

**October 1, 2021**

**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: 3pm

Quorum Check: Have Quorum Delegates: 14/29, Alt 1, Guest 9

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

- **Dr. Pamela Fly**, HLC Update : On Monday Oct. 4th, we are two weeks from the HLC visit. Academic Affairs submitted the argument and the reports and a covid addendum on Sept. 19th., including the Federal Compliance Report, and provided 36 syllabi. The HLC team chair met this week on a conference call to discuss the Assurance Argument. They are expecting requests for more information. Faculty can find the Argument on the NSU Website. (hlc.nsuok.edu or can just search on "HLC") The links to the exhibits will not be visible as they are behind a password-protected portal. The HLC team will arrive Sunday, October 17th and be on the campuses Monday, October 18th and Tuesday, October 19th and Wednesday, October 20th, when they will tour the campus and talk with people. They will visit the Branch Campuses on Tuesday. An open faculty meeting and an open student meeting will be held. Pam doesn't know the schedule, but those are probably taking place on Tuesday. Academic Affairs will publish the schedule in our email. See the email with the list of NSU Team Members.

They often ask faculty about how you use assessment in your classroom. Also, what is the best thing about NSU and what would you like to change? A lot of specific questions will be asked, most likely to clarify some issues in the Argument. Our learning outcomes are important. The HLC team is interested in equivalent time on task between online and f2f courses. Student involvement has to be the same, even if some of the activities are different. Nathan Green thanked Dr. Fly for getting through this. Some people in the room worked on the writing and we thank them too.

- **Justin Chase, Director- RiverHawks Scholar Program:** Justin shared a PowerPoint presentation. Many staff and faculty don't have an in-depth knowledge of who they are. Riverhawks Scholars are NSU students first, and RiverHawk Scholars second. The Admissions process is the same. Students live in campus housing and join in all other students in activities, internships, and jobs. The program requires the students to learn to navigate the campus and community successfully. The students have Downs, Autism, and other intellectual disabilities. This is year 4 of their program on campus. There are over 300 post-secondary transition programs in the U.S. The NSU RiverHawks Scholars program is a four-year certificate program, not a degree program. Each student successfully completed high school and had an IEP. All are academically driven and involved in their schools. The students have goals, know they have a disability, are unique individuals, have a desire to attend college and to live independently. Following the program they are guaranteed to achieve gainful, competitive employment.

The program rests on four pillars: Social Skills: they have Mentors (30 student mentors this year), Independent Living (each has a personal resident assistant), Academic support (3 courses per semester: 2 inclusive-traditional classes and 1 program class), and career-readiness (mandatory internships). Professors adjust the academic rigor for the individual student. All have academic tutors and participate in mandatory meetings each week with their tutors. The tutors are a resource for the professors also. Students declare an area of concentration spring semester of sophomore year and Advisor Josh Groomer assists. The program cost is \$23,500 per year.

**Q:** Any recommendations for faculty for support? The program is working on a professor-advisory council to facilitate professor to professor communication so they can share what worked well, strategies, etc.



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**Q:** How are students recruited and where are the students from? First 2 years the students were from the Tulsa Metro area. This year students are also from Northeast and Southeast OK, and Central OK, with a couple from Texas. There's a candidate from Colorado for next year. **Q:** How many scholars? 17 were here last year, and we have 14 students currently. The goal is 5 new scholars per year with a maximum of about 20. It's what staffing will support and what the university will support. **Q:** Student Disability Services have students on the Autism spectrum. Can or do they move from NSU Disability Services to the RiverHawks Scholars? Some of their strategies can also help other students as well (he didn't actually answer the question that was asked). **Request from Justin:** RiverHawks Scholars have Facebook and Instagram pages. Please follow them and share the posts so others can see that the program exists. **Q:** Do any of these students have physical disabilities as well as intellectual disabilities? They don't have individual personal assistance to provide intensive care or support available in the program. If a student lives locally, and can live at home, they will consider a potential student in that circumstance.

- **Kelli Simpson-Lembo, Educational Access/Student Disability Services:** Our services are all in one office. We have received an extended version of her slide-deck of what she is presenting. She covers Muskogee and BA campuses, and Donna is in Tahlequah

Kelli went over ADA definitions and addressed Accessible Content on Blackboard: Professors are encouraged to post all content on the Blackboard, including competency demonstration, quizzes and tests. Blackboard has accommodations for visual and hearing impairments. Use the accessibility checker to review documents before uploading them. Blackboard also has that facility. CTL can help with figuring out how to do these including how to use the *ReadSpeaker* built into the Blackboard. Some professors don't know how to use alternative testing, such as *Extended test-time* that can be done in the Blackboard in the test options. An accommodation means that a professor can't just extend the entire class, but just for the single individual.

She showed an analogy of Universal Design: Equity, Differentiation, and UDI. Faculty are to implement accommodations with fidelity. The Faculty have the responsibility to be engaged and provide the accommodations with fidelity. Yet, Students, Faculty, and the Student Disability Services have a problem with understanding what is needed. Students also should talk to faculty when faculty don't follow-through. Listening to each other is strongly encouraged as well as working closely with the students. Don't make your own accommodations, but follow-through with what the Disability Services email tells faculty to provide. Faculty must begin the day of notification. Don't accommodate *without* the notification from the Student Disabilities Services. **Q:** What other opportunities are there for training faculty and to facilitate individual conversations between faculty and the Disability Services? Using the same language; only use a difference in language with regards to note-taking, etc. We can email [simpsonl@nsuok.edu](mailto:simpsonl@nsuok.edu) for more information.

**Approval of Minutes:** <https://offices.nsuok.edu/facultycouncil/Minutes> (April minutes tabled to October)

**April:** Steven motioned. Tom Rink seconded. All in favor: 16 disapprove:0 abstain: 1

**October:** Astain: 1 Disapprove:0 Approve 16

**Approval of Agenda:** Motion: Tom Rink, Second: Pam Louderback Abstain 0, Disapprove: 0 Approve: 17

**Old Business Items:**

- **Faculty Handbook revisions approved:** At the President's office an hour before the F.C. meeting.
  - Some changes include effective classroom teaching clarification, language for tenure, and post-tenure review creating continuity across the university.
  - The request came through to review over the summer. Pushed it back to when school started. The 2021 Edition on the website on Monday October 4th.
- **Website blocking issue:** Nathan asked Dr Reif about this. It was a Cisco issue. NSU does not have a policy and no interest in making a policy. IT will fix it if it pops up for you. Carla Swearingen will send out an email.
- **NSU app:** Lots of different uses.
  - Groups. QR codes for attendance.
  - Can sign in and sign out of classes and meetings.



## Faculty Council

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### Minutes

- Provides multiple touch-points for faculty and students.
- Presentation regarding app capabilities:
  - Deck: <https://docs.google.com/presentation/d/1MfcDU-LifFDr8aV2BFHHCiEJe9m2hfEeo715mNzj-Co/edit?usp=sharing>
  - Call Recording: <https://app.gong.io/e/c-share/?tkn=19nqedce9hve12ocdf2sowcv2>

It can be really helpful. Maybe we'll make a Faculty Council group with two versions: one for delegates and one for all-faculty. Tell your students about the App. It can help us get away from constant emails. Students ignore emails, so target them in the NSU App Group. Student Affairs will appreciate it. It was pointed out that not everyone has a smartphone. **Q:** Is there a private message feature? Yes. A workshop was held a couple of weeks ago for faculty to learn how to use the App. **Q:** Can recordings of workshops and webinars be sent to faculty who cannot attend those? *Look up Nathan's email. The link is there.*

### New Business Items:

- **At Risk App** for Faculty and Staff: There are 9 total faculty and staff who have taken the training. Take it by October 15th, and your name will be entered into a drawing. There's an email telling us how to access the training and then send the certificate to Leanna Miller. It only takes 30 minutes or less and is worth your time. The App guides you and helps you to figure out what to say in certain situations. Mental Health accommodations are available through Disability Services too as well as through HawkReach Counseling. (the App is NOT Report A Concern).
- **Homecoming:** Weather is messing up scheduled activities. The Administration is putting out lots of requests for tailgating and football attendance. In the past the Tailgating committee were by themselves, and Tailgate judge- Katie Thomas - Thank you for keeping these activities afloat and making us look good.
  - **Tailgate with Staff Council** - they are hoping to pair up with us. If you are interested in this, please let Nathan know. Ask: When is the Homecoming football game: 2 games: Official Homecoming is tomorrow, Oct. 2nd at 2pm, CBT is recognized tomorrow. Thursday against UCO, Oct 7th at 7pm, COLA is being recognized. All colleges are being or have been recognized. College of Ed was last week. Science and Health was already recognized; Farina will get in touch with the Staff Council about next week. **Q:** Is there a place where the call-outs are located on the website?  
<https://goriverhawksgo.com/sports/football>.
- **HB 1775:** passed last legislative session and bans teaching CRT. What does it mean for us? Are we being told what we can and cannot teach? Nathan has been in touch with Legal Briana Clifton (Renee did so last year). What does the law mean for us? She's not concerned about us and what we teach as long as we are not teaching that one race or sex is superior to another. Please carry on teaching your class as you see fit. Nathan is asking her to visit us next month to speak directly to us about the law and to answer any questions.
- **Activism vs Advocacy:** Nathan sees that Faculty Council touches on both activism (e.g.: speak out against bill by faculty) and advocacy (e.g.: bill is passed, it exists, how can we advocate for our faculty regarding govt overreach). Putting in formal resolutions may have repercussions for some faculty members. Activism-Advocacy pinch-point may create a difficult situation if the press is informed and some activism pieces in the newspaper, on social media, etc. can get in the way of advocacy. May blow-back on faculty or hurt faculty. If we feel that we should be more activist, then we need to have other conversations. A resolution was drafted against the bill, but it didn't come forward to the Faculty Council.
- **Statue of Forgiveness** - The university is not going to form a working group about removal. **Q:** Can the letter be shared? It was sent to Nathan and marked as "confidential."
- **Continuing Education** is looking for faculty to teach "soft skills, and hobby" courses. If we have "thing" we like to do, please reach out to them. You get the lion's share of the money and it counts toward credit-hour production. We can bring in other non-faculty people, and they become employees for a short period of time. Continuing Education has some leeway with this.
  - Anthony McCarty at x4618 or [mccarty13@nsuok.edu](mailto:mccarty13@nsuok.edu).

### 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: Meets with President Turner monthly. Will be meeting with Executive Council for the first time next week.



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- Ad hoc Budget Committee: Dr. Cheryl Van Den Handel
- HawkTalks: Dr. Pamela Louderback : First one last Month. Check email for the details. The recording is making its way to the webpage. Next one is in November. Dr. Doug Martin, Professor of Information Systems in the College of Business and Technology; where he will discuss his research interest in assessing the efficacy of internet-based video training (VBT) versus traditional face-to-face (FTF) training.
- University Committee Report
  - Enrollment Correction Committee: Dr. Das Bradoo
  - Faculty Development: Dr. Pamela Louderback
  - **Faculty Research:** Dr. Pamela Louderback and Dr. Farina King: Carla Swearingen is making some interesting changes. Started a research advisory committee which includes every unit on campus. The Goal is to promote and support faculty in writing grants and dealing with obstacles. They met for the first time on Thursday Sept. 30th.
  - **Healthy Campus:** Dr. Cheryl Van Den Handel: will get in touch with the others on the committee. Dr. King is interested in seeing that these efforts keep moving forward.
  - Strategic Planning: Dr. Nathan Green
  - University Advising : Tom Rink
- University Committee Reports by Dr. Nathan Green and Ms. Sarah Whittle
- General Education: Farina: GE is planning to go to Anthology (formerly Chalk & Wire) and the committee is making changes to the assessment process for next year.

Motion to Adjourn: Tom and Luke. 4:54.

Congratulations to everyone putting in their portfolios!