

**Faculty Senate Minutes**  
**Wednesday, November 29, 2017**  
**Meeting #7, Fall Semester 2017**  
**3:30 p.m., Classroom Building 118**  
**As approved on December 6, 2017**

**Attending:**

Stan Alluisi	Diane Dixon	Crystal Moore
Daniel Althoff	Blythe Duell	Chris Moretti
Kathy Boothe	Steven Emge	Josh Nannestad
Brandon Burnette	William Fridley	Rhonda Richards
F.R. Clark	Karl Frinkle	Michael Scheuerman
Kay Daigle	Charles Matthews	

**Not Attending:**

Han-Sheng Chen, Brad Ludrick

**Guests:**

Dr. Clark, Carolyn Fridley

**I. Call to Order and Welcome @ 3:30 by Chair Althoff****II. Approval of Minutes from November 15, 2017.** After a discussion of proposed and agreed to edits, the vote to approve the minutes was 13= yes, 2=no, and 0 abstentions.

Next, based on an invitation from Chair Althoff, Dr. Clark spoke about his/SOSU's Faculty hiring practices. He stated that SOSU is in a period of trying to preserve and revitalize as many vacated positions as possible – especially due to two years of double digit cuts from the State. He also shared that a significant loss of employees, including senior faculty, admin, and staff was due to SOSU's recent retirement incentive. He offered SOSU's priority was to fill the most recently vacated critical seats, such as Art, Aviation, and EIL positions.

A. Dr. Clark also described his parameters that influence the overall decision-making as:

1. Productivity: Student credit hours (SCH) within the department. 2/3 of our budget comes from tuition and fees, including overall production. SCH within majors, general education, and within discipline. Disruption to discipline, departments, and/or overall university. For example, we recently lost our pure Math Ed. Professor, which could impact our M.Ed. C&I in Math program. Due to SOSU's university mission and vision, we also have some majors that are more high profile for the region and/or community, which has an impact on our HLC accreditation. He added that SOSU Administration looks at how SCH production is divided amongst different types of departments/programs, as well as cost per credit generation in majors, cost of salaries, and employee benefit costs. The goal is to position us as best as possible in these harsh higher-ed and statewide economic times.

2. Historically, HLC looked at overall university personnel and did not typically drill down to the department and discipline level. Despite that, starting Fall 2018, HLC accreditors will be drilling down to individual Faculty qualifications. Accreditors are looking for faculty that are qualified in their teaching area/discipline in terms of academic and/or *tested experience*. HLC prefers degrees in disciplines and one-degree level above that which you are teaching; equivalent experience is somewhat acceptable. Thus, we have to maintain certain faculty placements to satisfy these requirements.

3. Some specialty accreditations also influence faculty hiring practices. For example, K-CREP (Counseling program) has a specific student-to-full-time faculty ratio. SOSU also prioritizes maintaining regional and specialty accreditation. The administration is also always mindful of possible, yet announced retirements in their hiring plan.

4. Longitudinally, SOSU employed 165 total faculty 20+ years ago, which is higher than our current faculty employment totals. As programs grow, we can start to fill some gaps that were left due to budgetary issues. We will continue to have to rely on high-qualified adjuncts in specialty and high need areas. To empower our recruitment of highly qualified faculty and based on market forces, our SOSU President is able to grant tenure upon entry, which is usually based on the hiring department's recommendation. Some professors can also be paid more due to endowments, SOSU Foundation money, and OK Regents funding. Due to the rapidity of growth in MBA program, we will be able to fill a JMSB Management and Marketing Professor position by early next year utilizing existing funds.

5. One senator asked if we are ever in a position to hire brand new faculty, e.g. the faculty growth model and if there was an annual/semi-annual deadline for department chairs to submit employment request forms. Dr. Clark stated that he asks all department chairs to submit their requests, asap in order to be processed through the various approval levels in a timely manner. The goal is to have requests to central administration early in the Fall so that the actual hiring process isn't rushed and we get the best pool of candidates possible for all positions. Dr. Clark reports that he continues to advocate for unfilled, high need faculty positions.

6. Several senators commented that the senate was hoping for a more standard, fair, and transparent faculty hiring process that less "piece meal." The senate would appreciate a more strategic plan approach to requests versus the individual-based, "extenuating circumstance" – type hiring request." Dr. Clark stated that he is not opposed and supportive of a hiring request deadline for all departments. He reiterated that his current main priority is to help a rapidly growing area – SOSU's MBA program based on their sustained growth pattern.

7. Speaking on behalf of the Faculty Senate Executive Committee (FSEC), a senator recommended that all department chairs submit requests by a due date. Then, the administration will make all those request available on a shared cloud-based drive and publish the hiring criteria. Lastly, the administration should then follow-up and publish the response (hire or not and when) to the request. It was also noted that some department chairs have more a vested interest in some of their program areas over other areas. Also, that some department chairs and faculty have more input or influence based on the decision due to seniority and social capital. Another senator commented on his/her feeling like there was a lack of transparency in the current hiring decision-making process. Another senator requested that the FS craft a proposal of acceptable related policy and procedures for further consideration, which could include the following: (a) Employee request form, and (b) formal response form that includes why the proposal was accepted or rejected. Dr. Clark stated that he felt that was a reasonable request and that he would help draft it. Dr. Clark also stated that he was concerned that the described efforts may provide extra work for an over-taxed faculty. Despite this, the described faculty hiring process efforts may warrant extra scrutiny due to the overall importance to SOSU.

8. Switching to another topic, Dr. Clark also mentioned that he will be meeting with the SOSU

Staff Association (SSA), SOSU Student Government Association (SGA), and FS in the next couple of weeks regarding changing the academic calendar by eliminating Fall Break and extending Thanksgiving Break to a full week. Some of SOSU feel that Fall Break is especially disruptive to online, 7 week students and is causing cancelled classes and increased absences. A senator commented that one of the long running reasons for Fall Break was the SE OK culture of opening the hunting season that week.

9. Dr. Clark also mentioned that some students were concerns about the payment to Dr. Tudor for settling her case. He informed us that all parties will still need to meet the Judge, per jury recommendation and that nothing has been finalized yet. He also stated that SOSU has already budgeted for our part of the maximum possible award.

10. It was confirmed that the move of Occupational Health & Safety to JMSB have been accounted for in the Senate voting member counts.

11. In summary, Dr. Clark reiterated that he is open to partnering with Faculty Senate. His intentions are good for both Faculty and students.

B. Due to the previous conversation taking almost 1.5 hours and the vast majority of the FS meeting allotted time, Senator Duell motioned to postpone rest of agenda until the next meeting, Senator Scheuerman seconded. Vote: 15 = yes, 0 = no,

### **III. Faculty Senate Committee Reports**

- A. University Affairs
- B. Planning Committee
- C. Personnel Policies Committee

Motion to revise APPM 4.6.3: [Revised motion](#) for changes and additions to APPM 4.6.3. The original motion from the Personnel Policies Committee was postponed at the 11-15-2017 meeting.

- D. Executive Committee
- E. Committee on Committees
- F. Budget Committee

### **IV. Old Business**

- A. SE Hiring Advisory Committee

### **V. New Business**

- A. Online Course Review Policy (postponed from November 15, 2017)

References: <https://www.se.edu/org/faculty-senate/files/2017/03/Proposed-Online-Certification-Third-Draft-.pdf> and

<https://www.se.edu/org/faculty-senate/files/2017/04/FS-DEC-Minutes-3-28-17.pdf>

- B. Shortening Add/Drop Period at Beginning of New Semester
- C. Final Exam Week Lunch

### **VI. Motion to adjourn @4:59pm by Senator Frinkle, 2<sup>nd</sup> Senator Alluisi. Vote: 15 = yes.**

Minutes respectfully by Crystal Moore, Recorder