

Southwestern Oklahoma State University
Faculty Senate Meeting
February 5, 2010, 2:00 pm, EDU 201
(Rescheduled from January 29, 2010)
Approved Faculty Senate Meeting Minutes

- I. CALL TO ORDER:** The February 5, 2010, meeting of the Faculty Senate was called to order at 2:04 PM in Education 201 with FS President-elect Muatasem Ubeidat presiding.
- II. ESTABLISH QUORUM:** The following members were present: Warren Akers, Lisa Appeddu, John Bradshaw, Kathy Brooks (Sayre), Stephen Burgess, Chelsea Church, Kevin Collins, Tommye Davis (Sayre), David Esjornson, Terry Goforth, John Hayden, Rita Hays, Todd Helton, Sophia Lee, Joe London, Jim Long, Ralph May, Warren Moseley, Edna Patatanian, Chad Ramirez, Les Ramos, Ann Russell, Lisa Schroeder, Muatasem Ubeidat, Dennis Widen, Kathy Wolff, Jonathon Woltz, and Tyler Rogers (SGA Rep).
- III. CERTIFICATION OF SUBSTITUTES:** None.
- IV. PRESENTATION OF VISITORS:** None.
- V. APPROVAL OF MINUTES:** Minutes of the December 4, 2009, meeting were approved by voice vote.
- VI. ANNOUNCEMENTS:**
- A. From FS President Scott Long (via President-elect Muatasem Ubeidat, presiding):**
1. From the January Executive Council Meeting – The budget outlook is still very dire. The most likely event is going to be a \$2-3M shortfall with a worst case scenario of as great a short fall as \$4-6M. The Administration is taking a very serious and hard look at ways to save money. It has set forth a prioritized ranking of measures that may be put in place. Many of these measures incorporate suggestions from the Faculty Senate, its committees, and other campus sources.
 2. From the January Provost Meeting – Also concerning budgetary issues, the first priority will be to maintain the infrastructure of the University with initial actions to save money. However at some point (possibly FY 2012), some sort of personnel cuts (including faculty) may have to be seriously considered. In the worst case scenario, every attempt will be made to reduce faculty without hurting programs.
 3. From a Faculty Senator regarding implementation of the new Health Plan – There are some differences in the way drugs are listed under the new health insurance coverage which could lead to some confusion. In short, it may be summarized as follows:

Under our old prescription plan, we had a list of drugs that were fully covered. Blue Cross/Blue shield puts both preferred and non-preferred drugs on same list. You can no longer simply look at the list to see if your prescription drug is listed. Furthermore, it is possible that a drug not on the list might be cheaper than a drug on the list so that if you

want to know the actual cost, they recommend that the member call their customer service line for drugs not listed.

Pertaining to this, here is a statement/advice apparently from a representative of Blue Cross:

It sounds like the member was given the correct info about co-pays and preferred vs. non-preferred drugs, but the generic/preferred/non-preferred (tier 1, 2, or 3) indicator is in our on-line drug list/formulary. It's true that our formulary isn't set up by sections (generic, preferred, non-preferred), but I think that would make it a bit difficult to find a given drug.....if you only knew the name of it, you'd have to search 3 lists to try and find it. It should be pretty easy for the member to call their doctor's office to see what alternative medications they could take since their benefits changed and the drug they're currently on is classified as non-preferred with the new insurance carrier. And remember, not every single drug made is in our formulary, so if the doctor recommends something not on our list, the member can call customer service to check on the tier for that drug.

B. FS Secretary/Treasurer Lisa Appeddu:

1. **Roll Sheet** – please sign.

2. **Treasurer's Report:**

- | | |
|--|-----------|
| a. BancFirst Checking account (No change): | \$2098.86 |
| b. University account balance (No change): | \$130.00 |

C. FS President-elect Muatasem Ubeidat: Nothing to report.

D. FS Past President Les Ramos: The 2008-2009 President's Report of the motions and actions of the Faculty Senate is complete. Appreciation is expressed to all those who helped with the report, and for the work of the Faculty Senate and its Committees. Note that it has not been possible for the University to address the Salary suggestions put forth by the Faculty Senate due to current budgetary constraints.

The following motion was moved and seconded:

FS Motion 2010-1-01:

A motion is made to adopt the 2008-2009 President's Report.

The motion passed by voice vote.

E. FS Student Government Representative Tyler Rogers: A paper recycling program as put forth by the SGA has been approved and will be implemented this semester. Bins with guidelines for recycling will be placed around campus. Note: This program will not cost the SGA or University money.

VII. REPORTS FROM STANDING AND AD HOC COMMITTEES:

A. **Faculty Senate Continuance Procedures *Ad Hoc* Committee:** Chair Les Ramos presented the following report:

Initial Identification of Concerns and Issues with the Current Continuance Policy

1. It is important to clarify the purpose and intentions of the continuance policy in terms of the goals of individual faculty, departments, and the university (e.g., providing a measure of job security for the non-tenured faculty member, protecting the integrity and quality of the departmental work environment, and protecting the image and mission of the university).
2. The continuance procedure is problematic in small departments, particularly if there is a small number of or the complete absence of tenured faculty members in the department. Should the continuance process mirror the tenure and promotion process in mandating a specific number of committee members and looking to other department faculty to complete the committee if the department has insufficient numbers of qualified faculty?

However, there may be concern regarding the participation of faculty members from outside departments.
3. The anonymity of the continuance process, without a requirement for documentation or supporting evidence when faculty submit strengths and weaknesses, provides an opportunity for biased and false reports, as well as gross exaggerations, regarding the faculty member undergoing continuance.
4. There is concern that faculty in their first year are not receiving adequate feedback and mentoring to make improvements before the first formal continuance evaluation. In addition, the continuance policy lacks due process. Although the Faculty Grievance Policy is a resource for due process, filing a grievance occurs after notification of non-continuance and termination.
5. The continuance process lacks sufficient data for a comprehensive evaluation. Should a tenure and promotion-style document (but more concise) be required that would consist of a brief summary of accomplishments in the areas of teaching, scholarly activity, and service, more than one peer review, and student evaluations with student comments?
6. There needs to be uniform administration of the continuance policy in all departments.

The following motion was moved and seconded:

FS Motion 2010-1-02:

A motion is made to table the report, so that Faculty Senate members may discuss Continuance concerns or issues with their departments and bring these to present at the next meeting.

The motion passed by voice vote, and the report was tabled.

VIII. UNFINISHED BUSINESS: None

IX. NEW BUSINESS:

A. Fee for Web-based courses: The Faculty Senate President is charged with determining the fate of the \$20 per credit hour fee which was added to web-based courses.

B. Concerns regarding Inclement Weather Policy: Discussion was held regarding the ice / snow storm which resulted in University closure on January 28 and 29, 2010. Several concerns were raised, including the timing of the closure announcement, impact on faculty / staff members who reside outside Weatherford, impact on faculty / staff members with children, the potential to use the texting emergency system for closure alerts, how to deal with off-campus sights, and the safety status of the campus itself.

The following motion was moved and seconded:

FS Motion 2010-1-03:

A motion is made that the University Policies Committee review the University policies and procedures for addressing inclement weather.

The motion passed by voice vote.

X. ADJOURNMENT: 3:13 p.m.

Respectfully Submitted,

Muatasem Ubeidat, FS President-Elect
For Scott Long, FS President

Lisa Appeddu, FS Secretary

**Next Faculty Senate Meeting:
Friday, February 26, 2010, at 2:00 p.m. in EDU 201**