amy Gantt

- I. Call to Order – 2:03 PM CST
- II. Old Business
 - a. Faculty Senate Compensation Proposal Status
 - i. UPDATE FROM THE PRESIDENT: currently working on analyses of the proposal and trying to nail down the individual components of the proposal.
 1. Marjorie Robertson has figured out what the true priority is.
 - a. The first attempt would result in \$1.7 million to bring faculty compensation up to lowest 10% percentile according to AAUP metrics as per the proposal.
 - b. Marjorie is working with Chris Moretti to re-do the calculations.
 - c. A similar thing is happening with Staff Compensation proposal.
 2. Thursday (4/27) is the deadline for budget proposals and start of May we will look at revenue on this year's actuals and next year's projections.
 - a. Hope is to get proposal framework completed before May 24.
 3. State is not helping in terms of additional funding we can draw from. The Common Ed pot number will be between \$300-600 million. President Newsom noted that he is not optimistic that Higher Ed would get "much of anything" other than already earmarked funds.
 - a. President noted that we don't know if the State Regents have any appetite for tuition increases. SE may see a 1-2% tuition increase; the approved peer limit was 3.8%.
 - ii. In conclusion, the President "doesn't see that happening" this year.
 1. *SUGGESTION*: administration can consider applying any available money to all faculty who are on card (approx. 50%). The rationale

is that if you are not paid on the card, you are not grossly underpaid. There are clearly people who do not have enough. This suggestion is in line with the Staff Compensation proposal.

- a. There was a discussion about what exactly was meant by faculty being “on card.” Defined “on card as according to the 2008 salary card (well below AUUP’s lowest 10 percentile).
 - i. FS and administration are “talking the same language” and that both parties are “100% on the same page” regarding compensation.
- b. Faculty and Staff Housing
 - i. FS executive committee voiced concern over projected enrollment increases in the Fall. Are we ready for this influx of students? We want them to stay, but how will we do that if we are overworked?
 - ii. President is hopeful that we will be near full capacity in our campus housing. Housing has been “less than break even” for the last couple of years. Hence the need for faculty and staff in Sherrer to vacate.
 1. We need students in these dorm rooms to help pay off the debt services for Sherrer Hall.
 - iii. The President is meeting with faculty and staff affected by the changes on Friday.
 1. Two faculty are still unsure about what the future looks like. They are flexible about available living arrangements, even if it does not include staying in Sherrer.
 2. Some solutions are still being sought; some have been offered.
- c. Organized Research Grant – Recommendation
 - i. APPM Section 3.5 (p. 40-1) provides guidance for the Organized Research and Program Review Committee (ORPRC) to “set and amend policy with regard to disbursement” and to “review and analyze the effectiveness of the Organized Research Grant program.”
 - ii. FS recommends that the ORPRC conduct a review of the current timelines, review processes, and funding practices to evaluate the effectiveness of the current process.
 1. NOTE: Faculty suggests that at least three funding opportunities are implemented to provide equitable funding throughout the fiscal year.
 2. It is up to the committee itself to determine if the ORPRC decisions should rank junior faculty requests higher.
 - iii. This money is a combination of \$25,000 of state funds matched with \$25,000 from Presidential Partners. Last year we actually disbursed \$6000 more than the \$50,000 annual budget.
 1. The bottom line is that we need to spend the money.
 - a. Requests made even before the committee meets in the Fall are approved by VPAA Golden.

- b. VPAA Golden noted that the real challenge in any policy update is making sure proposals are approved in a timely fashion.
 - 2. There may be more requests related to McNair Scholars research agendas in the future.
 - iv. Faculty is also frustrated by the fact that most of the time they are not disbursed the full \$1700. Some of this is due to state travel policies.
 - d. Microcredentials and Intellectual property (APPM 7.10.3 p. 138)
 - i. APPM language: *Southeastern OK State University respects the intellectual property rights of the professors and students and thus must gain permission for use of such works, including content stored within the Learning Management System (LMS) for online, blended, and face-to-face course. An author may allow the copy and/or distribution (as well as viewing for training purposes) of their materials by giving written permission to the requestor. In such cases, any materials used will retain the name of the author.*
 - ii. APPM language: *Work-for-Hire principles will not be applied to individual works in developing materials. However, such rights will be reserved by the institution in cases of appointed collaboration such as the work specifically commissioned by the university or produced by university committees and councils. Works produced under a specific contract or grant agreement between the university and a governmental or other agency organization are subject to the terms of the grant or contract for purposes of copyright. The terms of any grant or contract shall take precedence over this policy should there be a conflict between them.*
 - iii. The current microcredential programs are not being produced by SE, with the exception being CIDT authored materials. At this moment, microcredentials are non-academic and drawn from a third-party catalogue. SE was pressured by the State to enter this field.
 - 1. Our current system is set up so that it doesn't cost us any money until someone signs up for it. Split it with AP (not quite half).
 - 2. President notes that we did not put revenue from microcredentials in the budget. Administration does not expect this to make a lot of money. We will gain secondary benefits for marketing and recruiting, especially in Houston.
 - 3. The eventual hope is that we can use this platform for credit down the line. But credentials gained through Ed2Go will not count towards credit.
 - 4. Developing microcredentials is a voluntary decision on the part of faculty and staff. No pay model has been developed yet.
 - a. JMSB is the most interested in developing microcredentials for "levelling courses."

- b. DISCUSSION: “voluntary” depends on rank, especially for non-tenured tenure track faculty who may feel pressured into making these materials.
 - iv. Credit for prior learning is a whole different thing (we won’t have this worked out before HLC).
 - 1. Continuing education microcredentials will be run through Career Management.
 - v. FS Executive Committee stresses that whatever faculty engagement looks like with the microcredential program, FS wants to get involved.
 - 1. Any faculty member that feels like they are being pressured into developing microcredential materials should contact VPAA Golden directly.
 - e. Communications between advisors, faculty and registrars office regarding student withdrawal process.
 - i. Students are withdrawing and they are talking to advisors but not faculty. What is the expected line of communication?
 - 1. Once we pass the add/drop date + two days, if the student is reported as nonattending, registrar automatically cuts them. Students get a “W” in withdrawal period.
 - 2. Rachel Toews communicates with faculty if a student withdraws.
- III. NEW BUSINESS/UPDATES
- a. NEW PROGRAM: SE received approval from the Regents to begin offering MA in Health Administration (anticipated start in Fall II 2023)
 - b. NEW DEAN: Dr. Whitlock named interim dean of JMSB. Consultants advised us that not having a dean would be a distraction during accreditation.
 - i. The hope is to expand dean presence(s) across all colleges.
 - c. COMMENCEMENT: 246 petitions will walk on Friday; 296 on Saturday morning.
 - d. NEW BOOKSTORE: The bookstore transition has gone well; it presents much better for recruiting.
 - i. Our new bookstore contract included money for physical renovation of space, which should take place during the summer.
 - e. SUMMER PAY: because Marjorie is focused on card, summer pay will remain consistent as in the past. We are still on the emergency summer pay schedule.
 - i. Mistakes were made in the past re: summer compensation. To address this, and considering the tight turnaround time, HR believes it will be more helpful to have transactions forms filled out for both adjuncts and faculty. The hope is that there will be fewer processing errors.
 - 1. SE trying transaction forms in May (Summer I).
 - 2. CORRECTION: must correct to 4 hours on current form.