

DASNR Faculty Council Meeting Minutes

December 9, 2002

Members Present: Brian Adam, Steve Hallgren, Mike Kizer, Mark Longtine, Dennis Martin, Nathan Walker, Clint Krehbiel, Nurhan Dunford, Greg Bell, Marcia Tilley and Tom Royer.

Members Absent: Dwayne Cartmell, Nick Basta, Steve Cooper and Joyce Jones

Ex-officio Members Present: Sam Curl, Dean & Director

Non-members Present: Shelly Sitton (sub for Dwayne Cartmell), Mary Ann Gularte,

1. Call to order: Chair Brian Adam called the meeting to order at 8:05 am. A round-table introduction of all AFC members was conducted. A call for additional agenda items was made – no new items added. The agenda for the meeting was approved as sent out.

2. Approval of September 12, 2002 meeting minutes: The September 12, 2002 minutes were approved as posted by the Secretary at www.afc.okstate.edu.

3. Announcements

a. Recognition - The new AFC Reappointment, Promotion and Tenure Committee Chair, Marcia Tilley, was recognized.

4. Committee Reports

a. CASNR Curriculum and Academic Standards (CAS) Committee – Dennis Martin, 2001-2002 AFC liaison to the CAS Committee, announced that there was no CAS report since the CAS committee had not met since the Sept. 12, 2002 AFC meeting.

b. AFC RPT Committee – Committee Chair Marcia Tilley reported that the AFC RPT Committee would meet with Dean Curl and the Associate Deans on Monday, Dec 16, 2002 to discuss 6 questions on the Proposed Policy on Faculty Position Descriptions (see report on this meeting at this web site).

5. Old Business

a. Election of AFC Liaison to CASNR CAS Committee - An election for the AFC liaison position to the CASNR Curriculum & Academic Standards Committee was held. Dwayne Cartmell was elected as the new liaison for the 2002/2003 school year.

6. New Business

a. Univ. Faculty Council Report - There was no report from Don Murray, AFC Rep to Univ. Faculty Council.

b. Questions for Dean Sam Curl

Question #1

As I understand the hiring policy with regard to new faculty, new faculty are employed for 11 months of the year. New faculty members do not receive salary for the 12th month. That is, they receive salary for only 11 months, although they can opt to spread their salaried income over a 12-month period.

Why do faculty members with 11-month appointments have no annual leave? Every major employer in the U.S. grants annual leave for full-time employees. Is the University's position that 11-month employees are not full-time employees?

DASNR's position is that 11-month employees have 1 month in which they are not paid. DASNR has clearly communicated to faculty that the 12th month of the 11-month employee is not the equivalent to the 22 days of paid annual leave granted to the 12-month employee. Then, how is it that the university can grant 22 days of paid annual leave to 12-month employees and no leave to 11-month employees?

The 12th month, the month in which 11-month employee does not work, is equivalent to a furlough. Several state agencies are currently placing employees on furlough (unpaid leave) because of the budget crisis. Do these agencies charge the furlough days against the employee's annual leave? I doubt it, but this is in essence what DASNR and OSU are doing to OSU's 11-month employees.

Gentlemen's agreements about "days-off" are a poor substitute (in many ways) for annual leave. Faculty should not settle for less than equivalent annual leave among 11-month and 12-month employees.

The primary problem I see with the current policy is the negative affect it has on retaining and recruiting quality young faculty.

Dean Curl's Response to Question #1:

In 1990, the OSU University Faculty Council recommended that faculty be given an opportunity to convert their 10-month appointments to 9-months and their 12-month appointments to 11-months. The rationale for the recommendation was that those faculty members who secured outside contracts and grants during the summer period could increase their salary by working in their "off" month/s. In addition, it was believed that the increased monthly rate associated with the conversion would be an additional salary enhancement.

Continuing faculty members were given the option to convert their appointment length and new faculty members were (generally) required to follow the 9- or 11-month appointment plan. The OCES faculty members on a Federal appointment were required to remain on a 12-month appointment due to Federal requirements. Continuing faculty members who converted were given the option to revert to their previous appointment

length after three years. Details about the rationale for the recommendation can be found in Faculty Council minutes of November 14, 1989 and February 13, 1990. Additional detail can be found in a May 7, 1990 letter to OSU faculty from John Thornton, Council Chair (see p. 4 of [Appendix A](#)).

It is important to note that total annual salary did not change with the conversion from 12- to 11-month appointments. The Division did not reduce salary, but rather annual salary was paid over 11 months (rather than 12) and a faculty member's monthly salary for the 12th month was paid at a slightly higher rate. (Instead of "selling" one month at 1/12 the annual rate, it was calculated at 1/11, which resulted in a slightly greater total salary.) The plan was implemented as a way for faculty to increase their salary by "selling" summer months at a higher rate without the cost of a salary increase for the university.

Question #2:

Faculty members on 11-month appointment are paid for all months except June. However, faculty members are required to be here in June to process transfer and freshman students. How can we require faculty to be here when they aren't paid?

What happens if a faculty member is injured while performing his/her duties during the month of June? Are they covered by OSU insurance? Workman's compensation?

Dean Curl's Response to Question #2:

Per University guidelines, faculty members on an 11-month appointment do not accrue or earn annual leave. June is considered their "off" month. The University and Division recognize that faculty may need to be on leave at times other than June, and leave modifications are arranged between the faculty member and his/her department head.

The University and Division recognize that some departments/faculty members have responsibilities requiring service throughout the year and that it is not feasible to have all faculty members unavailable during June. The Dean is to use his/her discretion to provide flexible working schedules to accommodate the conditions. The Faculty Council's Recommendation for Change in Faculty Appointment Periods states:

"Although the faculty member should generally be "on-the-job" during the assignment period, it is recognized that the timing of actual work is a function of the faculty member's particular work assignment. Therefore, when a faculty member could be absent would be worked out with his/her unit administrator."

Individuals who are injured while performing university service within the scope of their employment but not receiving a university paycheck, are covered by workers' compensation.

As background information, the following documents are attached:

1. May 7, 1990, memo from Chris Jackson regarding Faculty Conversion to 9- and 11-month options ([see Appendix A](#))
2. May 7, 1990, memo from John Thornton regarding changes in appointment and pay periods (see p. 4 within [Appendix A](#))
3. November 4, 1994, memo from C. B. Browning regarding guidelines for 12th-month of salary for 11-month faculty ([see Appendix B](#)).

Question #3:

Will the Division consider conversion of 12-month appointments to 9-month appointments for those faculty who are interested as part of its cost saving measures?

Dean Curl's Response to Question #3:

Yes, the Division continues to consider requests from faculty to convert to 9-month appointments per Division guidelines (1995). A copy of the Division's guidelines is attached ([see Appendix C](#)).

Question #4:

Salaries in our department are so out of line with the market that we have full professors making less than the salaries of our new hire assistant professors who are being paid market rates. What, if anything, are you planning to do to respond to this problem of severe salary compression?

Dean Curl's Response to Question #4:

The problem of salary compression is not unique to OSU, DASNR, or any single department. It is more pronounced in departments that have had the good fortune to hire new faculty over the past few years.

When we have had salary programs, the University administration has prescribed guidelines for raises. Most often, because of the limited amount of money available, these programs have not funded market adjustments. When there have been opportunities for market adjustments, however, Department Heads have made the recommendations for such adjustments. We continue to be sensitive to market inequities and do the best we can to respond to them.

Department Heads bear the responsibility to bring salary issues to the administration. I believe they take that responsibility seriously and do an excellent job. Further, to the extent possible, they factor market and compression into their salary recommendations.

Question #5:

Why did the Dean not make any announcement about raises (or lack thereof) this year?

Dean Curl's Response to Question #5:

I specifically talked about the faculty raise situation and provided considerable budgetary information at the fall faculty meeting, as I do at that event each year.

Question #6

We have heard that changes are being made in the Sunup time slot. Do you anticipate that those changes will impact programming (such as less Ag. emphasis)?

Dean Curl's Response to Question #6:

Oklahoma Education Television Authority (OETA) is exploring a change in its weekday morning programming. No changes in the Sunup time slot have been made to date. We are discussing areas of mutual interest with the people at OETA and they continue to be supportive of our programming contributions. Review of Sunup programming is ongoing and we will continue to focus on priority issues affecting our clientele.

Question #7

There is a large splatter, now dry, of a substance, perhaps blood, on the south side of the brown Univ. Information sign that is on the corner of Western and W. Virginia. The sign points the direction of several agriculture facilities west of town. The splatter is quite noticeable, and has been there for several weeks, but physical plant seems to be not in any hurry to clean it up. Some faculty theorize, but this is unsubstantiated, that it was put there by animal rights activists that were here during the ACTUP week/weekend visit.

Dean Curl's Response to Question #7:

I have asked John Houck of the Physical Plant to give attention to this. I had not noticed the problem prior to receiving the question.

6. New Business

c. AFC Meeting times for next year – Chair Brian Adam asked for input concerning the days of the week that are best for future AFC meetings. He stated that a survey email would be sent to AFC to examine and set future AFC meeting dates.

7. Adjourn – the meeting was adjourned at 9:23am.

Respectfully Submitted,

Dennis L. Martin, AFC Secretary

[Appendix A](#) to December 9, 2002 AFC Meeting Minutes

[Appendix B](#) to December 9, 2002 AFC Meeting Minutes

[Appendix C](#) to December 9, 2002 AFC Meeting Minutes