

Rogers State University

Faculty Senate Minutes

September 2, 2011

The RSU Faculty Senate held a meeting September 2, 2011, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), William Hart (Vice-Chair), Terry Sutton (Parliamentarian), Sally Emmons (Secretary), Kevin Woller (Treasurer), Don Glass, Denny Schmickle (for Mike McKeon), Frank Grabowski, Johnny Kirk, Cathy Kennemer, Paul Hatley, Carolyn Gutierrez, Rich Ronan, Carla Lynch

MEMBERS absent were David Blakely (arrived at 1:48 p.m.), Kirk Voska

VISITOR Dr. Richard Beck

OLD BUSINESS

Faculty Parking: In fall 2010 a large discussion by the President's cabinet occurred about the issue of faculty parking. Because so many parking lots were occupied by construction crews at that time, the issue was tabled. Dr. Beck is now reviewing parking at other regional universities and requests the Faculty Senate's input on this issue. Specifically, should 104 parking spaces be created for faculty? Beck is concerned that if there are a limited number of spaces available, would faculty who do not need the spaces be willing to park in other locations? Beck indicated that he will "press forward" on this issue.

Tuition Waiver: The President's cabinet is considering the financial ramifications of the tuition waiver request.

Retirement Cut: A limited number of faculty have been receiving a 15% contribution to their retirement account by the administration. These faculty members have now been notified that they will now receive the 4% contribution that other faculty receive.

NEW BUSINESS

Appellate Committee: A non-tenured faculty member was issued a letter for hire; once under a contracted year, this individual has the rights of a tenured faculty member. This individual has now received a letter of dismissal. It is unknown whether this individual will appeal the suspension or not. OU legal advises that an 8 member appellate committee be formed to handle the appeal if it arises. This committee should be a standing committee on campus. The members of this committee are Bill Hart, Don Glass, Kirk Voska, Paul Hatley, Kevin Woller, Emily Dial-Driver, Gary Marche, Susan Willis.

Faculty Teaching in Area High Schools: RSU faculty is often encouraged to be willing to teach college classes at area high schools. The apparent reasoning is that if other universities are doing this, shouldn't RSU be doing this too? Despite this reasoning, many faculty believe that is insulting to be asked to teach in a local high school and that it is not an effective recruitment effort. The Faculty Senate would like to see statistics

indicating that having RSU faculty teach in area high schools is actually an effective recruitment tool. Mary Mackie will ask Dr. Mary Millikan for this information.

Promotion Pay Raise: It is of concern that when RSU faculty receive an increase in rank that their accompanying pay increase is not commensurate with that of other regional universities. This is causing discontent among the faculty. The Faculty Senate has formed a sub-committee to investigate the discrepancy between the pay raise that RSU faculty receive when they are granted an increase in rank, when compared to their faculty counterparts at other regional universities. This sub-committee will bring a memo with research to the next Faculty Senate meeting. The members of this committee are Paul Hatley, Denny Schmickle and David Blakely.

Mileage for Adjuncts: Topic was tabled.

Compensation for Membership in Professional Organizations: Is there any mechanism allowing for compensation for membership in professional organizations? What do other regional universities do about this? Kirk Weller has volunteered to investigate this issue for the Faculty Senate.

NEXT MEETING

The next meeting of the Faculty Senate will be October 7, 2011, at 1:15 p.m. in the Board Room of the Centennial Center

SUBMITTED BY Sally Emmons, Secretary

APPROVED October 7, 2011

Rogers State University

Faculty Senate Minutes

October 7, 2011

The RSU Faculty Senate held a meeting September 2, 2011, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Terry Sutton (Parliamentarian), Sally Emmons (Secretary), Kevin Woller (Treasurer), Don Glass, Denny Schmickle (for Mike McKeon), Frank Grabowski, Johnny Kirk, Cathy Kennemer, Paul Hatley, Laura Bottoms for Carolyn Gutierrez, Rich Ronan, Carla Lynch, Kirk Voska

MEMBERS absent were David Blakely (arrived at 1:21 p.m.), William Hart (Vice-Chair)

VISITOR Steve Housel

OLD BUSINESS

Faculty Teaching in Area High Schools: Faculty generally do not believe it is effective for them to teach in area high schools for two reasons: 1) it undermines their professional credibility; 2) it is not an effective recruiting tool.

Promotion Pay Raise: Research indicates that promotion pay at other regional universities is much greater than the raise faculty receive at RSU when they are promoted. According to Kevin Collins, the Faculty Senate president at Southwestern State University, when faculty are promoted to the associate level they receive a \$4000 raise; when promoted to a full professor they receive a \$6000 raise. This was instituted in the 1990s as a response to salary compression, according to Collins. Two members of the Faculty Senate agree to research this issue and bring their results to the next meeting. The president of the Faculty Senate will also ask Richard Beck to be available for the next meeting to discuss the findings and to answer questions regarding the recent 3% salary increase for everyone.

Mileage for Adjuncts: issue tabled for the next meeting because the senator representing the issue is absent.

Compensation for Membership in Professional Organizations: issue tabled for the next meeting because the senator representing the issue is absent.

NEW BUSINESS

Athletic Advisory Council: Ryan Bradley requests a member from the Faculty Senate to serve on the Athletic Advisory Council. This committee will meet two or three times per year. David Blakely has agreed to serve as the Faculty Senate representative. Ken Hicks and Keith Martin will also be serving.

Faculty Senate Awards: It is problematic that faculty award nominations are submitted in November but award winners are not announced until the fall convocation, especially if the faculty member has retired or no longer teaches at RSU. Is there any way to condense the time for nominating and presenting the awards so that it could all occur in the same academic year?

Motion #1: The Faculty Senate moved, seconded and unanimously approved a resolution to recommend to the Faculty Development Committee that the faculty award nomination process be amended.

Motion #2: The Faculty Senate moved, seconded and unanimously approved a resolution that the Faculty Senate select members from each school for the faculty awards and that it should include previous award winners.

Bartlesville Faculty Parking: Faculty in Bartlesville enjoy faculty parking yet no faculty parking exists on the Claremore campus. The Faculty Senate has charged two senators with creating a survey that will ask faculty and staff whether they would like to have faculty parking on the Claremore campus, whether spots should be available for all faculty and staff or only those with special physical needs, and whether they are willing to pay for a spot. The senators will report the results of the survey at the next meeting.

Inadequacy of the Testing Center: The Testing Center continues to operate as if the university is a junior college rather than a four-year college. Currently, only limited weekday hours are offered, it is closed on all weekends except for one Saturday at midterm and final exam time, the physical facility lacks space, and employees refuse to set appointments with students. This is especially a problem for the faculty who require proctored exams in their online classes in order to insure the efficacy of the testing. Several departments have expressed frustration with the deficiencies of the Testing Center.

Motion: The Faculty Senate moved, seconded and unanimously approved a resolution that the administration support regular evening and weekend hours in the Testing Center so that RSU students' needs are better met.

Westboro Baptist Church: WBC plans to protest *Queerly Educated* when the theatre department performs the play. Senators are asked to encourage their students to remain peaceful if they plan to attend the counter-protest.

NEXT MEETING

The next meeting of the Faculty Senate will be November 4, 2011, at 1:15 p.m. in the Board Room of the Centennial Center

SUBMITTED BY Sally Emmons, Secretary

APPROVED November 4, 2011

ATTACHEMENTS

To: Dr. Richard Beck

From: Dr. Mary Mackie, President, Faculty Senate

Date: November 3, 2011

Subject: Faculty Senate Awards

The Faculty Senate moved, seconded and unanimously approved a resolution that the Faculty Senate select members from each school to serve on that school's selection committee for the faculty awards and that this committee should include previous award winners, as is noted in the Guidelines for Faculty Awards.

To: Dr. Richard Beck

From: Dr. Mary Mackie, President, Faculty Senate

Date: November 3, 2011

Subject: Inadequacy of the Testing Center

It has recently been brought to the attention of the Faculty Senate that many faculty across campus are experiencing problems with the Claremore Testing Center. The primary complaint is that the Testing Center continues to operate as if the university is a junior college rather than a four-year university. Currently, only limited weekday hours are offered for students when they need to take an exam at the Testing Center. For non-traditional students who work standard 8-5 jobs it is sometimes impossible for them to make it to the Testing Center during its limited daytime hours. Regular, evening hours are needed at the Testing Center in order for the non-traditional and online students' needs to be met.

Moreover, the Testing Center is routinely closed on all weekends except for one Saturday at midterm and final exam time. This is a huge problem for the faculty who require their students to take proctored exams in their online classes. For instance, all of the Composition I and II online courses require proctored midterm and final exams. This policy was recently instituted by the Writing Faculty Committee in order to maintain the academic integrity of the classroom setting and to improve assessment procedures. If the student lives within 60 miles of the Testing Center, he/she is required to use the Testing Center to take the exam. Being open only one Saturday during the midterm and final exam testing period causes undue hardships to many students and faculty.

We request the administration examine the current policies and procedures of the Claremore Testing Center with the purpose of improving its service to our students and faculty. Regular weekday and weekend hours have become a necessity now that RSU is a university—a university that offers a myriad of online degrees--and not a junior college.

cc: Dr. Mary Millikin

Rogers State University

Faculty Senate Minutes

November 4, 2011

The RSU Faculty Senate held a meeting November 4, 2011, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Bill Hart (Vice Chair), Terry Sutton (Parliamentarian), Sally Emmons (Secretary), Don Glass, Denny Schmickle, Frank Grabowski, Johnny Kirk, Cathy Kennemer, Paul Hatley, Sarah Clark for Carolyn Gutierrez, Rich Ronan, Carla Lynch, Kirk Voska, David Blakely

MEMBERS absent were Kevin Woller (Treasurer)

VISITOR Juliet Evusa

OLD BUSINESS

Faculty Parking: There were 152 respondents to the Faculty Senate survey regarding the question of whether faculty and staff would like designated parking places on campus. A slight majority responded in favor of having designated parking at the Claremore campus. The subject is on the agenda for the next Presidential cabinet meeting.

Promotion Pay Raise: No recommendation is being made at this time. The issue is tabled.

Mileage for Adjuncts: This issue has been removed from the agenda.

Westboro Baptist Church Protest on Campus: Four protestors picketed the campus because the theatre program performed the play *Queerly Educated*. Two hundred and sixty people were among the pro-tolerance counter protest. The protest was peaceful.

Athletic Advisory Council: David Blakely, the Faculty Senate representative on the committee, reported to the Faculty Senate that at the last committee meeting it was announced that four million dollars of facility improvements for athletics are planned for this academic year. These improvements include installing synthetic turf, renovations to the Field House, and improvements to the softball/baseball facilities. The monies are being provided by student facility fees and private funding. The plan is that RSU will apply for the NCAA in June 2012. Discussions are underway about the viability of adding tennis and volleyball.

NEW BUSINESS

Martin Luther King Day: Martin Luther King Day is January 16, 2012. Opening remarks will occur at 10:00 a.m. in the ballroom. There will be poetry, art, and photography competitions with prizes for each category. Faculty are encouraged to promote student involvement.

Request for One Full-Time Advising Hire for each School: The registrar's office is delegating more advising responsibilities to departmental advisors. Department heads have expressed growing faculty frustration about this to their respective deans.

Motion: The Faculty Senate moved, seconded, and unanimously approved a resolution requesting that the university hire two full-time advisors per college, plus one at Pryor and Bartlesville, who will work in conjunction with the registrar's office to handle all paperwork regarding graduation and general education checks. These positions should be funded by student fees.

NEXT MEETING

The next meeting of the Faculty Senate will be December 2, 2011, at 1:15 p.m. in the Board Room of the Centennial Center

SUBMITTED BY Sally Emmons, Secretary

APPROVED Dec. 2, 2011

ATTACHMENTS

To: Dr. Richard Beck

From: Dr. Mary Mackie, President, Faculty Senate

Date: December 2, 2011

Subject: Faculty Advising

Many of the senators on the Faculty Senate are reporting that their faculty are growing increasingly frustrated with the amount of advising work that the registrar's office is delegating to them. After thorough discussion, the Faculty Senate moved, seconded, and unanimously approved a resolution requesting that the university hire two full-time advisors per college, plus one at Pryor and Bartlesville, who will work in conjunction with the registrar's office to handle all paperwork regarding graduation and general education checks. This will allow faculty to continue advising students about which courses they should be taking and when they should be taking them, in addition to advising them on overall career paths; but, it will remove the time-consuming paperwork that faculty are not trained to be completing. We are sensitive to the budgetary concerns of the university; thus, we would like for these positions to be funded by student fees if at all possible.

Rogers State University

Faculty Senate Minutes

December 2, 2011

The RSU Faculty Senate held a meeting December 2, 2011, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Bill Hart (Vice Chair), Terry Sutton (Parliamentarian), Sally Emmons (Secretary), Kevin Woller (Treasurer), Don Glass, RaeAnne Ashlock for Johnny Kirk, Denny Schmickle, Frank Grabowski, Johnny Kirk, Cathy Kennemer, Phil Sample for Paul Hatley, Carolyn Gutierrez, Rich Ronan, Carla Lynch, Kirk Voska, David Blakely

MEMBERS absent were

VISITOR David Barron

OLD BUSINESS

Office Hours Redux: The *Academic Policies and Procedures Manual* states that faculty must hold ten office hours over five days a week; until it is approved by OU legal, faculty must abide by this policy.

Request for One Full-Time Advising Hire for each School: The administration is already in the process of implementing this.

NEW BUSINESS

Early Alert System at RSU: According to David Barron, RSU has been out of compliance with the regents' guidelines to have an early alert system in place. Thus, a new early alert system is being implemented in spring 2012 on a volunteer basis only with the expectation that it will be used by all faculty in the fall of 2012. This system is a retention tool; notices about students with possible "problems" (academic and personal) will be sent to various locations across campus with the goal that these locations will contact the student with appropriate guidance. In addition, all roster certifications and athletic grade checks will be streamlined into this system. For now, David Barron is seeking 20 volunteers for the spring 2012 pilot testing on campus.

NEXT MEETING

The next meeting of the Faculty Senate will be January 13, 2012, at 1:15 p.m. in the Board Room of the Centennial Center

SUBMITTED BY Sally Emmons, Secretary

APPROVED January 13, 2012

Rogers State University

Faculty Senate Minutes

January 13, 2012

The RSU Faculty Senate held a meeting January 13^h, 2012, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Bill Hart (Vice Chair), Terry Sutton (Parliamentarian), Kevin Woller (Treasurer), Don Glass, Denny Schmickle, Frank Grabowski, Cathy Kennemer, Paul Hatley, Carolyn Gutierrez, Rich Ronan, Carla Lynch, David Blakely

MEMBERS absent were Sally Emmons (Secretary), Johnny Kirk, Kirk Voska

VISITOR Dr. Richard Beck, Dr. Ken Hicks, Dr. Abe Marrero, Dr. Jeff Gentry

OLD BUSINESS

Minutes

Dr. Sutton moved that the previous minutes be accepted. This was seconded by Dr. Hatley and passed unanimously.

Discussion on Salary

Dr. Blakely and Prof. Schmickle presented a report comparing our raises for promotion to four other regional university. RSU had the lowest compensation for promotion of the five universities. Dr. Beck expressed his concern with pay and the university's ability to provide more. He detailed methods other schools use to avoid salary compression. He also expressed concern that the legislature is going to take back the fee setting function from the universities which would severely and negatively impact our financial situation. In the spirited discussion that followed, he said that the focus at the highest levels has been on other aspects of the university, not on faculty or staff pay. He suggested that this focus may shift in the future. Senators expressed concern that there was a lack of transparency with this process and, once again, offered to appoint a Faculty Senate representative to participate in the budget process. Dr. Blakely provided an excellent summary of the problem; we are behind in pay and in support for both faculty and staff. This is costing us, not just in the morale of the existing people, but it is also affecting our ability to hire. Dr. Beck admitted the problem and said he would let us know about the appointment of a Senate representative to the budget process. Professor Lynch asked about the previous Senate recommendation for tuition remission for the family of employees. Dr. Beck said that this was at the 'top of the stack' for consideration of the President's Cabinet, which does not currently have a meeting scheduled. Dr. Beck likened the budget process to the "Eye of Sauron" which can only focus on one area at a time. He admitted that the University was effectively half-staffed for our student enrollment and this needs to be addressed. We have repeatedly requested additional funds as a part of our transition to a four-year school. These funds were awarded up until 2002 but have not been forthcoming since.

NEW BUSINESS

Department Chair Teaching

Dr. Hatley introduced the topic of teaching loads for department chair. Currently, this load is 2-2-1 with mandatory teaching each semester. Dr.'s Hicks, Marrero and Gentry suggested that, while the five courses a year was acceptable, increased flexibility would allow them to better perform their roles as both administrators and as faculty. We are the only regional university that requires specific teaching loads each semester. A **motion** was presented by Dr. Hart, seconded by Dr. Sutton, that:

The Senate shall form a subcommittee to investigate changes in the flexibility of scheduling courses for Department Administrators.

After further discussion the **motion was passed**. The subcommittee was appointed as follows: Dr. Hicks, Dr. Ronan and Dr. Hatley. They will report to the Senate at the March meeting.

Policies & Procedures

Dr. Hatley is the new chair of this committee. He reported that the OU Regents are still reviewing this document with no timetable for when they might finish. This led to an animated discussion over what seem to be conflicting information as to what is required currently for promotion and tenure. It appears that faculty in different Colleges perceive that these differ between colleges. Dr. Blakely made a **motion**, seconded by Dr. Sutton that:

The representatives from the Faculty Senate meet with Dr. Beck and the Deans to discuss what is required for promotion and tenure and to determine if these standards are indeed consistent across the University.

After further discussion, the **motion was carried** and the following Senators were appointed as representatives; Dr. Sutton, Professor Lynch and Dr. Mackie.

SGA

The SGA was to meet the week after our meeting. Students are frustrated and they are 'locked in' to purchasing books through the RSU bookstore for several weeks until the financial aid is released. This also led to a discussion about the increase in books prices. We will wait to see if SGA requests us to comment on whatever action that they take.

Budget Redux

Upon further discussion, a **motion** was made by Dr. Sutton and seconded by Dr. Hatley that:

A Faculty Senate Representative will attend the next meeting for G&E budget with administration to discuss allocation of this budget for the next fiscal year.

After further discussion, the **motion was passed** and Dr. Sutton was appointed as the Faculty Senate Representative.

Adjournment

There being no further business, the Senate adjourned until the next scheduled meeting at 1:15 PM on Friday, February 3, 2012. **Submitted by:** William D. Hart, Vice Chair. **Approved:** February 3, 2012.

Rogers State University

Faculty Senate Minutes

February 3, 2012

The RSU Faculty Senate held a meeting February 3, 2012, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Bill Hart (Vice Chair), Terry Sutton (Parliamentarian), Kevin Woller (Treasurer), Sally Emmons (Secretary), Don Glass, Denny Schmickle, Emily Dial-Driver, Cathy Kennemer, Paul Hatley, Carolyn Gutierrez, Rich Ronan, Jimmy Kirk, Kurt Voska

MEMBERS absent were David Blakely, Carla Lynch

OLD BUSINESS

Minutes

The minutes from the January 13, 2012, were unanimously passed with several minor edits.

Department Heads and Summer Teaching: The memo addressing this issue will be discussed at the March 2012 meeting.

Policies & Procedures Manual—Tenure and Promotion Issues: The chair of the Faculty Senate intends to have a discussion with all of the campus deans.

SGA Upcoming Resolution: The chair of the Faculty Senate has requested input from the SGA about upcoming resolutions but the SGA has not contacted her.

Faculty Hires: Abe Marrero would like to know whether new faculty hires are appointed faculty mentors? There is no written policy on this but it appears that departments informally ask a faculty member to be a mentor to a new faculty hire. It is also determined departmentally based on need whether new hires will teach overloads.

NEW BUSINESS

Faculty Salary Information: Dr. Beck provided members of the Faculty Senate with numerical data indicating the monetary raises that faculty at Oklahoma universities/colleges receive when receiving a promotion. Although several handouts were provided the handout that received the most discussion details the pay increase that faculty receive at various institutions in Oklahoma (see table).

<u>Institution</u>	<u>Asst-Assoc</u>	<u>Assoc- Full</u>	<u>Total</u>
CU	4000	6000	10000
ECU	1000	2000	3000
LU	1200	1500	2700
NSU	1500	2000	3500
NWOSU	3100	4650	7750

OPSU	1000	1000	2000
RSU	1500	1500	3000
SEOSU	3036	4680	7716
SWOSU	4000	5000	9000
UCO	3862	4813	8675
USAO	5000	5000	10000

The median of the raises listed above is \$7733.00; the mean of the raises listed above is \$6122.00. The RSU administration would like for the Faculty Senate to make recommendations about what monetary amount is equitable for faculty at RSU when they receive a promotion in rank.

Another issue that will need to be addressed separately is salary compression for faculty who have been at RSU for a long time.

In addition, the chair of the Faculty Senate will ask for salary information for RSU staff so a recommendation to increase their salaries can be recommended.

Motion: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved recommending that RSU faculty receive a salary increase of \$3193.00 when they promoted from Assistant to Associate Professor status and \$4640 when promoted from Associate Professor to Full Professor, to be retroactive for all faculty.

Curriculum Committee: The Curriculum Committee has come under attack because it is not moving proposals forward with any speed; some paperwork has been with the committee for 1 ½ years. Bill Hart, the current chair of the committee, says this is because it is extremely difficult to get the entire committee together because it is so large; that when the committee does meet that there tends not to be a quorum because there are not enough members there; and, that proposals sent to the committee are often in such bad shape in terms of content, spelling and punctuation that the committee wastes its time trying to catch these mistakes to return them to the proposing department. Mary Mackie suggests streamlining the process by breaking the committee into three school committees, as was suggested at a recent Academic Council meeting. However, after much discussion, the majority of the members of the Faculty Senate agree that the Curriculum Committee needs to remain as is because having diversity among faculty on the committee is a strength. To speed the process of moving proposals forward, Bill Hart will compose and send a checklist to all departments asking them to make sure that when proposals are sent to the committee that the proposals are being sent on the correct and most recent form, that the proposals are proofed carefully, and that the proposals use consistent fonts and font sizes. In addition, it is agreed by the members of the Faculty Senate that faculty who are appointed to serve on the Curriculum Committee should be accountable for their presence at meetings. Currently, there are no repercussions for faculty who neglect their committee duties.

Adjournment, 2:45 p.m.

Next Meeting: The next meeting of the Faculty Senate will be March 2, 2012, at 1:15 p.m. in the Executive Board Room of Centennial Center.

Submitted by: Sally Emmons

Approved: March 2, 2012

ATTACHMENTS

To: Dr. Larry Rice

From: Dr. Mary Mackie, President, Faculty Senate

Date: March 7, 2012

Subject: Promotion in Rank Pay Increases

After discussion, members of the Faculty Senate moved, seconded, and unanimously approved recommending that RSU faculty receive a salary increase of \$3193.00 when they are promoted from Assistant to Associate Professor status and \$4640 when promoted from Associate Professor to Full Professor, to be retroactive for all faculty.

Dr. Beck provided members of the Faculty Senate with numerical data indicating the monetary raises that faculty at Oklahoma universities/colleges receive when receiving a promotion. Although several handouts were provided the handout that received the most discussion details the pay increase that faculty receive at various institutions in Oklahoma (see table).

<u>Institution</u>	<u>Asst-Assoc</u>	<u>Assoc- Full</u>	<u>Total</u>
CU	4000	6000	10000
ECU	1000	2000	3000
LU	1200	1500	2700
NSU	1500	2000	3500
NWOSU	3100	4650	7750
OPSU	1000	1000	2000
RSU	1500	1500	3000
SEOSU	3036	4680	7716
SWOSU	4000	5000	9000
UCO	3862	4813	8675
USAO	5000	5000	10000

These numbers were derived by calculating the median of the raises listed which is \$7733.00; the mean of the raises listed above is \$6122.00. Currently, RSU is #8 on the list for the increase in pay that faculty receive when they are promoted. The recommended pay increase would place RSU as #5 on the chart

Rogers State University

Faculty Senate Minutes

March 2, 2012

The RSU Faculty Senate held a meeting March 2, 2012, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Bill Hart (Vice Chair), Terry Sutton (Parliamentarian), Kevin Woller (Treasurer), Sally Emmons (Secretary), Don Glass, Denny Schmickle, Emily Dial-Driver, Cathy Kennemer, Paul Hatley, Carolyn Gutierrez, Johnny Kirk, Kirk Voska, Carla Lynch

MEMBERS absent were David Blakely, Rich Ronan

OLD BUSINESS

Minutes

The minutes from the February 3, 2012, were passed with one abstention and one vote against.

Tenure and Promotion Issues: A meeting occurred with the deans on campus, Karen Smith, and Drs. Mary Mackie, Terry Sutton and Richard Beck to discuss faculty confusion regarding tenure and promotion. When Beck first arrived at RSU he provided a list of items to the deans indicating what a faculty member should accomplish in order to receive a promotion with the caveat that these were suggestions only. At this meeting the deans expressed disbelief that faculty are confused about how to receive a promotion; they pointed out that this information is available in the *Academic Policies and Procedures Manual*. It was then pointed out at this meeting that the faculty on campus do not have a copy of this manual and that the current manual available on the RSU website is not the official, approved copy from the Board of Regents, and that all of this is adding to faculty confusion and frustration. During discussion of this issue today at the Faculty Senate it was mentioned that the chair of the Faculty Senate needs to find out the status of the Dean evaluation form that was forwarded to the administration for approval a very long time ago.

Motion: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved asking the RSU administration to provide all faculty with a printed copy of the currently in affect *Academic Policies and Procedures* manual. The chair of the Faculty Senate will discuss this in person with Dr. Beck.

NEW BUSINESS

Testing Center: There continue to be problems with the Testing Center on campus. Recently, the Testing Center requested that SLA faculty stagger their midterms and finals which is a preposterous suggestion because faculty cannot do this. In response, the Writing Faculty Committee in the English & Humanities Department is currently producing researching to compare the capabilities of RSU's Testing Center with others in the state, with the belief that the RSU Testing Center is woefully inadequate. It was also mentioned that when proctoring occurs of compressed video sections at branch campuses that there is no supervision of the students when they take a test. Bill Hart will provide information about this issue to Emily Dial-Driver who will give the information to Laura Gray, the heading of the Writing Faculty.

Presidential Cabinet Meeting Request: The Faculty Senate has forwarded many items to the RSU administration with no feedback as to their current status. The issues are to be addressed at the next Presidential cabinet meeting but there is no indication as to when this meeting might occur. Moreover, it was pointed out that the Chair of the Faculty Senate, according to the Faculty Association Constitution, is to report directly to the RSU president; however, this has not been the case. Either the Constitution needs to be amended to reflect the change (the Chair is currently being asked to report to the Vice-President) or the administration needs to agree to follow the procedures outlined in the Faculty Association Constitution.

Motion: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved requesting that the RSU President call a cabinet meeting so that pending Faculty Senate business can be addressed.

Mission of the Faculty Senate: Dr. Dana Gray, via her senator, has suggested that the language describing the mission of the Faculty Senate is very passive and that an ad hoc committee might need to be formed to address this. The Faculty Senate will request that Dana Gray come to the Faculty Senate meeting in April to discuss this issue.

Faculty Association Meeting: The Faculty Association will meet April 27, 2012, in the Performance Studio in Baird Hall. At this time Faculty Senate elections for academic year 2012-2013 will occur.

Adjournment: 2:15 p.m.

Next Meeting: The next meeting of the Faculty Senate will be April 6, 2012, at 1:15 p.m. in the Executive Board Room of Centennial Center.

Submitted by: Sally Emmons

Approved: April 6, 2012

Rogers State University

Faculty Senate Minutes

April 6, 2012

The RSU Faculty Senate held a meeting April 6, 2012, in the Executive Boardroom of the Centennial Center at 1:15 p.m.

MEMBERS present were Mary Mackie (Chair), Bill Hart (Vice Chair), Terry Sutton (Parliamentarian), Kevin Woller (Treasurer), Sally Emmons (Secretary), Don Glass, Denny Schmickle, Emily Dial-Driver, Cathy Kennemer, Paul Hatley, Carolyn Gutierrez, Kirk Voska, David Blakely, Rich Ronan

MEMBERS absent were Carla Lynch, Johnny Kirk

OLD BUSINESS

Minutes: The minutes from the March 2, 2012, were unanimously passed.

RSU Athletic Advisory Committee Update: Faculty Senate's member on this committee (David Blakely) reported on "NCAA Division II Feasibility Assessment" report that was presented to the Athletic Advisory Committee at the last meeting. This report, currently a rough draft, outlines RSU's desire to seek NCAA Division II status. According to the report, RSU's athletic program is better staffed and funded than other athletic programs in the conference. In addition, the report points out that 4 million dollars of improvements in facilities are currently occurring on campus. The report acknowledges that there is no data about how the program is doing in terms of graduation rates. The budget for the sports program (including scholarships and staff) in academic year 2010-2011 was a little over 3 million dollars; for academic year 2012-2013 it will be 3.2 million. The report states that RSU would like to offer women's tennis by 2014, women's volleyball by 2017 and that it is considering the possibility of offering swimming, wrestling, football and men's tennis in the future. Currently, RSU sponsors 10 sports and there are 167 participating student athletes.

Concerns expressed by the Faculty Senate following the summation of this report include:

- The NCAA wants its schools to hold their games on campus. What does this mean for RSU?
- How will RSU fund the new athletic programs that the report indicates RSU would like to offer in the next few years?
- Where does the money come from to fund RSU athletics? (This was asked after it was revealed that the Athletic Department only raised \$100,000 in private donations for academic year 2010-2011). How does this impact the academic departments?
- What happens when there is no rainy day fund (assuming this is where athletic monies are coming from)?
- How can we as university sustain Pryor, Bartlesville and athletics? Will this bode negatively for the HLC visit in 2014?
- Does the RSU administration agree with this report's contents?

Presidential Cabinet Meeting: Chair of Faculty Senate reported a Presidential cabinet meeting was recently held. The committee tabled the issue of tuition waivers for the moment. It was noted that Dr. Beck has the

draft copy of the *Academic Policies and Procedures Manual* on his desk; it has not been sent to OU legal yet for approval.

NEW BUSINESS

Higher Education Leadership Conference Report: Senator Bill Hart recently attended HLC conference in Chicago with Rice, Beck, Millikan and university's deans. There are 5 criteria that RSU will be evaluated on in the 2014 visit and 3 different plans that might be used. Although RSU can request a specific plan it is ultimately not RSU's decision as to which plan will be used for the accreditation visit. It is known that we will be judged on our graduation rate and how we document our teaching effectiveness. Currently, Oklahoma has some of the worst graduation rates in the country; we are #19. Karen Sullivan, RSU's HLC mentor liaison, may visit RSU in the near future to offer guidance.

Concerns expressed by the Faculty Senate during discussion include:

- Our graduation rate is only 4% but this is due partly to our open enrollment policy and transfer due to limited degree offerings. What are the plans for addressing this fact during the 2014 visit? Isn't it likely that this poor graduation rate will affect our continued accreditation?
- There are only two universities in Oklahoma that offer both two and four-year degrees: Cameron and RSU. RSU's graduation rate is worse than Cameron. Much concern was expressed over this fact.
- What is the university's plan to help deal with the students who have low ACT scores?
- Will there be HLC visits before 2014 to assess the Pryor campus, online education, and the suggested MBA program?
- Why does it appear that no faculty are thus far working on any reports for the 2014 HLC visit? Much concern was expressed over this fact.

Motion #1: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved suggesting that all faculty interested in the HLC visit should attend the HLC meetings in Chicago.

Motion #2: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved requesting information from the RSU administration regarding the status and progress of the HLC process and plan.

Spring and Fall Start Dates and Final Exam Week: It was explained at the last Academic Council meeting that in the future RSU will begin classes on Mondays and final exams will be split over two weeks.

Motion: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved asking Dr. Beck to explain the rationale for changing the fall start dates and the final exam dates.

Timeliness of Faculty Searches: There is a problem when departments are not allowed to start their faculty searches until well into the spring semester because the best candidates have already been hired by other schools. Can we start searches earlier if the advertisements clearly state that the position is "pending budgetary approval"?

Motion: After discussion, members of the Faculty Senate moved, seconded, and unanimously approved requesting that the RSU administration allow faculty searches to begin in November and to include the statement "pending budgetary approval" in the position advertisements. This should increase the quantity and quality of the applicant pool.

Slate for Elections: Chair—Jim Ford; Vice Chair—Kevin Woller; Treasurer—Bill Hart; Parliamentarian—Emily Dial-Driver; Secretary—Sally Emmons

Faculty Association Meeting: The Faculty Association will meet April 27, 2012, at 1:15 p.m. in the Performance Studio in Baird Hall. At this time Faculty Senate elections for academic year 2012-2013 will occur.

Committee List: Three departments will be rotating on the committee list (English & Humanities, Business and PSCJ). Senators need to plan to handle this at the Faculty Association Meeting.

All Committee Minutes: Senators need to inform their departments that all committee minutes for this academic year for all of the Faculty Senate committees need to be forwarded to Mary Mackie as mandated in the Faculty Association Constitution.

Adjournment: 3:10 p.m.

Next Meeting: The next meeting of the Faculty Senate will be meet April 27, 2012, immediately following the Faculty Association meeting in the Performance Studio in Baird Hall.

Submitted by: Sally Emmons.

Approved: August 17, 2012.

ATTACHMENTS TO MINUTES

TO: Dr. Larry Rice, President, Rogers State University
FROM: Mary Mackie, Chair
DATE: April 13, 2012
SUBJECT: HLC Conference

After discussion, members of the Faculty Senate moved, seconded, and approved suggesting that all faculty interested in the HLC visit should attend the HLC meetings in Chicago.

TO: Dr. Larry Rice, President, Rogers State University
FROM: Mary Mackie, Chair
DATE: April 13, 2012
SUBJECT: HLC Visit in 2014

After discussion, members of the Faculty Senate moved, seconded, and unanimously approved requesting information from the RSU administration regarding the status and progress of the HLC process and plan.

TO: Dr. Richard Beck, Vice-President, Rogers State University
FROM: Mary Mackie, Chair
DATE: April 13, 2012
SUBJECT: Spring/Fall Start Dates and Final Exam Week

After discussion, members of the Faculty Senate moved, seconded, and unanimously approved asking Dr. Beck to explain the rationale for changing the fall start dates and the final exam dates.

TO: Dr. Larry Rice, President, Rogers State University
FROM: Mary Mackie, Chair
DATE: April 13, 2012
SUBJECT: Timeliness of Faculty Searches

After discussion, members of the Faculty Senate moved, seconded, and unanimously approved requesting that the RSU administration allow faculty searches to begin in November and to include the statement "pending budgetary approval" in the position advertisements. This should increase the quantity and quality of the applicant pool.