



### **December 3, 2021 Faculty Council Minutes**

The mission of the Northeastern State University Faculty Council is to promote communication and cooperation among the faculty and between the faculty and the administration. The Council serves as the faculty's collective voice in shared governance in order to achieve excellence in the academic endeavors of the university. Toward this goal, the Council seeks to enhance the university's pursuit and dissemination of knowledge by promoting and preserving academic freedom and integrity, encouraging creative inquiry, and recognizing scholarly achievement. The Council further serves to foster the professional development and economic well-being of the faculty ~ Adopted by the Council, February 6, 2004.

Meetings: First Friday of the Month - 3:00 - 5:00 pm  
<https://nsuok.zoom.us/j/98709179683>

Call to Order: 3:02 pm

Quorum Check: 13/21

Guests (Time is typically set aside for guests who wish to address the council):

- Ms. Jaime Hall, Title IX and Compliance Coordinator (and Sheila Self)
  - Many changes in Title IX: She's here to meet us. Began the job in mid-October. She's a support for students and employees with Title IX concerns and responses. She offers supportive measures. She does not do the actual investigation, but coordinates the process. Timely and prompt care. There are no complaints that are not addressed. Equal and unbiased support to both parties.
  - Federal Civil Rights law that provides equal access to education. Core of Title IX. See website for list. To begin a process, there has to be a formal, written complaint. Support provided even if a person doesn't want to formally complain. But they can't take any actions without the formal complaint. Can also undertake a criminal process through the campus police AND undertake a formal Title IX complaint. A student can change classes, but the offender can't be removed from a class.
  - Q: Harassment complaints by students: Is there any kind of effort to mitigate concerns while waiting for the complaint to go forward. Q: Can faculty get feedback on the process? A: Process is within the Federal Law and can't be changed. The current administration will have to make changes to Title IX. She does anticipate changes coming from the Biden Administration. Concerns about sexual assault and harrassment, if students don't report to the Title IX office, then nothing can be done. The office can't change anything if reports are not made. Need to get people to come forward and report.
  - Mitigation: the steps that are taken while the process is ongoing, is what the university can take. Interim measures were removed and replaced by "supportive measures." Used to be able to issue a "no contact" between parties, but now it requires both parties to agree to it.
  - Q: what kind of measures are being taken to protect students?
  - Q: what is the process for faculty: To report a concern, there is the link at the bottom of NSU webpages. It will take us to a sex-based and Title IX process forms to report. Goes directly to her and Sheila. Q: if faculty have concerns and insites, can report through

- titleix.nsuok.edu and will be read. Q: is it appropriate or possible to have forums about Title IX? Are their workshops or informationals? A: Sheila says that the office has done a variety of things, including workshops and they will continue to offer those semester by semester. Q: How do we find out about them? Through email and the App.
- There's been 7 claims this semester. Is that normal? A; every semester is different. They may have a number of people reporting about 1 incident, or complantants are reporting about each other. So the numbers seem like there's more cases than actual. Q: Faculty have an obligation to report. What should we do as Faculty, reach out to police and Title IX? A: Still Report a Concern to Title IX. Depending on the situation, use Hawkreach and Student Advocate and talk about the situation and not feel the pressure to take immediate action if they're not ready. Doesn't hurt to reach out to Title IX as well, even if it doesn't reach the level of Title IX, it may be a violation of University policy. Q: Training will be made available again this spring. When a Report A Concern is submitted, they don't follow through with any other information. A complainant receives a follow up email within 24 hours.
  - How many of our B.A. students and transfers take the training? An: Don't actually have a way to force these students to complete it. In Strategies class, it's linked to a grade. Q: If a B.A. student has a complaint and talks to a professor: An: the process is the same. The advocate can come to the B.A. campus or talk to them virtually. Faculty can reach out to Title IX for guidance. Can reach out to the Police if we believe it to be a crime. Faculty can call campus Police to escort a student to their car if they are uncomfortable.
  - Protest on campus this fall. Group of about 50 students last Friday protested about Title IX, about Loeser's hot water, air quality, campus safety, and they wanted to be heard. Sheila: they have identified the core group of students and outreach to them is occurring. Don't know if there's a Cabinet-level response. Jamie Hall did go to NSGA and answered similar questions. The intent is to host forums to engage students, faculty, and staff on Title IX. Be more proactive with bystander intervention, discuss the process and how to reach out and to whom. On campu poster-campaigns. Better communication about reporting. Q: How can faculty help? Jamie will make informational cards for us to pass out to students. Students want a QR code to go directly to the Report a Concern page.
  - Warm Hand-Off: students talk to faculty they know, and then they have to talk to strangers. Calm Jamie and ask for her to come to your office, or walk a student over to Hawk Reach to meet with the Advocate. There is only one Student Advocate for all three campuses, and will go with the student to court, etc. Q: Is there a reason why there's only one advocate? An: Budget issues. Appointments are booked 4 weeks out right now. Walk-In Wednesdays are being utilized. This is the first year there's a counselor on Muskogee. Q: Wesley on Wednesday lunches: pastor there? Can we direct students there?

Approval of Minutes: <https://offices.nsuok.edu/facultycouncil/Minutes> : moved and seconded to approve. 17/17

Approval of Agenda: motion to approve and seconded. No additions or deletions. 14 approvals

Old Business Items:

- OSRHE Faculty Advisory Committee (FAC)
  - Thank you to Pamela Louderback for her two years of service. Nathan attended the Congress to determine who will be represented. During that meeting. He had the option to run against the Pres. of UCO. He removed NSU from consideration to allow UCO to take the spot. In two years time, Nathab highly encourages the FC Pres. to put NSU back in the running.

## New Business Items:

- Retention
  - Retention retreat: Several of us are concerned about retention and about morale within faculty ranks about retention. Maybe we need a more formal process: Sarah Whittle and Dr. Cambiano. Do we need a committee to put this together, perhaps Sarah Whittle. Are there things that should be reported to Sarah or a committee? Do we need a Retention Committee?
  - How many faculty bring issues about Native Americans around the Statue and other issues to other faculty and administration? Should we take a poll of faculty?
  - Sarah began sitting in with the Retention committee and Nathan passes along the reports. The university is sending out postcards and there will probably be a “call night” to encourage students to enroll. 3 subcommittees: one targets alternative admits (how to support them), one looks at stop-outs, maybe not dropping out but are taking a break, and third, those who are historically underrepresented. These subgroups are meeting to discuss student financial concerns. A shuttle is available to come to the Retention Retreat (Kelly Jo Larson in charge). No Zoom available. Breakouts. Maybe replicated in BA and Muskogee.
  - Q: A Faculty member attended the town hall in Loeser with students. Have the housing issues been addressed/discussed in the retention committee. Some students are not coming back because there is no hot water, mold, etc. Sarah doesn't know. She's only been to one meeting. An: Deferred maintenance is a problem and at every meeting Nathan has been to with Cabinet, it's being discussed. Maybe put this to Peggy Glenn to put maintenance on the campaign list. Please see the email from Peggy.
  - When you register for the Retention Retreat there is a spot to indicate to ride the shuttle.
  - The next Retention Committee meeting is January 13th.
  - Classes in person - will online go away? No. Is it hard to get back in the classroom? Non-traditional students, some classes were cancelled because of not having enough students in the classroom. Part of the retention discussion.
  - Metric of number of students per faculty per credit hour. Nathan: money-in, money-out when the previous provost, not now. There is a list of how many students we're supposed to be teaching per credit hour? Nathan is not aware of something floating around. We need 21 students per class, and some classes that are allowed to be low-enrolled. Admin is looking at gen-ed sections with lower numbers of students, below 21. Q: Is it a metric that's being used to evaluate faculty? Nathan has had conversations with Dr. Landry and Dr. Turner, but this did not come up. He would be surprised if the Cabinet were having any discussions along this line. Please contact him if more information is available.
  - Cancelling classes needs to be the very last option that should be taken. We need to work out another way to handle this. Students will leave when they can't get the needed classes.
- Budget: Nathan was nervous about having lines removed. He was pleased with the budget. Most of it has come from equipment and supply. Hiring chill for the next two months, primarily staff. If starting a search, wait for a couple of months. Conversation may change. Moratorium on title changes? Does not apply to tenure and promotion of faculty for next fall change-dates. They aren't affected. Nathan has heard Pres. Turner the desire to raise salaries: but how do you get \$3mil to cover salaries. Desire to reward people who invest in the University and are active. Looking at it towards the budget. He asks that we do everything we can do to serve students. Communication is key. It takes the community to build connections to make things better to create synergy. The Faculty Council is part of this. Communication needs to be better addressed across the university. President: The budget is tight, but can probably be fixed. There is a path forward.
- Commencement, December 18th - See email for the times and selection for floor and stadium. No restrictions on guests. Are we going to be spaced out 6 feet? Nathan will check.

## Committee and Standing Reports (as needed):

- Faculty Welfare Committee: Ms. Sarah Whittle

- Faculty Awards Committee: Dr. Nathan Green
- Ad hoc Strategic Plan Committee: Dr. Nathan Green
- Ad hoc Budget Committee: Dr. Cheryl Van Den Handel
- HawkTalks: Dr. Pamela Louderback : have one for each month. Jan 25th at 3pm, Dr. Lucas Foster and a panel presentation by RASP. Proposals due February 15th. Recordings are posted on the Hawk Talk page. CTL is backed up. 138 other postings queued prior to last September's Hawk Talk. Just email Pamela for a copy. As faculty become more aware of ADA needs in the online world, student staff are overwhelmed and a third-party to help.
- University Committee Report
  - Enrollment Correction Committee: Dr. Das Bradoo
  - Faculty Development: Dr. Pamela Louderback
  - Faculty Research: Dr. Pamela Louderback and Dr. Farina King
  - Healthy Campus: Dr. Cheryl Van Den Handel
  - Strategic Planning: Dr. Nathan Green
  - University Advising : Tom Rink
- University Committee Reports by Dr. Nathan Green and Ms. Sarah Whittle

Important Dates:

- Commencement December 18th

Motion to adjourn seconded. 4:56 pm

Next meeting February