

**Volume 31  
Number 11  
June 17, 2004  
Regular Meeting Minutes**

**SENATORS, ALTERNATES, AND OFFICERS PRESENT**

A.F. Al-Assaf  
David Garrison  
Susan Gilmore  
Andy Goldbeck  
Tracy Hagemann  
Sharukh Khajotia  
Amir Khaliq  
Satish Kumar  
Frank Lawler  
Margaret Phillips  
Madeline Robertson  
Teresa Smiley  
Robert Wild  
William Yarborough

**SENATORS, ALTERNATES, AND OFFICERS ABSENT**

Stacy Anderson  
Mark Allee  
Jo Azzarello  
Robert Broyles  
Nancy Chu  
Elena Cuaderes  
Karen Funderburg  
Ondria Gleason  
Kevin Haney  
Holly Hoffman  
Robert Lynch  
Linda Machado  
Phillip McHale  
Mike McShan  
C. Lynn Montgomery  
Roy Oman  
Lillian Pope  
Martin Powell  
Toni Ripley  
Nathan Shankar  
C.A. Sivaram  
Leonard Slater  
Jean Spitz

## **EX-OFFICIOS AND GUESTS PRESENT**

Kathy Walker, Fred Daniel, Julius Hilburn

### **I. CALL TO ORDER**

The meeting was called to order by Chair, Dr. Sharukh Khajotia, at 5:07 p.m.

### **II. GUEST SPEAKERS**

Dr. Ferretti, Senior Vice President and Provost, presented a recap of the previous year and an outlook for the coming year. Dr. Ferretti thanked the Senate for their hard work and time commitment. He said the Senate accurately represented the issues of the general faculty and he valued the exchange of information. Overall, Dr. Ferretti thought this was a successful year. The amount of funding from Higher Education was not as much as expected, but tuition increases were implemented in the range of 8% to 35%. The increases were discussed with students and the students were supportive and understanding. With a 1.1 million dollar State appropriation, re-budgeting and the tuition increases, OUHSC was able to allocate a 3% increase to all colleges. The Deans of each college were free to give raises on a merit basis, there were no across the board raises. The raises will become effective July 1. The range of raises on campus was 3% to 5%. Based on the Legislature and the State Equalization Board, next year should be an even better year. Dr. Ferretti reviewed three major Legislative issues that affect the campus. First are the endowed chairs. The State has funded 45 Million dollars in endowed chairs. Norman received 24 million, HSC 17.5 million, and other institutions 3.5 million. Second is tort reform, which will affect the malpractice insurance rates. The rates have gone from 1.3 million dollars a year four years ago to 10 million dollars this year. The reform should help with this. The third issue is the tobacco tax. Legislature agreed to present a 55-cent per pack tax to the voters. All revenue from this tax will go to healthcare: indigent/uninsured care, the trauma system in Oklahoma, and a comprehensive cancer center. A bond of 75 million has been approved for this center, pending the approval of the tobacco tax. Dr. Ferretti is hopeful that it will pass and the HSC will be working with people from across the State to educate the public on the issues.

Dr. Ferretti is looking forward to a better year next year. Higher Education appropriations should be better and the Governor will place a higher education bond issue on the agenda right away. On this campus, a strategic research plan has been in place over several years. All of the initiatives of the last plan have happened. It is time for another plan, one will be put forth that will couple the needs of this university and the health needs of the State of Oklahoma and our hospitals. Since the strategic plans have been in place, the rank of the College of Medicine has increased from 80<sup>th</sup> to 72<sup>nd</sup> in the country. With more NIH funding, the school should near the top half of this medical school funding. The College of Medicine has two departments in the top Ten for NIH Funding. Dr. Ferretti is looking forward to increased productivity in the other colleges and maintaining the momentum. Dr. Ferretti took questions from the Senate. Asked if any money from a state lottery would go to Higher Education, Dr. Ferretti responded no, all funding would go to common education. Dr. Ferretti responded to a question that it was time to fill a new queue for endowed chairs and to start working on funding.

Mr. Julius Hilburn, Director of Human Resources reviewed the recent retirement legislation and gave a briefing on the alternate retirement plan. HB 2226 passed. One item included in the bill was an equity fix. The prior regulations provided for a lower level of benefits for OU and OSU members. This was due to salary caps and a different benefit formula. New law will provide exactly the same benefit to these employees as the other employees receive. A second item is an improved benefit formula for employees who did not pay into retirement because they had surpassed the salary caps. The benefit improvement is in the 10 to 15% range. The new calculations will be in effect for retirees on July 1, 2004. Retirees affected by the old formulas will have an adjustment made to their benefits that will become effective in January 2005. The third item allows classified staff (monthly employees) to choose OTRS or the alternate plan. Existing employees will have this option only after IRS approval of the alternate plan. Approval from the IRS could be a year to 18 months away. During this time, the benefits office will educate the employees on their choice. The election period will be for one year and it is a one-time irrevocable election. Once a decision is made, it is final. New employees will have the choice at the time of their employment (after July 1, 2004). Various employee groups began working on an alternate plan in Fall 2002. Once the HB 2226 passed, these groups were brought back together and the plan was reviewed and updated to be straightforward and competitive. The plan is actuarially sound; there is adequate funding, and will not increase University cost (OU is at the top of the Big 12 in retirement and fringe benefits.) The plan is simple to understand and communicate – there is a flat percentage of base pay and does not require employee contributions, no percentages over a certain amount. The plan has immediate eligibility; there are no waiting periods. The University's contribution is 9% of base pay (same as for hourly employees); there is no requirement for employees to contribute, but they can. The age requirement (28) and years of service (5) will be eliminated effective July 1, 2004. New employees will have 90 days to make their decision or the default decision will be OTRS. The Employee Benefits Committee was involved in this process and they unanimously supported the OU Optional Retirement Plan. The plan is on the Regents' Agenda for their June meeting. Another item that was addressed was to have a reserve for the plan in case future dollars are needed. Any savings made from this plan will be put into a contingency reserve, which will be 1.65% of the salary of participating employees. The resolution requires Regents' approval before spending any of the reserve. A handout is available in the Faculty Senate Office.

### **III. APPROVAL OF MAY 2004 MINUTES**

The May 2004 Minutes were approved as circulated.

### **IV. CHAIR'S REPORT**

Dr. Khajotia echoed Julius's sentiment that a lot of effort and thinking went into this alternate retirement plan to arrive at a plan that the Faculty would be happy with. He stated that the plan would also be a benefit when recruiting faculty to the campus and to Oklahoma.

There was a brief discussion about the retirement plan and concerns that Faculty below .5 FTE were not getting fair treatment. There was also discussion regarding part-time faculty that are moved from HSC funding which caused them to lose HSC benefits. An email will be sent to Julius for consideration.

## V. COMMITTEE REPORTS

### A. Committee on Committees

Dr. Al-Assaf presented the Committee on Committee report. It was passed as presented. See report below.

#### Nominations to Committees, Councils, and Boards

<u>Committee</u>	<u>Nominee, College</u>	<u>Term</u>	<u>Replacing</u>	<u>Term</u>
<u>HSC Service and Related Matters</u>	William Kern, Medicine	2004-07	William Kern	2001-04
<u>Academic Programs Council</u>	Kay Ramakrishnan, Medicine	2004-07	Marilee Monnot	2001-04
<u>Library Advisory Committee</u>	Kay Beavers, Dentistry	2004-06	Leon Bragg	2002-04
	Thomachan Kalapura, Medicine	2004-07	Vacant	2002-04
<u>Discrimination &amp; Harassment Committee</u>	Leann Olansky, Medicine	2002-05	Lynn Drake	1999-02

#### College Election Results

<u>College</u>	<u>Position</u>	<u>Name</u>	<u>Term</u>	<u>Replacing</u>	<u>Term</u>
Graduate	Senator	Phillip McHale	2004-07	Robert Lynch	2001-04
	Alternate	Sarah Christman	2004-05	Phillip McHale	2003-04

## VI. UNFINISHED BUSINESS

None.

## VII. NEW BUSINESS

The Senate approved two resolutions (see below) and Dr. Al-Assaf presented them to Professor Khajotia and Professor Hagemann.

#### RESOLUTION Commending Professor Sharukh Khajotia

Whereas, Professor Sharukh Khajotia has been the OUHS Faculty Senate as its Chair for the period of academic year 03-04

Whereas, his leadership on the faculty senate has been most effective and participative

Whereas, his efforts have been most useful in increasing OUHSC Faculty awareness on current and important issues related to their activities and

Be it resolved, the OUHSC Faculty Senate would like to recognize the tireless efforts of Professor Sharukh Khajotia and express our sincere appreciation.

#### RESOLUTION Commending Professor Tracy Hagemann

Whereas, Professor Tracy Hagemann has been the OUHSC Faculty Senate Secretary for the period of academic year 03-04

Whereas, her contribution on the Faculty Senate has been most effective and participative

Whereas, her efforts have been most useful in documenting Senate activities and increasing OUHSC Faculty awareness on current and important issues discussed at Senate meetings  
Be it resolved, the OUHSC Faculty Senate would like to recognize the tireless efforts of Professor Tracy Hagemann and express our sincere appreciation.

### **VIII. ANNOUNCEMENTS**

Dr. Khajotia announced that this was the last meeting of the academic year. He presented an engraved pewter mug to the incoming Chair-Elect Nancy Chu, to the incoming Secretary Toni Ripley, and to the incoming Secretary-Elect Stacy Anderson. Dr. Khajotia presented a gavel plaque to incoming Chair Dr. Al-Assaf. Dr. Khajotia passed the Faculty Senate gavel on to Dr. Al-Assaf as well.

Dr. Khajotia presented certificates of appreciation to Kathy Walker and Jennifer Nelson for their contributions to the organization of the Faculty Senate committees.

Dr. Khajotia expressed his appreciation to the Senate for their time and service to the Faculty Senate.

### **IX. ADJOURNMENT**

The Chair asked for a motion to adjourn. The motion was approved. The meeting adjourned at 6:05 p.m.

Respectfully Submitted,  
Tracy Hagemann  
Secretary