

Vision for OU / The Gallogly Legacy

- Richard Nixon signed **Title IX** into federal law in 1972: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Many have misunderstood this law as applying only to athletics, to the detriment of its original intent. **How do you envision its broader application to higher learning at OU?**
- President Gallogly has expressed his interest in **doubling research** over the next five years. **What measures will be used** to quantitative and/or qualitatively account for doubling: expenditures? Awards? Proposals? Publications? Performances? Exhibits? New companies? Patents?
- How will researchers at various levels (faculty, research staff, postdocs, graduate students, undergraduates) and administrators be held **accountable for contributing to doubling research?**
- OU has recently lost many of its most nationally prominent faculty. **How do you envision faculty reconstruction to restore the university’s strength in graduate education?**
- **What strategy is being employed to retain faculty**, especially those faculty who are research funding active and/or whose research programs are highly visible and may make them attractive to other institutions?
- What **common threads** can we leverage to **tie together the three campuses** (Norman, HSC, and Tulsa) to achieve your research vision?
- How do you make **the whole university** greater than the sum of its isolated three parts?
- I would like to ask about the President’s plan for **improving collaboration with the Health Sciences Center** and the Tulsa Campus as well as his vision for **growth of the Tulsa campus**.
- In the past decades, OU has invested significantly in its **internationalization**, from the creation of several study abroad opportunities for students, to the establishment of a College of International Studies whose academic reputation is only growing. As a former business executive, I’m sure you recognize and value **the importance of fostering the “global literacy” of our students**, whose careers will take place at a time when the global economy is ever more integrated and several problems will not be efficiently tackled without cross-national cooperation. **How do you plan to ensure our global presence and influence?**
- **What is your vision for the future of study abroad at OU?** Specifically, are there plans or potential plans for the study centers in Arezzo, Puebla, and Rio de Janeiro?
- Will there be an effort to readjust **OU Public Affairs announcements** of important campus happenings **to not only be oriented toward receiving large amounts of grant money?** Some disciplines have lower amounts for grants but it is the quality of the grants that matter.
- Recently President Gallogly acknowledged that there are ‘**have**’ and ‘**have not**’ **Colleges** and that Arts and Sciences was one of the ‘have not’ Colleges; but he did not indicate **how, when, or if he plans to make any changes?**
- What will be **new initiative to recruit more quality graduate students on Norman campus?**
- What is your **vision / plan for the Writing Center?**
- Where do you see **OU in next 5 and next 10 years?**
- What would you like for **YOUR legacy** to be when you leave OU?

Academic Governance / Academic Freedom & Integrity / Ideological Influences

- [Ideological Influences] What are your views regarding separation of church and state generally, and what should be **the relationship between church and state in the context of the University of Oklahoma?**
- **The Faculty Handbook, a dynamic product of shared governance in accord with AAUP guidelines, is a legal document.** As president, **will you expect your administration to study and honor it** in their managerial and leadership practices?
- What current efforts will OU engage in to update the requirements of **academic freedom** as voted on by the Board of Regents and furthered by the American Association of University Professors?
- Do you share and support the Provost's expressed desire to **promote a culture of faculty empowerment?** If so, in what ways, in addition to raising salaries, can you help the Provost accomplish this goal?
- **Do you support shared governance?** Please give a simple yes or no, then elaborate.
- You have stated that "**shared governance** can go too far." Can you elaborate on your meaning here?
- **Some of the university offices are currently not evaluated** by Faculties such as office of research, office of legal, etc. Will there any plan for giving opportunities to faculty for evaluating these offices? **How can we improve accountability in University?**
- **How will the existing community of researchers and supporters of research be engaged in the search for a new Vice President for Research** on the Norman Campus?
- **Has an interim Vice President for Research on the Norman Campus** been identified and appointed? If so, **when will that announcement be made?**
- My question relates to the issue of **academic integrity and the role of donors** at OU. Would it surprise you to learn that OU donors have been allowed to serve as voting members of search committees for endowed faculty positions that they have funded? Would it surprise you to learn that donors regularly instruct faculty and university administrators on what speakers they would like to speak at official university events? Do you think these practices accord with the principle of **academic integrity as defined by the (AAUP)** American Association of University Professors? Finally, in the interest of "transparency" **would you be willing to make public donor agreements that are typically hidden from the public** due to the OU Foundation's exemption from the State of Oklahoma's Open Records Act?
- **[Plus/Minus Grading]** For decades, and repeatedly, the faculty has requested that the Regents approve a change in OU's grading structure to include pluses and minuses. The argument against the proposal - that it would be expensive to implement - is not just unpersuasive but irrelevant. The change would bring OU into alignment with the best practices at virtually all our peer institutions, with serious pedagogic advantages, at truly negligible expense. Do you have a position on this issue you can share?
- Need to combat soaring **grade inflation**

Efficiencies / Budget Cuts / Revenue Sources / Public-Private Partnerships

- Given the low appropriations to public higher education in Oklahoma, **how do you plan to address OU's budget shortfalls at the level of state government?**
- How do you plan to 'cut your way to prosperity' with regard to OU?
- With new president goals is to **increase R&D funding, what will be strategy and mechanisms to reach this goal?** How we can gear towards **working more with private entities to increase R&D activities?**
- [Private Partnerships] often requires quick turnaround over **legal hurdles and IP issues** especially with sensitive contracts. **What will be solution to facilitate resolving this problem?**
- President Gallogly has promised raises for faculty. In a limited resource environment, those salary investments may draw funds away from research resources such as: seed funding for new projects, space renovations, acquisition of new equipment, funds to travel to disseminate research and engage in collaborative research, etc. **Have new sources for research resources been identified and how will the community of researchers be engaged in how those resources will be distributed and/or made available?**
- [Revenue Boosting Idea] Are there any plans to create **a for-profit hotel on campus?** Many universities have a hotel, but OU does not.
- **Faculty development funding** including but not limited to internal research grants such as FIP and JFF and travel funding to conferences has been cut significantly, even severely. **What approaches will be taken to fund faculty development efforts to levels that will boost research and creativity for professors?**
- The faculty, and chairs / directors, are increasingly saddled with **administrative overburden**; a key example is the Concur system, which has made travel accounting much more burdensome. Crimson Corner is similarly cumbersome for those at the Chair/Director level. If you wish to enable faculty to devote more time to teaching and research, how do you plan to alleviate some of the administrative overburden?

Salary Compression & Inversion / Pay Equity

- I would like the president to address **Faculty salary inversion / compression**
- My full professor salary is in the lowest 5% compared to average salaries for similar universities as reported by American Association of University Professors. Many other professors are in the same situation. **What will be done to reverse severe compression and inversion at OU?**
- [President Gallogly] mentioned that faculty are very important to the University and that there will be a shift towards 'human capital'. He recognized that faculty salaries are not competitive with our peer institutions and that there are many instances of **inversion and compression**, but once again, he did not indicate **how or when he would begin to address this issue.**
- What are the **timelines for faculty's salary raise?**
- At that [Deans & Chairs] meeting, you mentioned a time line of doubling research in 5 years. **What is your timeline for increasing faculty and graduate student salaries?**

Diversity / Equity / Inclusion / Access / Climate Issues

- Will your audit of OU academic units only be fiscal? Or will it include close examination of their **work climates** for students, faculty, staff, and also specifically those who are LGBT, women, ethnic and racial minorities, and those with special needs? **How best can a university president lead a diverse campus culture in these challenging times to educate without terror or tyranny, to educate about, with, and for honesty, fairness, justice, compassion, curiosity, mutuality, and academic freedom?**
- If leadership within a college has ignored – or worse, contributed to and rewarded – **bullying, salary and service inequities, and blocking of qualified faculty and staff from promotion, leadership development, or fair treatment generally**, and seeking remedy from the Dean, Provost, and/or Office of Human Resources has been unsuccessful, what should faculty and staff do?
- You have expressed a desire for the University of Oklahoma to emulate Purdue University. In Heterodox Academy's Guide to Colleges, **OU is ranked much lower than Purdue in openness to viewpoint diversity. Do you have plans to enhance viewpoint diversity at OU?**
- Public universities are becoming more private all the time. State money is less and less a percentage of the money that is essential not only to our growth but to our survival as a key point of passage for the future success of every person in our society. You see this also in trend toward special programs and dorms for those who are not only excellent students but whose families have plenty. **What is your plan for preserving OU as a school accessible to all people, especially those who are first generation college students? What standards would you set for accepting and for rejecting private money?**
- One Regent has suggested an admissions policy that denies higher-learning opportunity to those needing remediation in any skill. Yet such a policy would be at odds with practices at all the nation's best universities, and you have indicated repeatedly your commitment to OU's **making higher learning broadly accessible, rather than making it an elite privilege**. Will you therefore consider possible **cultural and economic advantages for the university** (as President Michael Crow did at Arizona State University) **in establishing an open admissions policy at the undergraduate level and in offering various kinds of remediation as well?**
- What are the plans for cluster and/or cohort hiring of faculty and **how will those already at the University with expertise in recruitment and hiring of faculty from underrepresented groups be identified and included in these plans?**
- Do you think OU should continue to show its commitment to **pay equity** only through legally correct processing of official complaints to the EEO office in ways that protect the institution from ethical self-examination while failing to ensure needed protection against retribution for complainants? Or should OU enact actual **administrative initiatives, policies, and practices to ensure truly equitable compensation** from year to year? **How do you envision OU's active commitment to pay equity?**
- Currently, the University of Oklahoma has a **two-tiered insurance system, with the Norman Campus on a far less comprehensive Cigna plan and the OU Health Sciences campus on a Blue-Cross-Blue Shield plan**. Originally both campuses were placed on Cigna (in 2016), but OUHSC faculty and staff complained and were switched back to BC-BS, per their concerns about the problems and inadequacies of Cigna. **Is there a plan to move OU-Norman faculty back to BC-BS, which has far more extensive networks of providers and better provider and pharmaceutical benefits, in-state and out-of-state?**

Staff Needs / Need for Staff / Respecting Staff

- In a meeting with department chairs, you mentioned priorities of undergraduate education, faculty salaries, and increased research which included increased stipends for graduate students. **Where does that leave staff? Do they deserve raises too?**
- University currently suffering from lack of staff to handle research activities, **what is the plan in increasing staff numbers?**
- Why is it that financial services has not been able to hire an additional person in the travel department? I have faculty that have expense reports that have been sitting in the que in the travel office for over a month waiting for reimbursement. As more travel accumulates the turn-around time will continue to extend. **It is important that there is adequate staff to complete travel claims.**
- To date, you have addressed the upper administration directly, officers of the Faculty Senate, and Chairs/Directors. But **you have not yet addressed the Staff**. You should be aware that many of the staff have expressed significant anxiety issues linked to not knowing your plans with regard to them. **This oversight with regard to staff has definitely been noticed and is causing morale issues.**
- **Some of the hardest-working staff are those who are paid at the lowest levels;** please do not forget this.