

Volume 49

Number 3

October 21, 2021

Minutes of the OUHSC Faculty Senate

SENATORS (S), ALTERNATES (A), AND OFFICERS (O)

PRESENT

Anderson, Michael (S)
Bagley, Jennifer (S)
Beavers, Susie (A)
Burgett, Anthony (S)
Burks, Heather (S)
Broussard, Kimetha (A)
Campbell, Janis (S)
Celii, Amanda (S)
Esteban Florez, Fernando (O)
Finneran, Denise (S)
Hall, Beth (S)
Hord, Norman (A)
Howard, Eric (O)
Jeffries, Lynn (O)
Leasure, Renee (O)
Mangrum, Marissa (S)
McNall-Knapp, Rene (S)
O'Brien, James (A)
O'Neal, Katherine (O)
Settle, Susan (S)
Smith, Michael (S)
Smith, Patsy (S)
Wickersham, Elizabeth (S)

ABSENT

Bhattacharya, Resham (S)
Costner-Lark, Amy (A)
Dacus, Zachary (S)
Dresser, Susan (A)
Floyd, Evan (S)
Kathuria, Pranay (S)
Lang, Mark (S)
Miller, Bernadette (A)
Ntourou, Kat (A)
Perrine, Jordan (A)
Reese, Jessica (A)
Rogers, Carol (S)
Sharpe, Amanda (A)
Vandyck, Kofi (A)
Wood, Donna (A)
Zhang, Ying (A)

EX-OFFICERS AND GUESTS PRESENT – Dorothy Anderson, Lee Camargo-Quinn, Claire Young, and Zoom Guests

I. Call to Order - Dr. Fernando Esteban Florez, Chair, called the meeting to order at 5:02 pm via Zoom and in the Provost's Conference Room. A quorum was present.

II. Guest Speakers:

- **Dorothy T. Anderson, Vice President and Chief Human Resources Officer:** Ms. Anderson's first day at OU was on August 30th. She is coming to OU from the University of New Mexico in Albuquerque. She has spent the last six weeks getting to know her staff here. She is proud of the Human Resources (HR) staff, especially as they have dealt with tremendous changes over the last year. The current organizational structure doesn't make sense, which is how Dorothy explained the 'revolving door at the top.' This has prevented collaboration, transparency, and strategic planning. To counteract that, she has hired a consultant to look at our HR. They started about two weeks ago and already have preliminary findings. The consultant is meeting with our leadership, deans, departments, senates, etc. to get a range of opinions and find the areas of need on campus. Among the areas, Dorothy wants to focus is automation. For example, there are still a lot of paper driven processes on campus. Dorothy wants to reassess those and make sure processes make sense and automate them where we can because 'where there is a paper, there are errors.' Ultimately, she wants employees and leaders to come to HR when they have an idea and then HR helps them get there. The HR team is getting ready to be able to provide that support. Dorothy also said that HR needs to clarify responsibilities on campus so no one has to guess where they have to go. We need to be more transparency, an update to the HR website and more defined the rules. Another concern of Dorothy's is the number of job vacancies and the number of qualified individuals that are applying to them. We need to start building on the quality of our candidates. Dorothy wants to make employees feel engaged, valued, and that they have a voice. She said HR can take steps to get there. Dorothy answered questions from the senators and guests.
- **Lee Camargo-Quinn, Assistant Director of Benefits:** Ms. Camargo-Quinn covered the rates and rate changes coming in 2022. Open enrollment has been extended to November 16th to allow more time to make selections. There will be no rate increases, only formulary differences. Medical coverage: We currently have a PPO plan and a High Deductible Plan with Blue Cross Blue Shield. With Cigna, there is an open access PPO that has the exact same deductibles (\$1,000 for individuals, \$2,000 for families) as the BCBS preferred plan we

FINAL

currently have. With this plan, the drug options are very similar to current coverage. The High Deductible Plan is almost the same with Cigna as well. The High Deductible Plan will cover preventative maintenance drugs at no cost. There will be a list of generic drugs provided at no cost to people on the high deductible plan. This applies to individuals who use medication for diabetes, asthma, high blood pressure, prenatal vitamins, etc. Individuals enrolled in the High Deductible Plan will also receive a Health Savings Account (\$500 for individual, \$1,000 for a family). The university will continue to contribute to that account. We will have an on-site Cigna customer service representative named Sarah Vaughn. Her email is active and she will be on campus helping people understand benefits, answer questions, find resources, help with claims, etc. Dental coverage: there is a change to the dental plan. We still have BCBS Dental, which will consist of the Basic Plan and the Alternate Plan. Our Basic Plan currently covers services at 90/10. Now Preventative Services (cleanings) will now be covered at 100% in the network. Vision coverage is the same (MetLife); consisting of a standard plan and a premium plan. Please check the exact rates for health, dental, and vision coverage on the HR website. Benefits enrollment is open October 25 through November 16. Lee answered questions from the senators and guests.

III. Approval of September 2021 Minutes – Approved

- **Motioned:** Denise Finneran, second: Eric Howard – Approved

IV. Report of the Chair – Dr. Fernando Esteban Florez – Its been a busy month, The Executive Committee has meet with Jennifer Hembree of the Office of Policy, and John Hanak, the new Chief Innovation and Corporate Officer. He will join us as a guest speaker at our November meeting and share his vision for the University.

- **Meeting with Provost and Vice Provost:** Dr. Esteban Florez shared the questions and answers from the monthly meeting with Provost Sanders and Vice Provost Raines.
 - *Why are benefits different for OUHSC and OU Health employees?*
Dr. Sanders wants to make benefits equitable across the enterprise; however, historically our entities have been entirely separate. They had to keep the benefits similar with OU Medicine since we bought out all of the HCA employees. The medical benefits are more favorable in OU Health because of the way the finances work. A large number of the employees at OU Health/OU Med get their acute care there. The preference is to try to move OU Health to Cigna eventually. Cigna gave a better bid to the University than they did to OU Health. Dr. Sanders is really confident with Dorothy Anderson's work on OUHSC Benefits.
 - *What is the status of communication regarding compensation and benefits to faculty transitioning to OU Health?*
Dr. Dunn & Dr. Burkhart are very eager to get compensation letters out, it should be any day now. Faculty members will get the letters, then they have to receive the onboarding details and confirm employment with OU Health. The reason for the delay is numbers are still being finalized. Regarding OTRS, our leadership is working with the Board of Regents and Dorothy Anderson on this. We always knew that if you're dually employed you can stay on TRS, but only at the rate you are working (i.e. 80%). Administration has asked themselves how much can we allocate within total comp that could count for TRS service credits. This is still variable, there is no easy, clean solution.
 - *What is the status of the strategic plan for the HSC campus?*
Dr. Sanders said the good news over the past couple weeks is that we've accelerated it. Conversations with President Harroz, and ARPA (American Rescue Plan Act) are happening and there is an agreement with all parties that we'll have an HSC Strategic Plan, combining it with OU Health and our programs in Tulsa (both clinical and academic). It will be similar to the March 2020 strategic plan and include elements from the October 2019 OU Medicine plan. It will house all of the missions for these organizations. With that being said, Dr. Sanders does not know what we will call it yet. He is taking part in a series of meetings over the next few weeks to bring a theme together. Dr. Sanders said he hopes the Strategic Plan feels familiar and there are no surprises.
 - *Faculty Titles - What is the plan across campus to move faculty from a modified title to consecutive term? The differences between faculty with modified titles vs. consecutive term/tenure track are unclear in the Faculty Handbook. This impacts the Faculty Senate's plan to update our bylaws to allow more opportunities to faculty members. We believe it is good for this campus to have more consecutive term faculty members in order to get faculty fully engaged.*
To allow for certain faculty to participate, Jill said it might be easier to change the Faculty Senate policies that require the regular appointments. Dr. Leasure said the modified titles have less engagement. The idea is to make the campus stronger in the sense that it's harder for people to be eliminated and have more job

FINAL

satisfaction. Dr. Sanders would like to review this further. Dr. Sanders mentioned that they did open some faculty awards to limited term faculty members. He added that the limited term appointments were not created to make people easier to remove. He is supportive of encouraging more participation, but added it needs to be evaluated to see if it's a college-specific concern. Jill wants to look at the section in the Faculty Handbook. Jill said that a separate meeting can be held to visit that section and discuss this topic.

- The Faculty Senate Executive Committee had proposed a meeting in the Spring of 2022 to meet with the both Provosts, President Harroz, and both Faculty Senate Executive Committees. Plans will be made to have this meeting in February or March of 2022.

V. Committee and Council Reports

Voted on slate.

- **Motioned:** Eric Howard, second: Rene Leasure - Approved

Regents Meeting: No report

Bylaws Committee: No report

Committee on Committees: Dr. Eric Howard, Chair – No report

Faculty Compensation Committee: Chair – No report

IT Advisory Committee: Dr. Katherine O'Neal/Renee Leasure

- This committee is trying to streamline the referral process between the colleges. They want to send referrals to and from Dentistry, Allied Health and Nursing to start. This will allow referrals between the colleges and the clinics for patient care. Matt Atkins is the contact with OU Health on this project
- SoonerTrack – There was a necessary to update the software. If faculty have any issues, please see your RSPOC representative about issues. ITAC will be interfacing with Dr. Ogilvie and IT is working with ORA. Novice users, intermediate, and super users will all be selected to test it out. Dr. Ogilvie will come to a Faculty Senate meeting in the Spring to give an update. Dr. Esteban Florez added that it was brought to the Senate's attention that SoonerTrack was glitching, but he recently used it and he did not have any issues, despite not having all of the information to start his submission. The task force is working hard to ensure that SoonerTrack is better for all users.
- ITAC visited with Matt Atkins and has been working on a core services database that would go across the centers, basic sciences and to all the colleges. Matt Atkins has been actively working on that database. Dr. Esteban Florez will be the ITAC representative on RSPOC for review and feedback on that project.

Academic Programs Council: No report

Campus Tenure Committee: Dr. Ben Crowley – Chair – No report

Conflict of Interest Committee – No Report

Discrimination and Harassment Committee: Dr. Wendy Galbraith & Dr. Suzanne Kimball – No report

Graduate Council: Dr. Eric Howard – No report

Library Advisory Committee: Chair – No report

Research Council: Dr. Grant Skrepnek – Chair – No report

Athletics Council: No report

Commencement Committee: Dr. Denise Bender – No report

Continuing Education Council: Dr. Stacy Anderson – No report

Council on Faculty Awards and Honors: No report

Employment Benefits Committee: University Committee – No report

Honorary Degrees Screening Committee: Dr. Patsy Smith – No report

Scholars Selection Committee: No report

Retirement Plans Management Committee: No report

VI. Old Business: See SoonerTrack update in IT Advisory Committee report.

VII. New Business: The Executive Committee is planning an in-person meeting in Tulsa to address concerns from HSC-Tulsa faculty members on November 4th. Specifically, the Executive Committee wants to address the concern submitted below:

- “We have many topics specific to OU-Tulsa to discuss and bring suggestions to the leadership. Is there any way to have a Tulsa subcommittee or a separate Tulsa senate to involve more people from Tulsa and spend more time on areas of improvement in OU-Tulsa?”
- When the Faculty Senate Executive Committee was reviewing this they were very concerned because it seems that the request is geared towards separation instead of integration. The Executive Committee hopes that going to go to OU Tulsa to meet with the faculty will help address the sensation of not being a part of the OUHSC campus. Dr. Esteban Florez and the Executive Committee want to make sure the Tulsa faculty members' voices are heard and know that the Faculty Senate is there for them.

VIII. Other Items

- **NEW!** Is this a Great University or What? This will be a regular section on the agenda going forward. It will give us the opportunity to celebrate the successes of our colleagues.
 - Team Science Celebration: Dr. Kyong-Ah Kwon (OU-Tulsa), Dr. Mia Kyle (OU-Norman) and Dr. Hong Wu Wang, (OUHSC) along with faculty from the College of Allied Health, Dr. Ken Randall, Dr. Jessica Tsotsoros, Professor Carolyn Cheema, and Dr. Susan Sisson with many other collaborators received a \$1.9 million grant from the U.S. Department of Health & Human Services, Early Head Start Research and Evaluation Program for the Happy Teacher Project. This funding is expanding on their previous team science project which recently influenced a change in federal policy. The Office of Health Start released new guidelines to improve Head Start teachers' well-being. They listed at least one regularly scheduled break and a brief unscheduled wellness break, adult-sized furniture, a space for break, and healthy snack and meal options, much of which is based on the teams initial Happy Teacher project.

IX. Announcements/Other Discussion Items

- **The Fall Faculty Meeting will be on Monday, October 21st at 4:00 pm** at the Samis Education Auditorium with President Harroz and Provost Sanders.
- **The Big Event is taking place on November 6th**
- **Next meeting will be Thursday, November 18th at 5pm.**

Adjourned: 6:03 pm

Respectfully submitted,

Claire Young for:

Renee Leasure, Secretary 2021-2022

Katherine O'Neal, Secretary-Elect 2021-2022

Handouts:

October 2021 Agenda

September 2021 Faculty Senate Meeting Minutes

Big Event Flyer

Fall Faculty Meeting Flyer