FACULTY COUNCIL MEETING

**3:00 p.m., Tuesday, April 10, 2018**

# Board of Regents Room, 412 Student Union

**AGENDA:**

 1. Roll Call

 2. Approval of the March 13, 2018 Minutes

 3. Approval of Agenda

 4. Special Report:

 A. Barbara Miller – Emeriti Association President

 5. Joe Weaver for President Hargis – Remarks and Comments

 6. Report of Status of Faculty Council Recommendations:

 President Hargis, Provost Sandefur, and/or Vice Presidents

 7. Reports of Liaison Representatives –

1. Women’s Faculty Council – Shida Henneberry

Women’s Faculty Council has awarded *research awards* to 31 recipients this year (Undergraduate, MS, and PhD). The Awards reception for the WFC awards will be April 17th from 3-5pm, Browsing Room, Edmon Low Library.

1. Emeriti Association – Barbara Miller

Please visit: <http://emeriti.okstate.edu> for all information regarding the Emeriti Association.

1. Wellness Center – Kim Beard



1. Graduate Council – Rebecca Sheehan

On March 28, 2018, the Graduate Faculty and the majority of the Subject Matter Group Meetings took place. Thrupthi Konanur from ITLE conducted a brief presentation concerning how to use Turnitin for thesis and dissertation checks. Graduate Council will discuss creating a best practices document concerning the use of Turnitin for theses and dissertations.

Deans Tucker and Van Delinder explained the use of Full and Partial Embargo practices for theses and dissertations.

Attendees discussed using the overall graduate GPA vs. the Plan of Study GPA for minimum graduation requirement. This item continues to be under consideration. Contact your group’s officers to provide your input.

Moving the spring Graduate Faculty meeting to February was also discussed in order to accommodate group meetings’ completion by the end of March. This change is still under consideration.

New recommendations for minimum TOEFL score requirements for admission continue to be discussed.

GRAD 5193, Preparing Publishable Manuscripts will be offered beginning as a pilot this summer, see the *Monday Memo* for more details.

Graduate Education Week is April 23-25, 2018. Highlights of the week include:

 Monday – Coordinator Appreciation Breakfast

 Tuesday – 3MC

 Wednesday – Award Ceremony

 Thursday – Student Lunch ‘n Learn

 8. Reports of Standing Committees:

 a. Academic Standards and Policies: Scott Johnson – Update

Recommendation: New Graduate College Accelerated Master’s Degree Policy & Proposed changes to UAR 4.7 Graduate Credit Hours for a Senior and Graduate College Policy 6.10 Undergraduate Student Enrollment in Graduate Courses.\*

 b. Athletics: Terry Collins – No Report

 c. Budget: Steve Wanger – Update

 Recommendation: Mitigating Faculty Salary Compression\*

 d. Campus Facilities, Safety, and Security: Erik Ekman – No Report

 e. Diversity: Justin Moss – No Report

 f. Faculty: Chris Richards – Update

g. Long-Range Planning and Information Technology: Nathan Walker – No Report

 h. Research: Andrew Doust – No Report

 i. Retirement & Fringe Benefits: Bobbikay Lewis – No Report

j. Rules and Procedures: Pamela Lovern – Update

 k. Student Affairs and Learning Resources: Gina Peek – No Report

 9. Old Business –

 10. New Business

 11. Adjournment

*Refreshments will be served at 2:45 p.m.*

***\*Attached***

 **Amended by Passed Failed**

**Recommendation No.** 18-04-01-ASP 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Moved by:**   Academic Standards & Policies 2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Seconded by:**  3.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

        **Passed**         **Tabled**         **Failed**  4.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Title: New Graduate College Accelerated Master’s Degree Policy and Proposed Changes to UAR 4.7 Graduate Credit Hours for a Senior and Graduate College Policy 6.10 Undergraduate Student Enrollment in Graduate Courses** Prepared by the Graduate College in collaboration with the Office of the Registrar, February 7, 2018

**Background and Rationale**

The Graduate College approved a new policy *11.14 Accelerated Master’s Degree* on December 1, 2017, which allows sharing a portion of the graduate credit hours from a master’s degree with an undergraduate degree and streamlines enrollment in graduate level coursework for students who are admitted to an approved accelerated master’s degree program. Accelerated master’s degree programs require approval of the Deans of the Graduate College and the relevant undergraduate College(s).

Because of this new policy, University Academic Regulation *4.7 Graduate Credit Hours for a Senior* needs to be updated to recognize exceptions for undergraduates who have been admitted to an accelerated master’s degree program versus seniors who wish to take courses for graduate credit but are not enrolled in an accelerated master’s degree program. No changes are proposed for other undergraduate seniors seeking graduate credit. The proposed effective term for all policies is Fall 2018.

**New Graduate College Policy 11.14 Accelerated Master’s Degree (**approved by Graduate Council December 1, 2017 – informational item only**)**

The accelerated master’s degree program offers a streamlined path to a master’s degree, reducing the time to earn a master’s degree by sharing up to 30 percent of the coursework required for the stand-alone master’s degree with the undergraduate degree. All shared courses must be approved for graduate credit. For example, a 30 hour master’s degree would share 9 hours with the undergraduate degree, while a 45 hours master’s degree would share 14 hours. The curriculum of an accelerated master’s degree program is designed to fulfill all requirements of both the undergraduate and graduate degrees. Accelerated bachelor to master’s degree programs require approval of the Deans of the Graduate College and the relevant undergraduate College(s).

**Proposed Policy Updates with Track Changes:**

*University Academic Regulation 4.7 Graduate Credit Hours for ~~a Senior~~ Undergraduates*

An OSU undergraduate ~~senior~~ may take a limited number of courses for graduate credit toward an OSU degree program. *Undergraduates admitted to an approved OSU accelerated master’s degree program may utilize some of these credits for both a baccalaureate degree and graduate degree as outlined in section 11.14 of the Graduate College section of the University Catalog.*

*All other undergraduates are subject to the graduate credit rules below:*

The credits may not be utilized for both a baccalaureate degree and a graduate degree. The courses in question must be approved for graduate credit (as listed in the Course Catalog). The applicability of such graduate courses to a specific graduate program will be determined by the student's graduate advisory committee when the student enrolls in the Graduate College and submits a plan of study for an advanced degree.

To receive credit, a Graduate Credit for Seniors form must be completed by the student to receive graduate credit for courses taken. This form must be submitted to the Graduate College prior to the end of the second week of class instruction of a regular semester, or the first week of a regular summer session. The required form is available on the Graduate College's website or in the Graduate College.

Such credit may be earned only if the following conditions are satisfied at the time of application:

1. Students must have a minimum overall (cumulative graduation/retention) undergraduate GPA of 3.00.
2. The total enrollment must not exceed 18 credit hours for a regular semester or nine credit hours for a summer session.
3. The student must be within 12 semester credit hours of completing requirements for the baccalaureate degree at the beginning of the semester or summer session in which courses are taken for graduate credit.
4. Admission to courses taken for graduate credit must have approval of the course instructor, the director of the undergraduate student services office associated with the student's major, and the dean of the Graduate College.

Not more than 15 semester credit hours taken while a senior may be approved for graduate credit. The student must earn a grade of "B" or higher in those courses for which he or she seeks graduate credit. Credit will be applied to the student's graduate transcript only after the student has been admitted as a graduate student at OSU. Students are cautioned that institutions other than OSU may or may not allow courses taken for graduate credit during the senior year to be transferred into one of their graduate programs.

*Note: Graduate College Policy 6.10 in the Graduate Section of the Catalog is the same as University Academic Regulation 4.7 and will be updated by Graduate Council.*

**Effects of the Proposed Changes**

1. Allows students admitted to accelerated master’s degree programs to use a portion of the graduate credit toward meeting undergraduate degree requirements. These students will have dual graduate and undergraduate level curricula and will not be required to submit a Graduate Credit for Graduating Seniors form to register in graduate level courses.
2. No changes to regulations for other undergraduate seniors seeking graduate credit.

**Discussion/Approval Record**

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| --- | --- |
| Committee/Council | Date Approved |
| Graduate Council | February 9, 2018 |
| Directors of Student Academic Services | February 21, 2018 |
| Instruction Council | February 15, 2018 |
| Faculty Council Academic Standards and Policies Committee | *March 28, 2018* |
| Faculty Council |  |
| Council of Deans and Provost |  |

**Amended by Passed Failed**

**Recommendation No.** 18-04-01-BUDGET   1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Moved by:**   Budget Committee  2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Seconded by:**  3.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

        **Passed**         **Tabled**         **Failed**  4.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_

**Title:**     Mitigating Faculty Salary Compression

**The Faculty Council Recommends to President Hargis that:**

The salary increment granted at the time of promotion from Associate Professor to Professor be increased from $7,500 to $10,000.

**Rationale:**

According to data provided by the Oklahoma State University (OSU) Office of Institutional Research and Information Management, the average salary for OSU Assistant Professors during the 2016-2017 academic year was $3,068 lower than the average salary of Assistant Professors at Big 12 (public only) universities. Although the historic gap between OSU Assistant Professors and those at all Big 12 institutions, our peer institutions, and national institutions was even greater, respectively, the report stated, “Assistant professors currently hired are being brought in closer to peer average. However, as faculty rank increases, the gap between OSU salaries and Big 12 average salaries continues to increase.”

Data from the 2016-2017 academic year support this statement. The average salary for OSU Professors was $18,488 lower than the average salary of Professors at Big 12 (public only) universities. Again, this gap was even greater when OSU salaries were compared to all Big 12 institutions, our peer institutions, and national institutions. This is despite the recent institutional policy that grants $5,000 salary increases to Professors at each 5-year cumulative review. Increasing the salary increment granted at the time of promotion to Professor—from $7,500 to $10,000—will buttress this institutional policy and contribute to the mitigation of faculty salary compression.