STAFF ADVISORY COUNCIL

Minutes will be approved at next meeting.

OSU STAFF ADVISORY COUNCIL MINUTES

March 10, 2010 - 408 Student Union


Absent: Dobson, Kochenower, Landgraf, Niland, Warner, Whitmore, York

Tara Gladen called the meeting to order at 1:15 p.m. and Mickey Gregg called roll.

Tara asked for approval of the February minutes. Correction was made for the misspelling of the winner for Valentine’s Day Get Away was Melissa Gungoll. A motion was made to approve the February minutes as amended, seconded and approved by a voice vote.

Tara asked for approval of the agenda. Additions to the agenda were adding Dr. Marlene Strathe to the Executive Update and Sue Moore to Faculty Council Update. A motion was made to approve the agenda as amended, seconded and approved by a voice vote.

Executive Update – Dr. Marlene Strathe, Provost & Senior Vice President

Dr. Strathe had the following updates since her last report to Staff Council:
• Legislative Session-the state revenues are below this time last year; last month’s revenue was slightly above projection; the budget has been backfilled for 2 years with the help of stimulus dollars;
• Enrollment has increased; everyone is working hard to increase the retention rate; Fall to Spring was very strong;
• Due to the economic situation, no decision has been made on tuition and fee increases for the next academic year;
• Due to budget constraints, last August the administration started reviewing all vacant positions and asked for justification to fill each position (‘soft freeze’);
• Construction: North Classroom, Old Central, Murray Hall and the Architecture buildings are open; the interdisciplinary science building will have some occupants by June/July; the Student Union renovations are under way; and University Avenue is now open; and
• There will be another Thursday night football game on September 28 against Texas A&M. The task force from last year is set to meet regarding this year’s game.

Faculty Council Update, March 2010 - Sue Moore

Sue provided a report to the council. Her written report is attached.

Treasurer’s Report - Lyn Putnam

Lyn stated the piggy bank totaled $27.28 for February and the Valentine fundraiser revenue was $1017.00.

FCBC Recommendation – Greg Fox, senior member on the Flexible Compensation Benefits Committee representing the staff

Greg introduced Shelby Morris, HR Representative, who presented: ‘Allow 960 Hours of Accumulated Sick Leave to Apply to OSU Retirement Criteria’ recommendation from the Staff Subcommittee on Leave to the Staff Council. (See attached copy.)

A motion was made to support the recommendation. The motion was seconded and approved by a voice vote.

Relay For Life 2010 of Oklahoma State University – Ashley Jones

Ashley Jones, Executive Director for Growth and Development, Relay for Life, reported to the council the success OSU has had in the past participating in the fundraiser. The Relay for Life is the American Cancer Society’s largest fundraiser. The OSU goal for this year is 100 teams for $100k. She showed a promotional DVD. OSU’s Relay for Life will be Friday, April 16, 7 pm until 7 am Saturday, April 17. Staff Council decided to field a team. Interested members should contact Bonnie Gladden &/or Susan Marshall. Ashley can be reached via email: Ashley.kay.jones@okstate.edu.

Branch Campus Reports

OSU-CHS – Chad Landgraf

Chad was not present; therefore no report was given.

OSU-OKC – Melissa Herron

Melissa noted the accreditation has been completed and full accreditation was received. OSU-OKC is hosting several fundraisers: Juvenile Diabetes Research Foundation, OSU Foundation, and Staff Council’s Foundation fundraiser. March 31 will be the groundbreaking for the new Engineering Technology building.

OSU-Tulsa – Bret Niland

Bret was not present; therefore no report was given.
OSU–Institute of Technology – Allen York

Allen was not present; therefore no report was given.

Report of Standing Committees

Awards & Recognition – Bonnie Gladden
Bonnie noted the bid process for the caterers has been started for the Staff Appreciation Day picnic being held on Thursday, May 20, 2010. A reserved parking space will be the raffle item this year. There was tentative verbal communication that the council may not have to buy the sticker ($365) but only the signage. Ticket sales will begin on April 1 with 1 ticket for $1 or 6 tickets for $5. This committee will be coordinating the picnic advertising with the Public Relations committee.

Policies, Benefits, and Budget – Daniel Darnell
Danny stated the committee developed the idea of OSU creating campus walking trails to help promote ‘American’s Healthiest Campus’. Danny presented the idea at the Campus Landscaping Master Plan meeting and it was well received.

Public Relations – Susan Marshall
Susan noted the committee did not meet this past month. This month they will be getting donations for the picnic and meeting with the Awards & Recognition committee.

Rules & Procedures – Barbara Dobson
Barbara was not present; therefore no report was given. It was noted that the nomination forms for 2010 Annual Election are due on March 19, 2010.

Unfinished Business

There was no unfinished business.

New Business

Seat New Member – Tara Gladden
Jason Sullivan was selected to fill the vacant classified seat in Student Affairs with the term ending in 2011.

Parking Permits – Danny Darnell
Danny has represented SAC on this 15 member committee for the last year. The committee will be recommending an increase to the parking permit fees. Discussion followed. Council members were asked to talk to their constituents and forward comments directly to Danny before April 1.

4-Day Work Week – Jason Pogue/Tara Gladden
Jason reported that Dr. Bosserman would like the Staff Council to forward a recommendation to the administration regarding the 4x10 work week. This item was referred to the PB&B committee for further review/consideration.

Other – Ival Gregory
Ival made a motion that the Staff Council Chair invite the Faculty Council chair to attend the SAC meetings and add a line item to the agenda for the Faculty Council chair’s report. The motion was seconded and approved by a voice vote.
**Announcements**

Tara read a thank you card from the Gladden family. (See attached)

Susan Marshall noted that Nutrition FUNdamentals through the BCBS website will be sent to employees soon.

Jason (and Marsha) announced the Remember the Ten Race will be Saturday, April 17 @ 9 a. m.

Respectfully submitted,

Mickey Gregg, Acting Secretary
MINUTES FROM THE FACULTY COUNCIL MEETING
3:00 p.m., Tuesday, March 9, 2010
Council Room, 250 Student Union

The meeting was called to order at 3:00 p.m. by the Council Chair Bruce Russell.

Roll Call was achieved by passing around a sign-up sheet.

The Minutes from the February 9, 2010, meeting were approved, as was approval of the Agenda.

Bud Lacy announced that money was still being collected to buy a gift for Diane Lafollette, previous Council Secretary, who was recovering from surgery. Her Retirement Reception has been postponed.

Special Reports were given by:

John Mowen – Provost Search (Attachment) - He discussed the selection process and praised Denise Brooks and the 17-person committee for the hard work. There were 51 applications for the positions with 7 semi-finalists being selected. There were four finalists: Conrado Gempesaw, University of Delaware; Cameron Hackney, North Carolina State University; Robert Marley, Montana State University and Robert Sternberg, Tufts University. President Hargis will have the difficult task of choosing the new Provost by July 1, before the school year begins.

Steve Locy - Student Publications Board - The Board doesn’t run the O’Collegian. They have the power to approve editors, font size, etc., but it is a student-run publication in a learning environment with an Advisor appointed to review the content of the paper, if needed. Existing boards have been incorporated, such as KXYZ radio and Journalism/Broadcasting to streamline the process.

Deb Engle – OSU Foundation (Attachment) - The kickoff for the “Branding Success” campaign will kick off with the Faculty and Staff at OSU. She mentioned that we need to grow a donor base by partnering with the President Office, the Deans, and Alumni Association and raising visibility. They’ve begun by sending people out to various “pockets of alumni” in strategic cities throughout the U.S. The President’s vision is to tap private resources to make OSU one of the premier land-grant institutions in the Top 10.

In April, Faculty and Staff on each OSU campus will be contacted, through a committee of volunteers. The funds must be raised by October 31, 2010 to receiving matching funds from Boone Pickens. Scholarship matches will be received after Pickens’ death.

President Hargis stated that he couldn’t get Boone Pickens to commit, but will keep everyone up to date on his progress. One billion dollars a year only produces 50 million dollars a year,
and OSU faces the problems of student retention, graduation rates and faculty compensation (they need at least 16 million dollars more annually to compete with other colleges and universities).

OSU needs to increase enrollment and to increase resources. Three to five million dollars is needed to complete the Student Union. There have not been a landscape plan in place for a long time and areas of lighting, access over Hall of Fame and well as plants, trees, flowers need to be completed; there is now a Landscape plan being reviewed. President Hargis would also like to see a Performing Arts Center and a Museum on campus, as well.

He addressed the subject of budget; there will be an across the board budget cut in FY 11 (12%) with Higher Ed/Stimulus/Rainy Day funds being used. Nothing will be available for FY 12. Jim Halligan presented the Tobacco Bill before the legislature, which will allow the OSU Police to fine students caught smoking on campus, and he took a beating from people opposing the plan because of the infringement on individual freedoms. In spite of the beating he took for proposing the bill, it did pass.

Jim Smay – Research update – (Attachment) He reported on the open access on research, and a heated argument followed; the report was tabled for further discussion in a “committee” setting.

Mindy McCann – Academic Standards and Policies (attached) – By July 1, 2010, Federal law requires that students be given access to on-line links to enroll, schedule classes and see the books required for the courses; they also have an option of buying their books wherever they wish.

No Report from Art Klatt, Athletics

Kenneth Bartels – Budget – Budget items will be discussed with the President’s Office, to include Dr. David Bosserman and Joe Weaver. A joint resolution will be drafted concerning the Retirement/Fringe Benefit Committee. The subject of Phase Retirement entered the discussion and the point was given that it could help the faculty. A unidentified person at the meeting spoke out that she was speaking from a past experience and felt promoting the Phase Retirement would be devastating to the program, if not properly implemented. She witnessed positions being eliminated. It was brought out that OSU Human Resources is in the processing of addressing the problems.

Tom Jordan – Campus Facilities, Safety and Security: An update was given concerning the Campus Landscape Master Plan – a meeting was initially cancelled, but they are back on track with the contractor. A question arose as to why SAC and others were represented at the meeting, but the Faculty Council was not represented. The oversight was rectified and a Council member will be present at the meeting(s). A stop light will be installed at Hall of Fame across from the Colvin Center to aid students when crossing the street.
Udaya De Silva – Faculty – (Attachment) I was unable to understand the person giving the report, but he mentioned something about Senator Coburn and the Recommendation to Support a Comprehensive Research Mission; the President should not prohibit lawful research at OSU without first consulting the affected stakeholders, etc.

Bud Lacy – Long-Range Planning and Information Technology – Email has been boosted from 500 megabytes to gigabytes and the Emeriti have been given access to all software on campus.

I apologize, but I may have missed reports by J. D. Brown, Stephen Perkins and Karen Hickman because of a lot of external noise in the room, interruptions and the people speaking were not always identified by the Chair.

Reports of Liaison Representatives:

SAC – Sue Moore – (Attachment) Reported the information forwarded by Danny; Bruce Russell asked if the Faculty Council would be included in serving at the Staff Appreciation Picnic in May. I told him I would pass the request on to SAC and explained that in the past the picnic caterers have preferred to use their own staff as servers. Dr. Russell asked that the Faculty Council be included, if possible, as he sees it as an opportunity for staff and faculty to interact with one another.

A report was given by the representative for the Women’s Faculty Council – Scholarships were awarded totaling $4000 during a recent event.

A report was given by the Emeriti Association representative – Discussions are underway concerning the White Woods Campus Retirement Housing, which will go in at 19th and Range Road, if funding can be provided. This would be first class housing for Stillwater and the OSU area. Dr. Russell mentioned that having a facility of this type in Stillwater would enhance faculty recruitment for those who have aging family members and would need a place for them to live nearby if the faculty person came to Stillwater to work.

Old Business: Dr. Lacy reminded members to contribute to Diane’s retirement gift. The week of April 12-16 will be Graduate Student Appreciation Week.

New Business: None.

Adjournment: Meeting was adjourned at 5:05 p.m.

Respectfully submitted by Sue Moore
Brief Biography
Conrado M. “Bobby” Gempesaw, Ph.D.

Campus Visit: TBA

Since 2006, Bobby Gempesaw has served as Dean of the Lerner College of Business and Economics, the University of Delaware's second largest college with 3,500 students. He previously served as Vice Provost for Academic and International Programs from 1999-2006. He also served as Interim Dean of the College of Arts and Sciences during the 2004-2005 academic year. From 1993-1999, he served as the Chair of the Department of Food and Resource Economics. The various administrative positions that he has held over the past seventeen years has given him a comprehensive experience and knowledge of many university-wide units and different colleges.

His fields of research include higher education administration, agribusiness finance, production economics, marketing and international trade. He is the author or coauthor of more than 100 articles in refereed journals, proceedings and book chapters. He received an Outstanding Teaching award in 1992. He is a former editor of the Agricultural and Resource Economics Review and received his professional association’s Distinguished Member award twice, in 1996 and 2000. He received the Outstanding Alumni award from Penn State University's College of Agricultural Sciences in 2008.

He earned his bachelor's degree in economics from Ateneo de Davao University in the Philippines. He earned his master's degree from West Virginia University and his doctorate from Pennsylvania State University, both in agricultural economics.

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Brief Biography
Cameron Hackney, Ph.D.

Campus Visit: March 1, 2010 – April 2, 2010

Cameron Hackney received his Ph.D from North Carolina State University in food science and his M.S and B.S. from West Virginia University. Dr. Hackney is an author or co-author of 2 edited books, 101 refereed journal articles, proceeding articles or book chapters, and over 600 presentations. He has received numerous teaching and extension awards and is a Fellow of the International Association of Food Protection. Dr. Hackney’s administrative positions include: Dean of WVU’s Davis College of Agriculture, Natural Resources and Design; Department Head of Virginia Tech’s Food Science and Technology; and superintendent of an off-campus center. He was an associate professor at Louisiana State University. Dr. Hackney led implementation of a strategic plan that increased student numbers by 67%, student credit hours by 60%; increased tenure-track faculty numbers by 20%; increased diversity; increased grants and contracts by 500%. He oversaw planning and construction of several new facilities. Dr. Hackney maintains a “student centered” administration and has increased scholarships, advising effectiveness, placement, and study abroad opportunities. He facilitated the incorporation of faculty and staff into the college governance system and has shown a very strong commitment to social justice and diversity. He led the college though 20% budget cuts without lay-offs. Under his leadership, the college foundation accounts increased seven fold. He maintains productive relationships with external constituencies; government, corporate leaders, commodity groups, alumni, donors, advisory board members, and others. He has also taken on several national leadership roles.
Brief Biography
Robert J. Marley, Ph.D., CPE
Campus Visit: April 5, 2010 – April 7, 2010

Robert Marley has served as the Dean of the College of Engineering and Director of the Engineering Experiment Station at Montana State University since 2001. Previously, he served as Associate Dean and has been on the faculty at MSU since 1990. Marley earned a B.S. in General Studies-Psychology Option, from Wichita State University in 1983. He later completed advanced degrees in Industrial Engineering specializing in ergonomics and human factors engineering, also at Wichita State. His research focused on upper-extremity and low-back cumulative trauma disorders as well as engineering safety. This work resulted in recognition that included several citations in landmark OSHA publications related to ergonomics. Marley has authored over 70 refereed publications as well as co-authored a textbook recently released in a 2nd edition. A new Spanish version of this book is being utilized throughout Mexico and other Spanish speaking countries. Under Marley’s leadership, engineering research at MSU has more than doubled, helping the University attain Carnegie Foundation ranking as a “very high research activity” institution. Also under Marley’s leadership, the number of women tenure-track faculty has increased four-fold within the College, and Montana State is now a leader in the graduation of Native Americans in engineering, engineering technology, and computer science. He has facilitated substantial growth in private support including the first six named faculty positions within the College.

Brief Biography
Robert J. Sternberg, Ph.D
Campus Visit: March 24, 2010 – March 27, 2010

Robert J. Sternberg is Dean of the School of Arts and Sciences and Professor of Psychology and Education at Tufts University. His Ph.D. is from Stanford University and his B.A. summa cum laude is from Yale University. Prior to moving to Tufts, he was the IBM Professor of Psychology and Education at Yale University where he spent his entire faculty career.

Sternberg has been President of numerous organizations, including the American Psychological Association. He is the author of over 1200 journal articles, book chapters, and books; and has received over $20 million in grants and contracts. The central focus of his research is on intelligence, creativity, wisdom, learning styles, and leadership.

As Dean, Sternberg has had accomplishments in three areas. First, he has increased the quality of the faculty through a focus on more selectivity in the hiring and tenuring processes. He has also implemented programs that maximize the ability of faculty to reach their potential in instruction and research. Second, he has increased the quality of students by implementing selection criteria that emphasize identifying students for their positive leadership potential. This highly successful Kaleidoscope program explicitly selects students, not only for their traditional academic skills, but also for their creative, practical, and wisdom-based skills. Third, he has developed programs such as Kaleidoscope, which have increased the diversity of both students and faculty at Tufts.
Summary of Modifications

In addition to the changes of substance summarized below there were also some minor word changes and clarifications.

OSU Policy 2-0206: Adding and Dropping Course and Withdrawing from the University

Text was added to:

- Clarify the difference between cancelling enrollment and withdrawing from the university and the subsequent transcript and fee actions.
- Allow students to drop all their summer classes without dropping their fall classes
- Allow students who have completed a pre-session of short course earlier in the semester to withdraw without having to go through the Late Drop Committee. (These are routinely approved.)
- Extend the deadline for late drop and tuition appeals to increase the change that all students have been contacted before the deadline.
- Add a representative from the bursar’s office to the tuition appeal committee to provide information from the financial area.

Academic Regulation 1.10: Withdrawing from the University

Text was added to clarify the difference between cancelling enrollment and withdrawing from the university and the subsequent transcript and fee actions.

- Summaries of cancellations and withdrawal periods that were previously provided via text were reformatted as tables where possible.

Academic Regulation 5.4: Dropping Courses

- Summaries of periods for dropping courses that were previously provided via text were reformatted as tables where possible.

Academic Regulation 5.6: Handling Exceptions to Enforcement of Course Prerequisites

- Prerequisites for lower-division courses can now be waived by a student’s academic advisor if examination of the student’s academic record warrants such a waiver.
**Campaign Report | January 2010**

**Campaign Priorities**
- **Student Support**
  - Goal: $500M
  - $281.0M
- **Faculty Support**
  - Goal: $200M
  - $172.0M
- **Facility Support**
  - Goal: $200M
  - $164.4M
- **Program Support**
  - Goal: $100M
  - $19.9M

**Campaign Production**
- $537.3M

**Campaign Benchmarks**

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<th>Prior to 12/4/07</th>
<th>Total</th>
<th>Difference</th>
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<td>Number of Scholarships</td>
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<td>Number of Endowed Chairs &amp; Professorships</td>
<td>160</td>
<td>274</td>
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**Deferred Commitments**
- Irrevocable = IR
- Revocable = R
- Total

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<td>$5.7M</td>
<td>$128.2M</td>
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**Number of Campaign Donors:** 49,248

**Comprehensive College/Unit**

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<th>Campaign Total Production</th>
<th>Campaign Unit Targets</th>
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**Total**

$537,379,295.56

February 23, 2010 6:34 PM
FACULTY COUNCIL MEETING
3:00 p.m., Tuesday, March 9, 2010
Council Room, 250 Student Union

AGENDA:

1. Roll Call
2. Approval of the February 9, 2010, Minutes
3. Approval of Agenda
4. Special Report:
   A. John Mowen – Provost Search (10 minutes)
   Announcement of Provost Candidate finalists
   B. Steve Locy, Student Publications Board – (5 minutes)
   C. Deb Engle – OSU Foundation (10) minutes
5. Report of Status of Faculty Council Recommendations:
   President Hargis, Provost Strathe, and/or Vice Presidents
6. The President – Remarks and Comments
7. Reports of Standing Committees:
   a. Academic Standards and Policies: Mindy McCann – Update
   b. Athletics: Art Klatt – No Report
   c. Budget: Kenneth Bartels – Update
   e. Faculty: Udaya DeSilva – Update
   Recommendation: Support for a Comprehensive Research Mission*
   f. Long-Range Planning and Information Technology: Bud Lacy – Update
   g. Retirement and Fringe Benefits: J. D. Brown – Update
   h. Research: Jim Smay – Update
   i. Rules and Procedures: Stephen Perkins - Update
   j. Student Affairs and Learning Resources: Karen Hickman – Update
8. Reports of Liaison Representatives
9. Old Business
10. New Business
11. Adjournment

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

*Attached
Recommendation No. 2010-01-01-FAC 1. ____________________________  __  __

Moved By: Faculty Committee 2. ____________________________  __  __

Seconded By: ____________________________ 3. ____________________________  __  __

_X_ Passed  __  Tabled  __  Failed 4. ____________________________  __  __
(passed unanimously)

Title: **Support for a Comprehensive Research Mission**

**The Faculty Council Recommends that President Hargis** communicate with the Oklahoma congressional delegation on the importance of recognizing the legitimacy of all areas of research and instruction in a University, and on the need for preserving and supporting the diversity of research in areas such as Political Science and the other Social Sciences.

In addition, the Faculty Council urges President Hargis and the Regents to reaffirm the University’s commitment to preserving, supporting, and fostering academic freedom, research and instruction in all the recognized academic fields, along with the right of all researchers to seek funding to support their research subject to the normal approvals from the appropriate university offices.

**Rationale:**

A major research and land-grant university, like Oklahoma State, must foster an atmosphere of academic freedom and open intellectual inquiry. In this regard it is vital and necessary that all programs, in all areas of research and instruction, be recognized as providing legitimate contributions to knowledge. Legitimacy of research projects is properly determined by peer reviews in the appropriate field, conducted by researchers who hold the proper training and have achieved recognition for their expertise. When public officials understand the way diverse roles of research benefits the public, they then have the opportunity to generate support for intellectual development free from restrictions stemming from political pressures of the moment. The best work takes place in an environment of academic and intellectual freedom that has always served as the bedrock of the mission of higher education in comprehensive universities like Oklahoma State.
# Faculty Council Recommendations

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<tr>
<th>Rec. No.</th>
<th>Title</th>
<th>Recommendation Summary</th>
<th>Responsible Person</th>
<th>Status</th>
<th>Administration's Response</th>
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<tr>
<td>2010-02-01-ASP</td>
<td>General Education Advisory Council Membership</td>
<td>The current composition of GEAC only includes one member representing an elected faculty presence, so it is recommended that the composition in the policy be modified to include three representatives appointed by Faculty Council, with the individual in their third year of membership designated to give a report during the May meeting.</td>
<td>Marlene Strathe</td>
<td>Under review by the General Education Advisory Council, Instruction Council and the Council of Deans.</td>
<td>Pending</td>
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<tr>
<td>2010-02-02-FAC</td>
<td>Presidential Consultation with Faculty Regarding Research Endeavors</td>
<td>The President should not prohibit lawful research at OSU without first consulting the affected stakeholders, including the Faculty Council, Dean/Assoc Dean of Research, Dept Head and PI.</td>
<td>President Hargis &amp; Stephen McKeever</td>
<td>Under consideration.</td>
<td>Pending</td>
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STAFF ADVISORY COUNCIL REPORT TO FACULTY COUNCIL
FOR
MARCH 9, 2010

This Month's Presenter: Sue Moore

1- SAC is reworking its website. The template has been changed so SAC is working with ITLE to get a new one up and going. The one there now has information but it is very appealing. We hope to have the new one up by May. The address is http://sac.okstate.edu.

2- Nomination forms for new SAC positions were sent to campus the week of March 1st. There are seven open seats. Three in Academic Affairs (1 A/P, 2 Classified); Two in Admin/Finance (both Classified); One in Enrollment Mgmt/Marketing/CIED/General University/Research (A/P); and, One in Student Affairs (Classified). Nomination forms are due Friday March 19th and elections will be held April 19th-30th.

3- SAC Staff Scholarship Applications were sent out March 1st. They are due May 7th.

4- In an effort to alleviate some of the stress associated with the many events and unpredictable weather in the month of April, SAC will be moving the annual Staff Appreciation Day Picnic to May 20th. As always, there will be vendors and door prizes.

5- Beginning in April, SAC will be selling chances for a staff member to have a one-year reserved space close to the winner's building. The winner will be announced during the May picnic. This is something we will be doing every year now. We think this will generate a good amount of money toward SAC's scholarship fund and may help to ease people's frustration with parking permits going up.
FACULTY COUNCIL
LIST OF NOMINATIONS RECEIVED
As of
February 17, 2010

Vice Chair
1) Clint Krebsiel
2) Bud Lacy

Secretary (1 YR)
1) Robert (Bob) Avakian
2) Shelia Kennison

Agriculture
(one 3-year positions)
1) 
2) 

Arts & Sciences
(three 3-year positions)
1) Lloyd Caldwell
2) 
3) 
4) 

CEAT
(one 3-year position)
1) 
2) 

Education
(one 3-year position)
1) David Buckner
2) 

Spears School of Business
(one 3-year position)
1) 
2) 

Multicultural Group
(one 3-year position)
1) 
2) 

OSU CHS - Tulsa
(one 3-year position)
1) 
2) 

OSU-Oklahoma City
(one 3-year position)
1) 
2)
Staff Subcommittee on Leave recommendation to Flexible Compensation Benefits Committee:
Allow 960 hours of accumulated sick leave to qualify as one year of OSU service to help meet OSU Retirement criteria.

Currently, there are three ways to meet retirement criteria with OSU; Age 62 with 10 continuous years of OSU service, any age with 25 continuous years of OSU service, or meet the OTRS Rule of 80 or Rule of 90. Employees can currently use 960 hours of unused sick leave toward a year of service to meet OTRS retirement Rule of 80 or Rule of 90.

With the exception of the Rule of 80 or Rule of 90 OTRS provision, there is no option to use unused sick leave to gain an additional year of service toward satisfaction of OSU retirement criteria.

The proposed recommendation would allow employees to apply 960 hours of unused sick leave toward the OSU retirement criteria. More employees could qualify for participation in the current OSU health insurance and the $6,000 University paid life insurance policy, available to them upon retirement.

Scenario: An employee who has been a continuous regular employee with OSU for 24 years, is currently age 56, and has at least 960 hours of sick leave, but does not participate in OTRS. Currently, the OSU Retirement criteria does not allow this employee to take any retirement benefits and officially ‘retire’ from OSU. The employee does not meet the Rule of 80 or 90 because he/she is not a member of OTRS. The employee is not 62 years of age and does not have 25 years of continuous service with OSU. The proposed recommendation would allow this employee to gain a year of service for OSU retirement purposes because of the 960 hours of sick leave accumulation. Gaining the extra year of service would allow this employee to continue OSU group health insurance and OSU retiree life insurance, as well.

Implementing this recommendation would be relatively cost neutral for the University. The current rate for our basic life insurance coverage for retirees is $.28/$1,000 coverage. The coverage for those who meet OSU retirement criteria is $6,000. This addition to the OSU Retirement criteria would also be an incentive for employees to save their sick leave. However, implementation of this recommendation may increase enrollment in our health insurance plan with related claims.
Members of
OSU Staff Advisory Council

Perhaps you sent a lovely card,
Or sat quietly in a chair.
Perhaps you sent a floral piece,
If so we saw it there.
Perhaps you spoke the kindest words,
As any friend could say;
Perhaps you were not there at all,
Just thought of us that day,
Whatever you did to console our hearts,
We thank you so much whatever the part.

By the family of

George Arthur Gladden
Dear Members of OSU Staff Advisory Council—

There are no words that could ever express our sincerest appreciation for your thoughtfulness at the time of George’s passing.

She and I will certainly remember the beautiful peace lily that you sent.

It touched many lives in lots of different ways. Be it just one more story, long-time friendships, recent ones, lending a hand or advice, or helping protect & serve and your kindness in helping us (particularly Sara & myself) is treasured. All of the family will be forever grateful for your support and caring.

Thanks so much from all of us!

GA & Bonnie L Gladden
6217 N Mt Vernon
Cushing, OK 74023