Cole called the meeting to order with the following members present: Bach, Barker, Cecil, Conway, Curry, Fathepure, Finchum, Gardner, Hiney, Hoff, Jadeja, Jaroni, Khojasteh, Knapp, Lawson, Lovern, Ma, Neurohr, Noden, Parveen, Perkins, Pranger, Reichard, Shan, Slevitch, Stansberry, Warren, Yates and Yough.

Also present: Abrha, Dr. S., Chen, K., Colquhoun, C., Evans, L., Francisco, C., Haley, J., Hallenbeck, D., Kluver, R., Meisner, T., Mendez, J., Miller, B., Pfeiffer, M., Pritzlaff, R., Quintero, K., Sheehan, R., Sun, M., Tarbutton, R., Weaver, D., Weaver, J., Wheeler, K., Wray, K and Dr. Solomon Abrha and Ethiopian delegation.

Absent: Krishnan.

**HIGHLIGHTS**

Special Reports:

Ron Tarbutton – Chief Facilities Officer - Facilities Management Construction Project Updates……………………………………………………………………………………

Dean Randy Kluver-Dean of Global Studies & Partnerships and Dr. Solomon Abrha Abrha -CEO, Governance & Infrastructure, Ethiopian Ministry of Edu. – Current Status of Ethiopian Higher Education Institutions……………………………………………………………..

President’s Report and Comments on matters of interest to the faculty-Kyle Wray for President Shrum....………………………………………………………………………………...

Provost’s report on recommendations made by the Faculty Council and comments on matters of

interest to the Faculty-Provost Mendez……………………………………………………

Vice-Presidents’ Reports and Comments on matters of interest to the faculty……………………

Faculty Council Chair’s Report……………………………………………………………………

Reports of Liaison Representatives

Emeriti…………………………………………………………………………………….

Wellness…………………………………………………………………………………..

Women’s Faculty Council………………………………………………………………..

Staff Advisory Council……………………………………………………………………

Graduate Council …………………………………………………………………………

Student Government Association…………………………………………………………

Graduate and Professional Student Government Association…………………………….

Reports of Standing and Special Committees

Academic Standards and Policies ……………………………………….………………...

Athletics ………………………………………………………………….………………..

Budget …………………………………………………………………….…………….....

Campus Facilities, Safety and Security ………………………………….……………...…

Diversity………………………………………………………………….…………………

Faculty ………………………………………………………………….…………………..

Long-Range Planning and Information Technology ………………….……………...……

Research ……………………………………………………………….………………...…

Retirement and Fringe Benefits ……………………………………….……………...……

Rules and Procedures ………………………………………………….……………...……

Student Affairs and Learning Resources …………………………….………………….....

Cole established that a quorum was present and called the meeting to order. Cole asked everyone to please sign the sign-in sheet that is being passed around. Cole asked those attending via zoom to please put their name in the chat so their attendance can be recorded. Cole let those attending via zoom know if they have a question they could private message Gardner who is watching the chat. He will then communicate the question(s) to the group. Cole stated the first item of business was the approval of the September 13, 2022 minutes. These were electronically distributed and are available on the Faculty Council website. Cole asked for corrections or objections to the minutes. Seeing none, stated the minutes are approved. Cole stated the second item of business is adoption of the agenda which was also electronically distributed and is also available on the Faculty Council website. Cole asked if there were any corrections to the agenda. Seeing none, Cole asked for a motion to adopt the agenda. Stansberry moved and Yough seconded the motion. Cole stated that it had been moved and seconded to adopt the agenda. Cole asked those in favor to say “Aye”; those on zoom to enter their vote in the chat. Motion passed and the agenda is adopted.

Cole stated that we have two special reports today. Our first special report is from Ron Tarbutton, Chief Facilities Officer.

**Special Reports:**

**A. Ron Tarbutton – Chief Facilities Officer - Facilities Management Construction Project**

**Updates.**

Tarbutton presented the following PowerPoint to the Council members. He also provided a pdf copy of the PowerPoint.

 

J. Weaver asked Tarbutton to let everyone know how and who helps determine which projects to work on. Example, Tarbutton stated they have made it a goal to target undergraduate projects the past few years. Tarbutton said his department created a contest called “First Impressions”. This was sent to all colleges through their individual college facilities point of contact representatives. These representatives submitted projects ranging from $50,000 to $100,000 to renovate primarily existing spaces that make a big “pop” for their college. Once collected Facilities Management then contacted campus architects, a university planner and their operations management director who selected projects from those submitted. Their office gets input and involvement from others. Tarbutton opened the floor for questions. Hoff asked if new buildings were in future since we are projected to grow and will need new buildings and facilities. Tarbutton stated there are multiple facilities related entities at the university and he is the Chief Facilities Officer for Facilities Management. There is also Long-Range Facilities planning who build large, muti million-dollar buildings like the New Frontier Ag building. There is also a University Planner. Working together, we must plan what the need is (working with the Registrar’s Office) and make sure they are addressed. J. Weaver stated that everything has been proposed in the plan and they believe we have adequate space right now. Lawson asked Tarbutton to explain some of the funding terms from the slides. Tarbutton stated they are sometimes provided a budget that is part of Facilities Management. GU (General University) funded – the funds come from VP Weaver’s office to fund projects. Client Funded – in this case, one of the customers on campus chose to pay for some renovations or furniture that was not covered by maintenance and repair dollars. Knapp asked if there has been discussion regarding keyless entry to buildings. It does already exist in some of the dorms. Tarbutton stated it is something that can be looked at. He stated it is already in some of our General Education Buildings as well as most of the residential halls. Tarbutton said the campus police have been studying this and working with consultants on the best way to secure buildings. Right now we rely largely on keys. Tarbutton stated that the high security areas use card access. Knapp asked if this was an expensive proposition. Tarbutton stated it is very expensive and is the gift that keeps on taking. Every few years there is a software upgrade and right now some of our current card readers are obsolete. We are scrambling to find the funding to upgrade and replace them. The new card readers are not compatible with the existing ones. There is a zoom question. Cole read the following: Can we ask on the timeline for small utilities (power connection) requests on the research side. Some researchers are running into month long waits for power connections and it’s affecting their research projects. Weaver suggested the faculty member contact their dean’s office facilities representative and make sure they are communicating your needs. This has been done, but despite this he believes it’s hung up on the external contact which is causing a good part of the delay. Tarbutton suggested working with VP Sewell on the research side. Also send an email to Josh Baker. He is the facilities rep that Tarbutton coordinates with and he can follow up this issue with Facilities Management. Tarbutton certainly wants to make things right with faculty members and get their utilities delivered in a timely manner.

Cole asked for additional questions. Seeing none introduced our second special report, Dean Kluver and Dr. Solomon Abrha. Cole stated that we have many guests in the room today, a delegation from Ethiopian.

B. **Dean Randy Kluver-Dean of Global Studies & Partnerships and Dr. Solomon Abrha-**

**CEO, Governance & Infrastructure, Ethiopian Ministry of Edu. – Current Status of Ethiopian Higher Education Institutions.**

Kluver stated that OSU is delighted to host a group of 28 Higher Education leaders from across the Nation of Ethiopia. OSU has a long history in Ethiopia. We have senior level leadership as well as Presidents and Vice Presidents from about half of the Ethiopian Institutions here at OSU. They are here this week looking at issues of leadership, management and governance. Kluver thought what an appropriate event to bring this delegation to. Kluver introduced Dr. Solomon Abrha who presented the following PowerPoint to the Council members. Dr. Solomon Abrha expressed his gratitude to the university for its warm reception.



Cole opened the floor to questions. Cecil stated that in the US we have an accreditation body called ABET (Accreditation Board for Engineering and Technology) which is mostly for Engineering. Are there any similar accreditation organization or body for their universities? How do you uphold your standards and verify the quality of your institutions. Dr. Solomon Abrha stated they have an institution called the Education Training Authority which is mandated to provide accreditations for all institutions in the country. Dr. Solomon Abrha stated that their universities are striving to have national accreditation in all programs. Dr. Solomon Abrha had a member of the delegation speak to this point. He stated they are working to get better accreditation of all their universities because currently it is not up to the standards they expect. Fathepure asked if there were any medical colleges or universities. Dr. Solomon Abrha stated they do not have specific medical universities but some of the universities are well known in medical education training. Hoff asked if the universities are reaching the number of graduates with a higher degree to meet the job market needs in Ethiopia? Dr. Solomon Abrha stated some of the challenges they are facing are structure and employment. Most of their graduates are lacking employment opportunities. This is a serious issue. This is one of the focus issues they are working on. Gardner asked how many of the 1 million students taking the grade 12 national exam would go on to higher education if there was space for them? Dr. Solomon Abrha because of the limited space available at their universities, only 150,000-200,000 make it.

Kluver stated they are hosting a reception Wednesday afternoon at 5 p.m. in room 308 West Watkins Center. Kluver invited the entire campus community to meet the delegates. They are eager to meet more people at OSU and explore areas for collaborations.

**President’s Report and Comments on matters of interest to the faculty – Kyle Wray for President Shrum**

Wray welcomed Dr. Solomon Abrha and the rest of the Ethiopian delegates to Oklahoma State. We are proud to have you here. Wray stated that fall is in the air and the campus is preparing for upwards of 80,000 people for homecoming.

Wray stated that everyone should have received an email talking about the reveal of the Strategy. This will be broadcast tomorrow at 11 a.m. on Inside OSU. Everyone will be able to tune in. The Strategy has implications that extend beyond the boundaries of our multi campus systems. It’s built around our mission as a Land Grant University focused on solving some of society’s most pressing problems. In the Strategy release tomorrow, you will hear the phrase “Land Grant” multiple times. They will be talking about research, teaching and extension. How important our faculty has been playing key roles in the development of the strategy over the last year. Administration appreciates faculty input and implementation over the past few months. The strategy also includes some measurable and significant goals for reducing student debt through scholarships. Students have worked on committees and brought forth ideas to help reduce costs through scholarships.

Wray stated that the university will be launching the national counter-UAS Center of Excellence. This is a $15 million contract to support the Department of Homeland Security. Wray said on Friday September 23rd, the Oklahoma Aerospace Institute for Research and Education at OSU officially launched a Counter UAS Center of Excellence and new partnership aimed at strengthening national defense by developing counter measures to thwart malicious unmanned aerial systems. The agreement solidifies OSU’s position as the preferred aerospace defense provider for the US Army base at Fort Sill. Formalized in September 2022, the agreement will fund a series of projects at the Center for up to $15 million over the course of the next 4 ½ years. These projects will involve developing, evaluating and improving technologies to identify, track and mitigate threats posed by drones to infrastructure and other sites that are critical to Homeland Security. They also involve the training of existing potential professionals to understand and deploy counter UAS technologies and techniques. Wray stated that this reaches across multiple colleges here at OSU.

Cole opened the floor for questions.

**Provost’s report on recommendations made by the Faculty Council and comments on matters of interest to the Faculty:**

Mendez stated that an email will be coming from her office in the next few days regarding the Strategy release, a series of Faculty Fellows that we will be advertising, and a few other changes within the office. There will be opportunities to join the team as well. Mendez discussed this information at the Fall General Faculty meeting. If you are talking to colleagues after you watch the Strategy release and there are conversations on next steps or how can faculty get involved please share this and tell everyone to be looking for the email which should be out in the next few days.

Mendez gave the Council members an update on current recommendations:

22-02-01-FAC: Modifications to P&P 1-0134, Employee Domestic and International Travel. Pending. Accepted. Policy modifications were approved by the Council of Deans on 7/14/2022 and by the Executive Team on 10/7/2022. Approval by the OSU Board of Regents is anticipated on 10/21/2022.

21-12-01-DIV: Land Acknowledgement Statement for the OSU Stillwater Campus. Pending. The statement was discussed with the Council of Deans on 4/12/2022. Their input, along with input from the OSU Native American Faculty and Staff Association and tribal representatives, has been incorporated into the draft under review by OSU Legal Counsel.

18-05-02-FAC: Proposed changes to the Preface and Body of the “Policy Statement to

Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU.” Pending. Proposed modifications to the Policy Statement and several related Policy and Procedures documents will be reviewed with a working group of deans and FC reps in early November, with the intent of requesting approval of the Policy Statement at the December meeting of the OSU/A&M Board of Regents.

Mendez opened the floor for questions. Neurohr asked about the Policy Statement recommendation – it states it will be reviewed by a working group of Deans and Faculty Council reps in early November. Neurohr asked if these reps have been selected yet. Mendez believes yes, this has moved through a committee but if not reps will be selected so we can move very quickly.

**Vice Presidents’ Reports and Comments on matters of interest to the faculty:**

None

**Faculty Council Chair’s report:**

Cole thanked everyone who attended the Fall General Faculty meeting. There were 172 in attendance both in person and on-line. If you would like to review the recording, please reach out to Tricia White. We are working on getting it uploaded to the Faculty Council website. Cole also thanked President Shrum, Provost Mendez and Vice President Loughridge for presenting. Just to keep rehashing the Strategy, it’s a great time to be at OSU. We have a new President, new Provost, are coming out of a pandemic and have a Strategic Plan. Cole encouraged faculty as the Strategy moves forward to take advantage of the opportunities that are available. As Council members and representatives of your colleges, please communicate all these things to your faculty. Encourage them to get involved.

Cole stated that Todd Meisner is attending today’s meeting. He has a group that has watched the National College Health Assessments. This is a survey that is going out to students. It randomly selected students to participate. Faculty we are asking you to please encourage your students to look for this email and to participate in the survey. The survey collects a lot of mental health data. Cole stated that if other faculty have an interest in reviewing this data they will have access to it. Meisner is attending to answer any questions. Sheehan asked if the assessment would include graduate students. Meisner stated yes, they did a random selection of 2,000 students from every level. Meisner added that they are also partnering with the Oklahoma Department of Mental Health by including some questions that will be shared with their department. Meisner stated they are working with other researchers in the College of Education and Human Sciences to continue their research. Meisner stated that the data will be available to faculty. His office is happy to provide the link to the survey for anyone who would like to look at some of the questions that will be asked. Meisner noted that OSU is the only university in the country that currently integrates institutional data with the outcome of the survey itself. It will provide useful insight for institutional purposes around health information and behaviors. Sheehan asked if graduate and undergraduate students will be aggregated together or will they be separated. Graduate and undergraduate student experiences are often different, and she feels it would be helpful to separate the two. Meisner stated they will receive the raw data and they can aggregate it however we would like to. Meisner stated we could look at it from all demographics. These are all OSU demographics so it’s more meaningful.

**Report of Liaison Representatives:**

* 1. **Emeriti – Barbara Miller**

The Emeriti Board met on September 26.  A proposal was put forward to allow members who have paid annual dues for ten years or more to be considered lifetime members. (Lifetime members normally pay $200 to be so considered). This was approved and presented to those at the monthly dinner for comments.  The Board will look at any comments and give final approval to this measure at their October 31 meeting.

Our guest speaker at our October dinner was Dr. Randy Kluver, who gave updates on the Afghan refugees who came to the University last year. He stressed how difficult it was for many to learn the English language since they were illiterate in their own language.  Many OSU areas contributed help for the 70 refugees. If anyone wishes to help fund scholarships for some of these who are students seeking to attend OSU, you could consider making an End of the Year donation to OSU, designated to the School of Global Studies and Partnerships Scholarship Fund.

We have filled most committee seats, and will be nominating for positions of President-elect, secretary (three-year term), and three councilor positions with three-year terms each.  We are calling for volunteers to contact Kent Sampson, our president, prior to our October 31st Board meeting.

* 1. **Wellness – Kim Beard**



* 1. **Women’s Faculty Council – Morgan Pfeiffer**

Our first meeting on WFC's institutional history will be on Tuesday, October 25 from 9-10 a.m. We will have the meeting held in person in Student Union Case Study 2 and livestreamed on Zoom. There will be 3 speakers talking about Women’s Faculty Council and its history at OSU. Faculty awards will be released soon and due November 4th. November 15th will be the next full meeting. Please email [WFC@okstate.edu](mailto:WFC@okstate.edu) to get on our email list. We will circulate the flyer and Zoom link through that email!

* 1. **Staff Advisory Council – Michelle Stewart**

SAC is currently reviewing nominations for Distinguished Service Awards and preparing for interviews. The winners will be announced at the DSA ceremony in December. We are also currently making our push to get more awareness of our organization.

* 1. **Graduate Council – Rebecca Sheehan**

*Fall Virtual Recruiting Fair.* The Graduate College hosted a virtual recruitment fair for all colleges on Oct. 7, 2022. Information regarding the successful event will follow after the next Graduate Council meeting.

*“Resolution on the Role of the Graduate College and Graduate Council in Graduate Faculty Membership.* President Shrum and Provost Mendez accepted the resolution which reiterates that Graduate Council, which is chaired by the Dean of the Graduate College, is the only OSU body that has the authority to temporarily or permanently remove or revocate Graduate Faculty status or privileges.

*Probation Terminology.* Council voted to endorse updating “probation” terminology throughout its policies, using, for example, “conditional admission” instead.

*APC Items.* Council approved the following:

New Program Proposal

1. M.S. Medical Sciences

Program Modifications

1. M.S. Comparative Biomedical sciences – remove GRE requirement for admission, change the statistics requirement to include STAT 5013, STAT 5023, or STAT 5083

2. M.S. & Ph.D. Sociology – remove GRE for admission

3. Graduate Certificate in Human Resource Management – change total credit hours from 15 to 12 by removing MGMT 5523 as a required class.

Program Reinstatement

1. M.S. Environmental Engineering

*Best Practices in Assistantships*. Council provided input to this document created by the Graduate College.

*Graduate Recruiting Tips*. Council provided input to this document created by the Graduate College.

*Bylaws Updates.* The APC committee will review suggested edits by Senior Associate Dean Jean Van Delinder and Vice Chair Sheehan.

*Affiliate Faculty Form*. A new Affiliated Graduate Program Form for Tenure/Tenure-Track Graduate Faculty in Units without a Graduate Program – Full Graduate Faculty Membership is being reviewed and will be online soon.

*Subject Matter Group Officer Duties and Best Practices*. This document created by Vice Chair Sheehan with input from the Graduate College will be ready soon.

* 1. **Student Government Association – Kallie Quintero**
* Cowboys United Walk the Block will be tomorrow. It will start at 6 p.m. outside on Willard lawn. Dr. Hallenbeck will be kicking this off with refreshments around 7 p.m.
* Provided a co-sponsorship fund for the Asian American Student Association fall event that took place Saturday, October 1.
* Is working on legislation to make the Friday before Homecoming a University Holiday. This will be seen at our October 12th meeting.
* Holding a coat drive soon. Keep an eye out for more information.
* Three SGA senators will be attending the Big XII Student Government Conference this week.

* 1. **Graduate & Professional Student Government Association – Marcia Sun**

**-GPSGA 2022 Welcome Reception**

The Welcome Reception/Second General Assembly Meeting of Fall 2022 in the SU Ballroom on September 28 welcomed and engaged over 120 in-person and online attendees. The previous in-person reception was held in the Fall of 2019.

**-General Assembly Meeting Information**

The GPSGA General Assembly Meetings for Fall 2022 are scheduled to be held at 5.30 pm CDT on the following dates. An online option will be provided for Tulsa and OKC representatives/liaisons.

· August 31, 2022 – online via Zoom

· September 28, 2022 (Welcome Reception/Meeting) – Student Union Ballroom

· October 19, 2022 (SSH 035)

· November 16, 2022 (SSH 035)

**-Committee Signup Form**

All GPSGA representatives/liaisons are requested to complete the committee signup form. The link is provided on the [GPSGA Canvas page](https://canvas.okstate.edu/courses/84470). ​

**-Second General Assembly Meeting Minutes**

The second general assembly meeting minutes are available via the [GPSGA Canvas page](https://canvas.okstate.edu/courses/84470).

**REPORTS OF STANDING AND SPECIAL COMMITTEES:**

1. **Academic Standards and Policies: Kathy Curry – No Report**

**b. Athletics: Susan Stansberry – Update**

Stansberry stated that the committee is looking at support for non-varsity athletes on campus this year. Stansberry would love to have feedback from faculty. She would also like to have Todd Meisner attend the next committee meeting. In particular the committee would like to propose an athletic trainer on campus for all non-varsity athletes including those in the council room today. Stansberry welcomes all input from everyone.

**c. Budget: Maria Ma – Update**

The committee met with VPAF Joe Weaver on Monday Oct 3. The primary topic was competitive faculty salaries. Committee members appreciate President Shrum’s efforts to raise faculty salaries. VP Weaver noted that overall salaries need to increase by ~20% to compete with the Big 12 average. We do well with Assistant Professor salaries and okay with Associate Professors, but we are far behind the average salary for Full Professors. VP Weaver stated it would take 6.2% increases for 3 years to reach Big 12 average faculty salaries. He stressed that 2-3% increases would ensure we don’t lose ground but would not bring us closer to the Big 12.

The committee recommends further discussion on how to reach the Big 12 average salaries for faculty *and* staff. Since Full Professor salaries are significantly out of range, the committee recommends reinstatement of the $5K increment for successful 5-year cumulative reviews. Another suggested discussion point is instituting steps (with salary increase) for fully promoted faculty.

**d**. **Campus Facilities, Safety, and Security: Bruce Noden – No Report**

**e**. **Diversity: Divya Jaroni – No Report**

**f.** **Faculty: James Knapp – No Report**

**g**. **Long-Range Planning and Information Technology: Kris Hiney – No Report**

**h**. **Research: Yongwei Shan – No Report**

**i**. **Retirement & Fringe Benefits: Lisa Slevitch – No Report**

**j**. **Rules and Procedures: Karen Neurohr – No Report**

k. **Student Affairs and Learning Resources: Heather Yates – No Report**

**Unfinished Business** – None

**New Business** – None

Cole asked for a motion to adjourn. It was moved and seconded to adjourn.

The meeting adjourned at 4:00 p.m. The next regular meeting of the Faculty Council is Tuesday, November 8, 2022 at 3:00 in room 412 Student Union.

Respectfully submitted,

Karen Neurohr, Secretary