Tonya Magness called the meeting to order at 1:20 pm. Diana Jacobs called roll. Tonya announced that Holly Bergbower has resigned from OSU to become a full time mom. Dawn Good has resigned the Council due to her promotion and increased job responsibilities. Therefore, the Council declares a vacancy for a classified position under General University, with a term ending in 04.

According to the SAC Constitution, Article III, Section 5 and the Bylaws VII.B – in the event a member of the Council has a total of four (4) absences from Council meetings, the Council Chairperson shall declare the position vacant. Bylaws VIII.B states that the Council member so affected may be reinstated to his or her vacant seat by submitting a written request for reinstatement to the Council, followed by a majority vote.

Billie Blackburn submitted a letter requesting reinstatement. Bonnie Richardson made the motion to reinstate Billie Blackburn. It was seconded and passed.
Tonya asked if there were any corrections to the March 12th minutes. There being no corrections, the minutes were approved.

Tonya asked if there were any changes/additions to the agenda. Tonya wanted to add Announcements under New Business. Tonya made the motion to approve the agenda as amended. It was approved by voice vote.

**Executive Group Update – Dr. Harry Birdwell, Athletic Director**

There’s a lot of changes going on. When he went to Athletics, five of six top people were looking for jobs elsewhere. They have had a good year in Athletics: The football team had bowl victory, basketball team did well, wrestling won national championship, softball team is doing good this spring, equestrian team placed high, and baseball team is on a roll. All the coaches are doing a good job recruiting. Julie Goodenough has hired eight new recruits for girl’s basketball. Mike Holder recruited three of the top four high school golfers and has won 9 championships.

Season ticket sales are up 56% from what they were last year at the same time. They are planning a renovation project at the stadium. They have raised about $40 million so far towards an $86 million renovation. They will go from 47,500 seats to 53,000 seats, elevators, escalators, more restrooms, multiple levels, will be a mezzanine level halfway up with restrooms and concessions and better food. The renovation project will take place in three phases. Phase 1 will be the south stadium, which will begin about July 1. Phase 2 will begin in 2004 on north stadium, and then phase 3 will be the west end zone. The first thing that will be done is the sandblasting and repainting of the under carriage of the north stadium. This will begin in May. Last year, we had the second highest average attendance record at football games.

They have 17 seniors on the football team, 4 senior wrestlers, and 4 seniors on the basketball team that will graduate in May or in the summer. The average gpa on men’s baseball is higher than the golf team. Emphasis is on gpa and retention is very important. Expectations are great for the coming year.

**Report of University Committees**

**Faculty Council - April – Leslie Miller**

It was a long meeting yesterday, lasting until nearly 5.30pm, and they covered a lot of business.

They started off with an introduction of Truman and Goldwater Scholars by Bob Graalman. Information about these scholars has already been published in various sources on campus, including OSU Headline News.

Julie Wallin and Shiretta Ownbey presented a special report on the results of the 2002 National Survey of Student Engagement, also called NSSE (pronounced Nessie). This report is apparently gaining attention nation-wide as a tool to measure students’ “engagement” in the classroom compared to other peer institutions. The results discussed in the report were very interesting, showing that OSU was apparently behind our peer institutions in several critical areas, but ahead of them in the category of “supportive campus environment.” The presenters ended by encouraging faculty council members to consider their own practices in the classroom to see if they might do more or change some things to improve the engagement of their students.
Joe Weaver and Jack Vitek provided a special report on Block Tuition. They mentioned that there were still many variables and concerns that needed to be addressed and finalized, and that Block Tuition would probably not be instituted before 2004. They did an excellent job of explaining what block tuition was, how it worked (in general terms, why it would not result in lost revenue), and why it might benefit OSU students. If this is an interest to SAC, we might consider asking Joe to make the same brief presentation to us sometime in the future.

Four standing committees made brief reports, including Academic Standards and Policies; the Budget Committee; Campus Facilities, Safety, and Security; and Rules and Procedures. There was one item of note from the Rules and Procedures committee report that might be of interest to SAC, that being that they hold their elections far enough in advance that newly elected members are able to attend the May meeting, one month before they are formally seated in June. They also present their annual committee review reports in that May meeting. Council has discussed the potential problems of seating new members at the same meeting where they hold elections; perhaps this is a model that would work better for SAC.

The budget committee said there would probably be an additional 7.1% cut to the initial one. ($5.5 million) If there is a tuition increase, it will help, but may not cover the entire amount of the budget cuts because it is uncertain if OSU will receive the same level of funding from the state.

Under Old Business, Chuck Edgley presented an update on the retirement lawsuit. Apparently a third party evaluator was brought in to conduct a non-biased analysis of the situation. The person hired to do this was Judge Morris, and a completed report based on his findings has been presented to lawyers on both sides. The Morris report is now available on the Faculty Council webpage if anyone is interested in reading it. Dr. Edgley was very pleased with the results, stating that Judge Morris’s findings seemed to support faculty’s position and allegations in the suit.

Today’s O’Colly did a fairly good job of summarizing the next issue discussed under Old Business, namely the Spring General Faculty Meeting, and it’s program name: “Faculty Governance: Should We Change Our Structure?” This generated a great deal of discussion on the NOC issue.

Finally, under New Business, Faculty Council brought forth a resolution asking “The University make Martin Luther King Day and additional paid holiday for all faculty and staff.” There was some lively discussion both for and against, with a vote finally taken at the end. The recommendation passed, and I assume it will be passed on to Administration.

Branch Campus Reports

OSU-Com – Bavette Leeper

Their College of Medicine was ranked 30th in the nation in US News and World Reports. They are planning their staff picnic. It will have a Hawaiian Luau theme. They will have softball games and vendors. The Dean & VP for Academic Affairs search is still going on. They participated in the mini medical school, which is a community outreach program where they meet once a week and have different topics discussed. They had concessions there and raised some money. They are putting off their
elections until the opening of the new clinic, which will have 26 new staff, and they want to give the new people an opportunity to get on council.

**OSU-Okmulgee** - No report

**OSU-OKC** – No report

**OSU-Tulsa** – No report

**Report of Standing Committees**

**Awards & Recognition** – Trisha Gedon

Trisha thanked the Awards & Recognition and the Public Relations Committee. She has heard a lot of positive comments. The carnation sales are coming up. The flyer is on the web site. Orders are due by 4/17/03. They will be delivered on or before 4/23. She has room 419 SU reserved from 8-12 for preparing the carnations for delivery. The order forms are ready to go to Deans, Directors, Department Heads and faculty. A general throw will be done for staff. Hank is on vacation this week and he was planning on sending them out Monday. Council was concerned that this wouldn’t give much time for people to place orders. Trish will prepare an email to put out on the list serve.

**Policies, Benefits and Budget** – Sheryl Beeler

Committee met April 2, 2003 at 10:00. The following topics were discussed and recommendations or comments were made as follows:

1. **Sick Leave Uncapping – Flexible Benefits Compensation**

   After reviewing the Flexible Compensation Benefits Committee's Spring 2002 Cafeteria Plan Recommendations, the PB&B committee has come to the following conclusion:

   Rather than endorsing the uncapping of sick leave, PB&B would like to see the Flexible Compensation Benefits Committee reexamine this issue with the idea of creating a sick leave bank in mind (in addition to the uncapping).

   Background for this response: It may be that the uncapping of sick leave is a necessary step in the creation of a sick leave bank for OSU. Because the creation of a sick leave bank is one of the frequent requests that SAC receives from staff, we believe that this is a possibility that should be examined in advance, lest administration reject the idea of uncapping (as proposed) outright.

   SAC agrees with this and Tonya will prepare correspondence.

2. **Cafeteria Plan Recommendations – Flexible Compensation Benefits Committee**

   In general, we support these recommendations. However, our support is dependent upon two conditions:

   A. We support these recommendations ONLY if they are implemented entirely separate from any potential changes to OSU’s leave policy. Any changes to current leave policy will be a volatile issue to OSU staff, and SAC will not support
any changes to leave without knowing in advance what those changes may be. While we understand that the issue of leave may be addressed in the future, we do not want our support for the current recommendations to be interpreted by Administration as blanket approval for changes they might wish to make in the future.

B. We support these recommendations only if they are implemented in such a way as to ensure that mandatory costs for OSU employees are not any greater than they are now. In other words, if implementing the changes will result in more mandatory out of pocket expenses for staff members, we will not support the changes without further evaluation. This does not apply to optional additional expenses.

The committee also has some concerns about the recommendation that OSU allow employees to opt out of insurance, but not ask for proof of insurance from another source. PB&B committee members believe that some (perhaps many) OSU employees are so strapped for cash due to low wages that they will opt out of paying for insurance even if they aren’t covered under another policy and will not get the full value back in cash. We believe that this is potentially “a very bad idea.” Administration should take careful consideration of this particular recommendation.

There was a lot of discussion on this issue. It was voted to go ahead and submit the PB&B Committee’s comments.

SAC agrees with this and Tonya will prepare correspondence.

3. Martin Luther King Day – Recommendation 021113PBB-8

SAC response to Administration’s Counter-offer on Recommendation 021113PBB-8

SAC recommendation 021113PBB-8 stated very clearly that we desire an additional paid holiday to celebrate Martin Luther King Day. This was not intended to be a starting point for bargaining with Administration on what other holidays should be taken away, or mandatory leave days formalized at Christmas time in order to accommodate the request.

SAC finds Administration’s counter-proposal completely unacceptable.

Furthermore, SAC fails to see why OSU cannot lead Big 12 schools in the number of paid holidays offered to staff and faculty. Administration’s response indicated that this was unacceptable, yet no formal explanation was provided as to why. SAC believes that leading the Big 12 in one aspect of benefits would be a good recruitment tool, something to boast about, and something in which to take pride. We believe that this would be a morale booster at a time when raises are scarce and staff morale is low. We believe it would be a symbolic gesture to acknowledge the importance of diversity at a university criticized for its lack thereof.

SAC formally requests that Administration reconsider their response to our original recommendation with the understanding that we will not “bargain” on this issue.
SAC voted on this and it passed.

4. Performance Evaluations

We are still in the process of studying the Performance Evaluations. There has been an offer given to us in which Administration will pay for a survey conducted by the Bureau for Social Research. Sheryl will be working on this in the next month and would still ask for any and all input on this matter.

Public Relations – Hannah Barbara Fulton

The Staff Appreciation Day was a success. The weather cooperated for the picnic; there was sunshine, enough food, good food, neat door prizes and a nice show of vendor support. Surveys were distributed at the event and are being collected for next year’s planning purposes. A big thanks to all who helped with this event.

The carnation sales flyer has been prepared for drop to Deans, Directors, Department Heads and Faculty. The flyer is on the Website. Be sure to wear your SAC T-shirt on 4/23 when deliveries will be made.

The SAC “Difference Maker” fundraising campaign is underway. Phase One has been accomplished with a memo inviting administrators, deans, department heads and faculty to participate by making contributions to the SAC Scholarship. These were assembled and mailed by Tonya.

Phase Two was comprised of an invitation to SAC members complete with payroll deductions forms for the OSU Foundation. To date, there has been a “light” response from SAC members.

Phase Three has been initiated. A memo was composed and is presently in the revision process. The staff mailing will happen soon. Please encourage your colleagues and previous SAC members to participate.

The PR committee has come to the conclusion that SAC needs a webmaster...who does not have to be on the PR committee, who can attend E-group meetings, who will coordinate with all committee chairs, and who is able to participate on the committees) of their choice. Leslie Miller has agreed to take care of the web page. There was discussion on this and this issue was tabled until the May meeting. The Rules and Procedures Committee was asked to review the recommendation originally voted on by SAC and prepare a revised recommendation for consideration on the necessity of a webmaster as outlined by the Public Relations Committee’s experience and concerns.

Rules & Procedures – Bonnie Richardson

Bonnie handed out sample ballots for members to review and send her any comments. She will send out an email stating what areas we still need nominations from. April 30 is the deadline for ballots and winners will be announced shortly after that. The new members will be invited to attend the May meeting.

Old Business

Duane gave a follow-up on the Wheelchair Basketball game participation.
Tonya advised the Day Care Recommendation was presented to the E-Team on March 31st. Members of the SAC Tonya Magness, Sheryl Beeler and Leslie Miller, along with Stephanie Graham presented the recommendation for the need for a Day Care facility at OSU. Stephanie made the same presentation to the E-Team that she presented to SAC. Also, survey results from the SAC survey were distributed.

President Schmidly and the administration believe that a Day Care facility is needed at OSU. Members of the E-Team have begun research on the process and development of such a facility or community agreement. There will be much discussion on this topic before a resolution is found. However, knowing that it is a priority with the administration is a great accomplishment for all staff, faculty and students. The Council again wishes to thank Stephanie Graham for her research and her willingness to present her class project to the E-Team members.

**New Business**

Recycle for Education – Lisa asked Tonya to announce the “Recycle for Education” program sponsored by Staples. At their last Recycling Committee meeting, a representative from the local Staples store was present to discuss the program. Staples receive $2 from every ink cartridge and toner cartridge dropped off. $1 of the $2 Staples will keep, the other $1 goes to Oklahoma Education.

According to OSU Headlines, Education Extension has started the program in their department and has asked that all funds be donated to Stillwater Public Schools. Departments can drop off their cartridges or become a drop off point for empty cartridges.

President Schmidly has selected Dr. Michael Heintze as OSU’s Vice President of Enrollment Management and Marketing and Dr. Gary Wiggins as Vice President of Information Technology and Distance Learning and Chief Information Officer.

Bonnie announced Earth Day on 4/22. OSU will have events all week 4/21-26.

Motion was made to adjourn. It was seconded. Meeting adjourned at 3:00pm.