I. Call to order at 2:02 pm

II. Roll Call – 35 Active Senators


III. Recognition of Visitors

Liliana Renteria Mendoza – Staff Senate Past President
Jerry Legere – Emeritus Faculty Association Representative
Kristy Farris – Coordinator of Teacher Certification, Teacher Education Services
Mickie Vanhoy – President, Native American Faculty & Staff Association
Alyssa Provencio – President, Latino Faculty & Staff Association
Cami Cho – Research Analyst, Institutional effectiveness
Kristie Thurmon – Administrative Assistant, Psychology
Saasha Reese – Talent Development Specialist, Human Resources

IV. Approval of the Minutes [October 6, 2020]

V. Special Order of the Day

Guest Speakers:

Alyssa Provencio, Ph.D., President, Latino Faculty/Staff Association:
The Latino Faculty/Staff Association is requesting support as follows:
• Looking for a reaffirmation of the Resolution in support of DACA students from Staff Senate
• Support for hiring and retention of Latinx faculty and staff to match the current and future demographics of our student population and of our OKC metro community
• Support for a targeted mentoring program for faculty and staff of color

Additional areas that we are working on include:
• A desire for support through financial incentives/awards for scholars doing work in diversity areas.
• A creation or integration of a culturally responsive professional development program.
• A call for a reexamination of the tuition waiver process. (By awarding these using GPA and test score criteria it disadvantages students of color who usually have lower test scores and GPAs due to a variety of factors and pressures; this doesn’t mean they aren’t good students or deserving of a quality education. Often, it’s these students on the margins who would benefit from tuition waivers the most.)
• Resources for the expansion of student recruitment into majors that aren’t normally considered by students of color.

Additionally, Liliana Renteria Mendoza and Dr. Provencio are willing to conduct the DACA Ally training with interested department, offices, colleges, etc. The Dreamer Ally Training is designed to provide UCO faculty and staff with knowledge of federal and state law policies that affect Dreamer students, as well as to learn about the experiences and challenges Dreamers face.

Finally, all Latinx faculty, staff, and allies are invited and welcome to join their organization.

Mickie Vanhoy, Ph.D., President, Native American Faculty/Staff Association:
This is Native American Heritage month. Many events are planned for the rest of November. Be sure to visit the art exhibit on the third floor of Old North. Six Natives were elected to congress this year. We need to bring to light the disproportionate effect COVID-19 has had on the Native American communities.

One goal of the association is to visit with Administration about making a more permanent land recognition on the UCO website. There is a major focus on scholarships, with the hopes of being endowed and vested by 2021.

All members of the UCO community are welcome and encouraged to join the Native American Faculty/Staff Association.

John Stephens, President, LGBTQIA+ Faculty/Staff Association:
The LGBTQIA+ Faculty/Staff Association would like to see pronoun, preferred name, and gender be something students can include through the application for admissions process.

Congratulations to members of the LGBTQIA+ Community that were elected into office during this past election cycle. Including the largest constituency of LGBTQIA+ into
Congress, as well as local elections.

Consider liking Edmond Pride @edmondokpride on Facebook where they showcase all their virtual events.

October was LGBT History Month, and is important that they be recognized for history month at the institutional level. Several virtual political round tables were held inviting senators and members of different political affiliations.

VI. Senate Executive Committee Reports

1. President DeBoard:

The Executive Committee met with President Neuhold-Ravikumar and Vice-President Freeman on October 21st.

Spring 2021 and Fall 2021 enrollment and admissions numbers are down year over year. It’s not clear if this is a result of the pandemic or other factors or a combination. UCO is waiving the ACT/SAT test requirement for admission for the 2021-2022 academic year.

FY22 budgeting discussions have begun. The President anticipates an even more challenging budget year than FY21. UCO is modeling a 3% decline in state appropriations in addition to a decrease in credit hour production. The FY22 budget gap could be $15 million.

Efforts are underway in the Division of Enrollment and Student Success to reverse the downward enrollment trend. This includes ideas to expand services and outreach efforts to local 2-year colleges. The campus tour program is also being reworked.

UCO’s retention rate increased by 4% from Fall 2019 to Fall 2020. The reasons are being researched but possibilities for this include the enhanced tuition waiver program and increased first-year experience efforts.

The MIAA Athletic conference agreed to a set of testing and quarantine protocols that will allow Winter Sports to be played. As part of these mitigation efforts, spectators will be limited to 25% of venue capacity.

The Presidents and Vice-Presidents of the Staff Senate, Faculty Senate, and UCOSA met with President Neuhold-Ravikumar on November 6th to discuss Shared Governance. There is a recognized need for more comprehensive agreement as to what shared governance means, how it’s defined at UCO, and ways to ensure its being practiced in ways that meet those expectations. I’ll continue to update the Senate on these meetings and Senators can expect to be asked for feedback on shared governance in the coming weeks.

The Executive Committee met on November 2nd. The primary topic of discussion revolved around the most appropriate and effective way to reschedule the November
3 meeting due to the ice storm related campus closure and to accommodate the ability for Senators to vote on Election Day.

The RFP process to select a new Employee Assistance Program vendor is underway. A number of vendors submitted proposals. Review is underway and the new program will be in place for a January 1, 2021 start date.

2. Vice-President Dobbs:

The Faculty Senate met on October 8th.

The meeting started with a presentation by Steph Rogers, UCO’s Digital Accessibility Consultant. She discussed the Digital Accessibility Coalition, a new initiative on campus that will have a focus on creating a group across campus who are advocates and leaders in the digital accessibility space. She is also developing a digital accessibility micro-credential suite of offerings with the Institute for Learning Environment Design. For more information, please contact Steph at srogers18@uco.edu or extension 3402.

The Special Order of the Day was to announce the special election results winner for College of Fine Arts and Design, Brock Wynn. They will also be holding another election in the College of Business.

President Barger-Johnson recognized how other state universities made the same decision with their Spring Break after we announced our decision. She discussed the continuous challenges with technology in the classroom and extended classroom. As well as the difficulty with reporting COVID-19 exposures. She then gave the opportunity for Senators to voice concerns and opinions from their constituents regarding these topics and telework options.

Finally, the Faculty Senate voted to pass the joint resolution FSR 2020-2021-03 / JSR 2020/2021-001 in Support of the International Student Population at UCO.

The next Faculty Senate meeting is on Thursday, November 12 at 2pm. Visit their website to find a Faculty Senator to ask for the link to the meeting.

3. Secretary/Treasurer Kaiser: No report

4. Webmaster/Historian Hunter: No report

5. Parliamentarian Delaney: No report

VII. University-Wide Committee/Representation Reports

1. University Planning Council
   Vice President Dobbs
   The University Planning Council met on October 19th.
Vice President Steward gave an update on the upcoming HLC Confirmation visit for Santa Fe Plaza taking place on November 12th. Once we have Santa Fe Plaza as an approved site, we will have 3 approved sites including ACM@UCO and Carnegie Centre. Additional sites in the future will only need a notification to HLC. MPA and MBA programs are anticipated to be Downtown and Nursing might start offering courses Downtown.

Questions that the review board will be seeking answers to include: How does this new location fit within UCO’s mission? How does it fit within the strategic plan? Will the students at this facility be treated the same and have access to the same services as the students on main campus? Will they have the same quality of instruction?

The timeline for this process includes the confirmation visit this fall with the hopes of receiving an approval letter by the beginning of next year. Once the letter has been received, UCO can then seek approval from Sevis which would allow our International Students to take classes at this location.

Vice President Freeman gave an update on our continued budget challenges. State appropriations went from a high $54 million dollars back in FY15 to $41.8 million dollars in FY21= negative 22.7% or $12.3 million. They have already began work on developing the FY22 budget.

In response to the budget conversation, Vice President Lynch discussed how ESS is working to implement new strategies to increase student enrollment and retention efforts even during these uncertain times of COVID-19.

UPC’s next meeting would be on November 16th.

2. Committee on Diversity

The Committee on Diversity met on Wednesday, October 14, 2020. Paige Buchanan updated the committee on People and Culture’s inclusion, equity, and diversity efforts in the hiring process. There will be two new questions about being inclusive and engaging in equity and diversity that new applicants will answer. MeShawn Green updated us on the strategic planning blueprint and website. Members of the university community are invited to nominate someone or self-nominate to serve of the task force. MeShawn also updated us on the Inclusive Community Response Team and the Continuous Cultural Competence Program, also known as C3P. The Inclusive Community Response Team had two new No Reporting Bias forms submitted recently. One form was address by IT and the other asked about how to best support DACA students. The faculty senate is currently reviewing the C3P and the Committee on Diversity planned to present to the President’s cabinet by the end of October. The committee also had group discussions for get further suggestions for the Equity, Diversity, and Inclusion Curriculum Proposal.

3. Inclusive Community Response Team Advisory Council

Senator Wimmer

Senator Hunter
The Inclusive Community Response Team Advisory Council met on October 21st. The meeting was dedicated to discussing the recent Executive Order 13950 issued by the Trump administration. The purpose of the order is to promote unity in the Federal workplace and to combat offensive and anti-American race and sex stereotyping and scapegoating.

Kendall Parrish, UCO Legal Counsel helped answer questions from the attendees. Mr. Parrish helped translate what the order means and what UCO populations might be impacted.

Executive Order 13950 Combating Race and Sex Stereotyping could have potential impacts on UCO ROTC programs, federal grant recipients, and Title VII (seven) compliance.

There were questions related to:
• The definition of the word “training” in the order
• How UCO curriculum and courses might be impacted
• How federally funded McNair Scholars might be affected
• Etc.

There was a general consensus from the group that the executive order does place restrictions on academic freedom.

Main concern: that the executive order should not cause individuals to feel discomfort, guilt, anguish, or any other form of psychological distress from a training, instruction, or teaching.

Leaves room for interpretation or complaints where individuals can use the executive order as an argument against university.

The next meeting will be held virtually on November 18th.

VIII. Senate Standing Committee Reports and Membership

1. Constitution, Parliamentary Procedure, and Elections Committee
   Chair: Senator Delaney
   Vice Chair:
   Members: Senators Gamagedara and Harrel

   No Report

2. Compensation Committee
   Chair: Senator Platt
   Vice Chair:
   Members: Senators Schwab, Herd, Edwards-Johnson, Selanders, Huff, Rogers, Scism, and Jackson
   No Report
3. Policy and Staff Welfare Committee  
   Chair: Senator Ratterman  
   Vice Chair:  
   The Policy and Staff Welfare Committee met with Dr. William Radke, one of the university’s faculty ombudsperson, on October 23 to get a first-hand point of view about the ombudsprogram at UCO and its function. The committee is continuing the exploration of the topic and its potential effectiveness for staff.

4. Stakeholder Relations and Involvement Committee  
   Chair: Senator Tabak  
   Vice Chair: Senator Hendricks  
   Members: Senators Keever, Romano, Hudson, Richardson, Kuschel, Stephens, K. Smith  
   The Stakeholder Relations and Involvement Committee met on Tuesday, October 13, 2020. The senators reviewed and discussed the Winter Break Reassessment since the university announced its elimination of spring break and to extend the winter break by one week. Senators agreed to move forward to review and work on a new proposal to consider as an institutional priority, with a goal of presenting a more meaningful way to impact the calendar down the road.

   With discussion brought to the floor by the staff senate during the October 6th meeting, it was decided to amend the content regarding Staff Morale/Retention | Spring Break due to the fact there is not sufficient time between now and March for a successful project.

IX. Unfinished Business

JSR 2020/2021 – 001 Resolution in Support of the International Student Population at UCO  
The resolution was debated; the senate voted on the resolution; the resolution was passed

SSR 2020/2021 – 003 2020-2021 Leadership UCO Capstone Topics  
Senator Tabak moved to amend the motion and to strike the previously presented motion.  
Motion to amend was seconded by: Michael Hendricks  
Debate ensued on the amendment, voted, passed  
Debate ensued on the full resolution, voted, passed

X. New Business

None

XI. Announcements for the Good of the Order
President DeBoard – The campus community is encouraged to utilize COVID-19 testing. Currently, testing is provided at no charge to the community by IMMY Labs on Monday and Thursdays in Parking Lot #55. This lot is located at the old St. Mary’s church site.

Jerry Legere is currently working with HR to do a zoom presentation to the UCO community on a program called the Psychology of Retirement. Details regarding date and time will be forthcoming.

Alyssa Provencio – The Center for Advancement of the Liberals Arts is hosting two forums on November 10 and November 12 with panelists from the College of Liberal Arts to discuss the unprecedented realities we are facing this semester.

Senator Stepheny Smith – Annual UCO thanksgiving Blood Drive - Nov 16 9-4PM - the last one for this year.

XII. Adjournment

President DeBoard adjourned the meeting at 2:54 pm.