

ORAL ROBERTS UNIVERSITY University Faculty Meeting	
Meeting Minutes	Date: January 27, 2020
Chair:	Dr. William M. Wilson
Present:	President Dr. William Wilson, Provost Dr. Kathaleen Reid-Martinez, (Please find attached the names of all attendees).
Start of Meeting	11:00 am in the Global Learning Center
Door Prizes	Mrs. Lisa Wilson welcomed faculty and coordinated a give-away.
Devotional	Dr. Audrey Thompson, College of Nursing. As we face the potential and promise of a new decade, change is inevitable, yet not easy. We are reminded of the unchangeableness of God: Mal 3:1 "I change not." How can we cope with change and move forward with the sometimes overwhelming mission and vision of ORU? 1) We are fortified through the Scriptures; 2) By supporting and praying for one another. We need each other. There is a synergy in our collaboration. Rom 12:5; I Cor 12:14-27. 3) Maintain our connection with God. When we are overwhelmed, be still before Him.
President's Report	<p>Dr. Wilson's report included updates on the University and upcoming events.</p> <p>Of the approximately 88% of 2019 ORU graduates we were able to obtain information for, 99.5% of those were either employed or were continuing their education.</p> <p>Personnel changes Tim Johnson is the new Deputy Athletic Director Juli Atkinson is the new Director of Student Success Andrea Kabela is a new Staff Writer and Content Associate Liberty-Grace Bland is a new Administrative Assistant in the President's office.</p> <p>The Center for Global Leadership We are currently searching for an Executive Director and have funding from donors for the first two years, after which it will become part of the budget. Activities will begin in May. This will be a hub and spoke model, with the center reaching out to and coordinating with faculty, staff, sports, and student life. The Executive Director will report to the Provost with a dotted line to the President. Governing Committees include Academic Governing Committees for curriculum outcomes assessment, Student Life committees for co-curricular assessment, and Joint Academic, Student Life, Staff, and Sports Governing Committees. Several models are under consideration. One Spirit-Empowered Leadership Competency Model includes eight competencies, including both personal and interpersonal elements.</p> <p>Council for Independent Colleges—trends in higher education The most recent meeting highlighted demographic trends that will be affecting higher education enrollment in coming years—"The Looming Enrollment Crisis", according to the Chronicle. Adaptability is key. The President and Board are watching this closely.</p> <p>New Members of the Board of Trustees—onboarding in April Dr. Phyllis Allen-M.D. and M.Div. Dr. Sterling Brackett-leader in the Foursquare Church Tracy Houston-business leader Erich Lau-Lighthouse Media Russell Evans-Planetshakers Dru Hammer-Hammered Heart Ministry</p>

Resolutions from the Board of Trustees

Dr. Wilson read the following resolutions from the Board of Trustees:

ORU Board of Trustees Resolution

Resolution to Discontinue Tenure

WHEREAS, the Board of Trustees has conducted a robust three-step process which included a Discovery Phase with thorough review of the University's current tenure policies, analysis of industry best practices, and Board education; a Discussion Phase which included discussions with tenured Faculty and ORU Administration as well as further research of current higher education trends in enrollment and fiscal challenges; and a Decision Phase during the January 2020 Board Advance.

WHEREAS, the Board desires to recruit, promote, and retain faculty who demonstrate exceptional teaching as outlined in ORU's Adaptive Plan in order to serve students pursuing whole person education.

WHEREAS, the Board of Trustees has identified certain challenges based upon current and projected trends in higher education and has prayerfully and thoughtfully considered the future of higher education and the best way to prepare the University for continued growth and adaptability.

NOW THEREFORE, the Board of Trustees resolves that the current tenure status and process as set forth in the Faculty and Administration Handbook are discontinued.

BE IT FURTHER RESOLVED, that ORU Administration, in consultation with Faculty, present recommendations to the Board prior to the Spring 2020 Board meeting for a new Faculty promotion and contract model that includes appropriate factors such as Faculty job security; honor and recognition of ORU Faculty while allowing the University to have adaptability and to proactively respond to higher education challenges in the future.

ORU Board of Trustees Resolution

Term of Faculty Contracts

RESOLVED that the ORU Board of Trustees authorizes ORU Administration to develop a new Faculty rank and contract model whereby the term of a Faculty Contract is based on the Faculty rank as summarized below:

- A. Instructor and Assistant Professor: One-year Faculty Contract;
- B. Associate Professor: Two-year Faculty Contract;
- C. Professor: Three-year Faculty Contract (ORU buy-out option maximum of one year);
- D. Senior Professor (or title selected for the highest Faculty rank): Five-year Faculty Contract (ORU buy-out option maximum of two years)

BE IT FURTHER RESOLVED that ORU Administration is authorized to take all necessary and appropriate actions to carry out the foregoing Resolution.

ORU Board of Trustees Resolution

Application of New Faculty Contract Model for Previous Tenured Faculty

RESOLVED that ORU Administration is authorized to develop a new Faculty and contract model which initially awards the longest term contract to ORU Faculty in good standing with tenure status under ORU's previous Tenured Faculty system upon implementation on the new model.

	<p>BE IT FURTHER RESOLVED that ORU Administration is authorized to take all necessary and appropriate actions to carry out the foregoing Resolution.</p> <p>Background and Rationale This has been a topic of discussion at every Board meeting for 12 years, and this is the time the Board decided to address the issue. Board Chair Dr. Mike Rakes and President Wilson met with the Tenured Faculty shortly after the January Board meeting to discuss this decision.</p> <p>Dr. Rakes (who lives in Chapel Hill, NC) asked that information from his office be shared with the faculty today. Dr. Wilson presented Dr. Rakes' slides without comment. This included a Timeline for Study and Decision Regarding Tenure, describing 14 steps in the decision making and communication process, beginning in March, 2017, and a Rationale for the Board actions.</p> <p>The Rationale included the following:</p> <ol style="list-style-type: none"> 1. Disruptive market forces, including, but not limited to the coming wave of enrollment decline. 2. Theological challenges and pressures (i.e. various case studies were examined). 3. Fiscal challenges and the promise of employment. 4. Productivity and performance reviews. 5. Increased complexity in the student loan borrowing and debt crisis. 6. Paradigm changes in higher education mean that classroom learning is shrinking. 7. The vote to replace tenure with a new system was a data-driven decision. 8. Last, the Trustees saw that academic freedom (AAUP 1940) is not attached to tenure at ORU, and it remains unchanged. 9. The vote was unanimous in changing tenure at ORU. <p>Next Steps New contracts for all faculty will be delayed until late March, 2020. Contracts for previously tenured faculty continue until a new contract is in place. Tenured committees and officers are discontinued. Faculty in line for tenure when applications were suspended in 2019 will be first in line to apply for new status under the new promotion guidelines. Work with the Faculty Life Committee will begin as soon as possible to create new promotion and evaluation guidelines, which will be submitted to the Board of Trustees for approval in early March, 2020.</p> <p>In coming weeks President Wilson will be meeting with each College, and will be glad to take questions and discuss issues at that time.</p> <p>President Wilson concluded with assurances that the Board is seeking to secure the future of ORU and, while seeking a culture of continuous improvement, has a deep appreciation and respect for the faculty.</p>
<p>Provost's Report: Dr. Reid-Martinez</p>	<p>Dr. Reid-Martinez presented the report from the January 13th meeting of the Academic Council. In addition to reports, Dr. Sjoberg had presented the AC with details on the organization of the Office of the Registrar, the tasks, and who has primary responsibility for each task. After a motion and second, the report was accepted by unanimous voice vote.</p> <p>Developing New Faculty Promotion Criteria and Procedures The process will involve the Faculty Life Committee, the Task Force for Exceptional Teaching and Innovation, College Faculty, College Deans, and the Provost and Assistants to the Provost.</p>

	<p>Specific Tasks Include:</p> <p>Senior rank terminology.</p> <p>Faculty rank definitions and criteria</p> <p>Teaching excellence framework</p> <p>Teaching Excellence Framework Rubrics and Evidence</p> <p>Review of promotion procedures</p> <p>Ways to honor senior faculty</p> <p>Timeline</p> <p>The Faculty Life Committee will meet January 31 and every Friday in February.</p> <p>College Meetings will be held every Monday in February.</p> <p>The proposal will be finalized for submission to the Board March 1, 2020.</p>
Closing Prayer:	The meeting was closed in prayer and adjourned at 12:33 pm

UNIVERSITY FACULTY LUNCHEON

1-27-2020

FULL TIME FACULTY ATTENDANCE

1. Ablin, Lois A
2. Akbar, Robin S
3. Allen, Joann F
4. Amaya Martinez, Alejandro
5. Armstrong, Eric M
6. Attah, Rebecca
7. Baker, Ardith E
8. Barreiro, Rafael O
9. Blaylock, Stacey R
10. Bohatec, Brenna B
11. Bosch, Chancey T
12. Boyd, Kim E
13. Breckenridge, James F
14. Bridgman, Joyce M
15. Brown, Christopher A
16. Budavich, Rachel L
17. Buker, William J
18. Chale', Carlos R
19. Chavan, Marcela A
20. Chenoweth, Terry M
21. Corser, Robie G
22. Crawford, William T
23. Culp, Even A
24. Dash, Joel S
25. Delaney, Matthew A
26. Domeck, Anthony R
27. Easterling, Calvin H
28. Eiler, Michelle R
29. Ekblad, Timothy L
30. Ellis, Trevor
31. Ellis, William C
32. Eschler-Freudenrich, Cristi
33. Farkas, Tracy A
34. Farmer, Agena L
35. Farnsworth, David J
36. Feller, Randall D
37. Feltham, Doris K
38. Foster, Angela M
39. Foster, Christopher G
40. Fulton, Joseph M

41. Gaikwad, Joel S
42. Gallagher, Rhonda M
43. Garrison, Beverly M
44. Gary, Judson E
45. Gogan, Keith E
46. Gordon, Bill R
47. Gregg, Elena G
48. Grizzle, Trevor L
49. Gunn, Rebecca M
50. Hailu, Solomon
51. Hall, Mark R
52. Halsmer, Dominic M
53. Harder, Jayne A
54. Higeons, Dana H
55. Holland, Laura L
56. Holt, Christopher L
57. Holzmann, Gwetheldene L
58. Horner, Thad R
59. Howell, Jason W
60. Huber, Fritz G
61. Hullinger, Hallett G
62. Huntley, Julie K
63. Isgrigg, Daniel D
64. Jenkins, John J
65. Jezek, Kenda K
66. Kang, Im Gyu
67. Kaste, Michael C
68. Kelley, Katherine M
69. Kern, Gary L
70. Kim, Jiwon
71. Klehm, Catherine E
72. Korstad, John E
73. Krohn, Laura S
74. Labash, Mark G
75. Lamp, Jeffrey S
76. Landers, Gerald C
77. Landrum, Kimberly S
78. Lang, Andrew S
79. Leland, Robert P
80. Libertus, Ruby J
81. Lim, Hayoung A
82. Lindberg, Evalynne L
83. Livingston, Marcia P
84. Locke, Leighanne

85. Loescher, Kerry R
86. Lyons, William L
87. Ma, Jungja C
88. Ma, Wonsuk
89. Ma, Xiaomin
90. Malcolm, Jane B
91. Manghum, Lynda
92. Mankin, Nancy V
93. Martin, Charlene S
94. Matsson, John
95. McMurray, Susan D
96. Meyer, Gregory A
97. Miller, Denise J
98. Miller, Mary L
99. Myers, Jim V
100. Nelson, Philip P
101. Newberg, Eric N
102. Oelze, Brittany R
103. Opp, Nathaneal E
104. Osborne, James B
105. Otto, John P
106. Paul, Jeffrey B
107. Poore, Rebecca S
108. Pranger, Gary K
109. Prentice, Dean L
110. Pudlo, Jason M
111. Putman, Christie L
112. Quant, Robert S
113. Ranahan, William P
114. Reed, Hal C
115. Richardson, Sandra K
116. Roberts, Mark E
117. Robinson, Joe Ann
118. Russell, James R
119. Sample, Angela R
120. Sanders Irish, Courtneay R
121. Schneider, Christina J
122. Schneider, Kevin M
123. Shannon, Terry V
124. Shelton, James B
125. Shelton, Sally J
126. Sjoberg, Constance E
127. Smith, E Glenn
128. Stubbs, Carolyn F

129. Swails, John W
130. Swanson, Cheryl R
131. Swartwood, Jana M
132. Swiney, Norah M
133. Tapp, Sherri J
134. Thimell, Daniel P
135. Thompson, Audrey
136. Thompson, John P
137. Thorpe, Robert S
138. Turtova, Aleksandra
139. Unruh, Terry M
140. Valderrama Araya, Enrique
141. Valentz, Rachael M
142. VanArsdale, Corinne S
143. Velasquez Garcia, Celestino
144. Vickery, Paul S
145. Voth, Jeffrey K
146. Walker, Andrea C
147. Walker, Mary A
148. Walker, Vicki L
149. Watson, Angela L
150. Watson, Edward W
151. Weed, Kenneth M
152. Weinkauff, Megan A
153. Wheat, Stephen R
154. Wiley, Jonathan M
155. Wilson, Amanda J
156. Wright, Marshal H
157. Zhang, Daobin

Full time Total: 157

ADJUNT FACULTY ATTENDANCE

1. Baker, Garnet M
2. Bunn, Daniel D
3. French, Nathan S
4. Gillen, George E
5. Land, Suzanne D
6. Thyvelikakath, George X

Adjunct Total: 6

President and Provost: 2

President's Staff: 9

Grand Total: 174

