Okil;o DASNR Faculty Council Agenda

Friday, February 22, 2019

3:00 to 4:00 pm

106 AGH

Present

Dean Thomas Coon

Hanson Aliyeh

Udaya DeSilva

Charles Fontaier

Casey Hentge

Janice Hermann

Laura Hubbs-Tait

Divya Jaroni

Rodney Jones

Misha Manuchehri

Andrew Mort

Bruce Noden

Tysen Ochsner

Jon Ramsey

John Michele Riley

Shane Robinson

Ramanjulu Sunker

Gail Wilson

1. Welcome – Call to Order – 3:04
2. Q-A-D with Dr. Coon

**Question 1:**

I have a question about access to Banner financial information. What would need to happen for grant PIs to get view permissions to see the status of their accounts in Banner?

I've run into trouble with tracking down accounting issues several times over the last year that easily consumed up to 3 weeks of workdays when added up over the year. I could have resolved most of these issues much quicker if I had been able to look at the accounts myself. As things currently stand, I am locked out and have to make an appointment with someone else to see the account balances. To be clear, I'm not asking for access to modify anything in Banner only to see the account balances as they stand at a given point in time. I would still initiate changes via the departmental support staff. However, being able to see the information myself would greatly facilitate my ability to manage grant funds efficiently.

**Question 1 response:**

Currently, it is best to have departmental staff provide a screen shot (literally) at a frequency that you need (perhaps monthly?). If unit staff are not available, our DASNR Sponsored Programs staff can assist. We want to reduce the administrative burden for PIs so we don’t recommend a faculty member tackle Banner. It’s a frustrating system even for those who use it as the primary function of their job.

As part of an overall effort to provide more efficient and effective financial management services, DASNR has just completed a financial management study with Deloitte. One of the desired outcomes is to reduce the administrative burden for PIs/faculty.  Some initial outcomes of this study to be tackled include improvement of training for departmental staff, documentation of the relevant processes and improvements in reporting capabilities from Banner.

**Question 2:**

Why is noncompetitive funding not looked on favorably by the administration? Why are faculty not given credit for any type of funding that they bring in to support their program? Especially considering the current funding situation as a whole.

**Question 2 response:**

I do not know of any instance where a faculty member “was not given credit” for obtaining extramural funding. However, I think it is important to distinguish between competitive funding and non-competitive funding as a means of assessing scholarly impact. Competitive grants, by definition, go through a peer-review process. Funding that has undergone the scrutiny of peers and is recommended for approval is indicative of scientific and intellectual rigor. Competitive grants that are approved also must rank highly in the funding organization’s priorities, which further demonstrates relevance of the proposed work.

Projects supported with non-competitive funding may also have a relevant and rigorous basis, but there is no independent validation of that. Publications or other scholarly works resulting from that funding still provide an opportunity for verification of scientific merit and relevance. But the funding decision has not gone through that scrutiny.

Extramural funding for research is critical, especially considering recent reductions in our appropriated state agency funds. Individual programs can be built on noncompetitive funding and in some cases, noncompetitive funding is more accessible for support of food, agricultural and natural resources industry needs. To build a program exclusively on noncompetitive funding is rare and not advised. The typical size of noncompetitive awards is well below that of typical competitive awards and limits ability of a research program to grow. Competitive awards typically fully support students (both undergraduate and graduate) and often support faculty salaries that result in returned salary saving to the department and individual or provision of summer salary for those on 9-month appointments.

Each year for annual departmental reviews, we provide and evaluate complete funding reports for units, including competitive, state, private, international and flow through funds. (Flow through refers to funds where OSU may be the subcontractor with another university or agency). We evaluate the full portfolio of the department and expect unit administrators to do the same when evaluating individual funding portfolios.

**Question 3:**

What’s going on with extension???

**Question 3 response:**

Given our 25% decrease in state funding support over the past four years, we must find ways to be effective in our extension work while working with reduced budgets. Because most of our Extension funds are used to support personnel expenses (faculty, staff, educators), we must develop ways of providing Extension programming with fewer paid faculty and staff.

Dr. Doye provides a newsletter twice per month and conducts listening sessions on Zoom regularly. There is deliberate communication with faculty and staff with extension appointments. In an effort to bring our faculty into the conversation who do not have formal extension appointments, we can do a number of things to communicate and I ask your assistance in determining how faculty would prefer to learn more. Dr. Doye has offered a listening session for faculty, regardless of their appointments. I look forward to hearing ways to provide more timely communication and to you being part of the conversation.

Determining how to best meet the needs of Extension stakeholders is an ongoing challenge, not only during budget challenges. Clients’ needs and wants change over time. To address more strategic needs for OCES, we are starting a community engagement effort to gather information from diverse stakeholders about issues of concern. These engagement sessions will gather input on how we can help Oklahomans build and maintain vibrant communities, families, leaders and businesses. They are a way to engage more people in helping us think about how our portfolio of programs can do the most good for Oklahoma long term.

FAQs are grouped on our intranet website in categories such as Budget, Impacts on Employees etc.: [https://apps.dasnr.okstate.edu/SSL/intranet.okstate.edu/OCES/future/building-the-future](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fapps.dasnr.okstate.edu%2FSSL%2Fintranet.okstate.edu%2FOCES%2Ffuture%2Fbuilding-the-future&data=02%7C01%7Cjane.carpenter%40okstate.edu%7C789220debdf24f0005db08d691f6f928%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C636856887263110056&sdata=py2zrVzZWUd4FpMVzYIwzieYmLF6nvNyQraL7Yn7jOQ%3D&reserved=0)

Biweekly newsletters are archived and can be found using this link: [https://apps.dasnr.okstate.edu/SSL/intranet.okstate.edu/OCES/newsletter](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fapps.dasnr.okstate.edu%2FSSL%2Fintranet.okstate.edu%2FOCES%2Fnewsletter&data=02%7C01%7Cjane.carpenter%40okstate.edu%7C789220debdf24f0005db08d691f6f928%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C636856887263110056&sdata=hwmxvMGchGbPnOck6EfO0iR2xzrlUQ%2BWVsbkr5mzwvU%3D&reserved=0)

Other webinars less directly related to budget discussions are found at: [https://apps.dasnr.okstate.edu/SSL/intranet.okstate.edu/OCES/webinar-recordings](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fapps.dasnr.okstate.edu%2FSSL%2Fintranet.okstate.edu%2FOCES%2Fwebinar-recordings&data=02%7C01%7Cjane.carpenter%40okstate.edu%7C789220debdf24f0005db08d691f6f928%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C636856887263120088&sdata=QbFS5fmzXOzyD54Lmp1BZ3PoDgMlRV9h1jN1oHjwWKE%3D&reserved=0)

**Question 4:**

Several years ago the division put in place restrictions on  
faculty’s ability to earn extra salary, the 13th month policy.  Has the policy done what administration wanted it to do?  How many faculty are maxing out on the 13th of salary? Has administration supported (across campus) any faculty wanting to earn salary beyond their 13th month?

**Question 4 Response:**

The Board of Regents created a policy about the amount of extra salary a faculty member could earn as supplemental pay. The restriction on earning supplemental compensation is that a faculty member may earn no more supplemental pay than the equivalent of a month’s salary beyond the 12 month of salary. For individuals on a 9- or 11-month appointment, they can write salary into a grant for extra months, or they can submit for teaching over their assigned teaching load, and receive up to 12 months of salary. Federal regulations and industry-wide best grant management practices do not permit faculty to request or receive grant funding for salary beyond 12 months of compensation. It is advisable to contact Hollie Schreiber when planning to receive funds for supplemental pay from grant funding.

DASNR has additional requirements that the grant should pay the associated Facilities & Administration (F&A) costs before supplemental salary can be requested. There are many costs associated with conduct and administration of research beyond the direct costs of the research, and we need to obtain funding for those costs as well. ”Associated indirect costs” is used intentionally to recognize that not all agencies or institutions pay the full OSU indirect rate and have a standing policy that limits the F&A rate they will pay to a rate below the OSU negotiated rate.. We will allow supplemental salary requests if F&A costs are paid at the agencies’ published rates. The only case in which this is not allowed is if the F&A cost rate is 0%. That is, some indirect costs must be covered before salary requests will be approved.

Very few faculty (<6) have reached the maximum limit on the supplemental pay they receive. For faculty to receive salary beyond the prescribed maximum, it would have to be approved by the Board of Regents according to policy. It has not occurred among DASNR faculty. We do not have access to information on the frequency of faculty exceeding their salary limit outside of DASNR.

Sponsored Programs has developed a FAQ for supplemental salary and that is attached.

I refer you to <https://research.okstate.edu/fa-faqs.html> for further information on University F&A.

**Question 5:**

If a faculty member completes his or her cumulative review, and has marginally met the RPT requirements of their appointment (or not met the requirements), do they still receive the raise associated with the cumulative review?

**Question 5 response:**

The OSU policy for cumulative review of faculty members requires unit administrators to report summary results to the dean’s office each year. The provost in consultation with the dean has authorized salary increases to those at the rank of Professor who successfully met written departmental performance standards. This is not an established policy but has been a practice at the provost’s and dean’s discretion. If the department reported that written criteria were not met, a salary increase is not implemented for that individual.

1. Read and approve the minutes of the previous meeting

* Motion to accept the minutes of the previous meeting – Joh Ramsey
* Second – Udaya DeSilva
  + Motion passed unanimously

1. Special reports
   1. Unit Administrator’s Meeting – Divya Jaroni
      1. Pass on report due to Divya Jaroni not being invited to the Unit Administrator’s meeting yet.
   2. OSU Faculty Council – Udaya DeSilva
      1. Special report by Janice Hermann regarding food security among OSU students – 42% of students classified as food insecure. An OSU food security task force has been set up and is making progress. Jon Ramsey commented that student food insecurity is something that DASNR should have a role in.
      2. Graduate student fee issue. This is becoming a crisis issue. Some graduate students are paying 1/3 of their stipend as fees. In addition, student stipends only waive 6 hours tuition. OU just decided to waive tuition to be competitive. The college of Arts and Sciences decided to waive their college fees because it affects recruitment. However, the college based fees are funds that go to help support the college.
      3. The college of Arts and Sciences has also raised the TA stipend by $2,100 – students talk so this will get around to students in other colleges.
      4. ITLE brought in a proposal to have 1 clicker. Some students are having to purchase clickers for multiple classes.
      5. Resolutions:
         1. Faculty Council initiated an attendance policy for student athletes. May also need to consider students in band and other teams such as judging teams.
         2. Policy for teaching faculty when they are hired that they are qualified/certified to teach the classes they are hired to teach.
         3. Registrar’s office policy regarding course numbers that are both graduate and undergraduate (4000 courses that can be graduate and undergraduate) to move forward and have graduate classes be 5000 and add additional competencies for graduate credit.
      6. Need to work on issue where an I/A is given. Students have been given an I/A which doesn’t provide an incentive to complete the I because the default is an A if they don’t complete.
      7. Faculty Council elections are coming up. Jon Ramsey and Gina Peek are candidates. Jon is completing his 3 year term on Faculty Council, so DASNR needs to have multiple nominees, ideally past tenure.
      8. Recommendation for faculty to find lower cost alternatives for text books. Open source text books, cheaper versions of text books.
   3. *Curriculum and Academic Standards Meeting – Udaya DeSilva*
      1. *Not covered at this meeting will pick up at next meeting.*
   4. *DASNR RPT Committee – Gail Wilson*
      1. *Not covered at this meeting will pick up at next meeting.*
2. New Business
   1. Discussion of the Web Integration Project with Mr. David Warren, Senior Director, Integrated Digital Strategies
      1. The web integration project is to modernize DANSR’s digital communication so we can get DASNR’s great knowledge and content out to more people more effectively and efficiently.
         1. It has been enlightening to learn about all that DASNR offers. Right not there is no cohesive list of all that is offered.
         2. One of the first steps is to organize the web content in a way it can be found via search engines. So we can help people find the information they want. One way is to use fewer academic terms and more consumer terms – use jargon the consumer uses so they can find what they are looking for.
         3. Mr. Warren will be working over the next few months to develop a digital vision for where we need to go.
         4. Another first step will be a standard content manager system – and then transfer websites to one platform so content isn’t in silos. This will help with search engine operatives.
         5. How long will all this take? Right now there are over 200 web sites that all have content. Will be working to organize content better so people can find information. Will work with taxonomy – structured organization of content that search engines like.
         6. In the short term, you will begin to see e-mails from them asking for help.
         7. First inventory all websites, then drill down all sites – what we need to keep, update, change. So we can determine this is where we are, and then we can determine where we need to go.
         8. This year, the first site to more over probably will be Extension. Probably start building in May. Not sure how long this will take. There will be a lot of content to move over.
         9. At the same time Mr. Warren’s team will start on a lot of other activities.
         10. So first emphasis will be outward facing and 2nd emphasis will be inward facing.
         11. What platform will move over to? At the university level going with – omni update. Content people like it; however, developers aren’t as fond of it. There is not perfect platform, all have positives and negatives. The strategy is to alien with the university. OSU also is investing a lot in design. The design system uses blocks to build pages so you can assemble what you want.
         12. There will be a revised style guide for faculty for updating persona material.
         13. They will notify which sites need to move so eventually everything will be on the same platform under okstate.edu
         14. They will be hiring a project manager so have a site by site project plan with prioritized order.
   2. *Students’ mental health and wellbeing – What do faculty need to know?*
      1. *Not covered at this meeting will pick up at next meeting.*
   3. *Other “new” business*
      1. *Not covered at this meeting will pick up at next meeting.*
3. Adjourn – 4:13

* Motion to adjorn – John Michael Riley
* Second - Tysen Ochsner
  + Motion passed unanimously