REGULAR MEETING OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
March 9, 2020, 3:30 p.m., Jacobson Faculty Hall 102
AGENDA


2. Announcements:
   a. Nominations for faculty volunteers for University and Faculty Senate councils, committee, and boards were due to the Faculty Senate office by Friday, March 6, 2020, but may still be submitted for consideration throughout the course of the year, as there are vacancies. The online form is available at https://ousurvey.qualtrics.com/jfe/form/SV_9sfR0BYaJLJ6eUt.
   b. Please send any nominations for the open FSEC officer and at-large member seats to Chair-elect Amy Bradshaw or to the Faculty Senate office at facsen@ou.edu.
   c. The Tribute to the Faculty will be Tuesday, April 14, 2020 at 3:00 p.m. in the Sandy Bell Gallery of the Fred Jones Jr. Museum of Art.
   d. The Staff Awards ceremony will be held on Tuesday, April 21, 2020 at 11:00 a.m. in the Molly Shi Boren Ballroom of the Oklahoma Memorial Union.
   e. The Big Event, a student-run community service effort, will be held on Saturday, April 18, 2020. For more information, visit http://www.ou.edu/bigevent.
   f. The Faculty Senate is sad to report the death of faculty member Roger Slatt (Geosciences) and retired faculty member Jeff Kimpel (Meteorology) both on February 22, 2020.

3. Questions Regarding the Senate Chair’s Report (attached).

4. Remarks by Vice President for Diversity, Equity, and Inclusion Belinda Higgs Hyppolite.

5. Remarks by Vice Provost for Instruction and Student Success Mark Morvant and Associate Provost for Faculty and Student Affairs Chris Walker regarding Coronavirus Planning.

6. Remarks by Senator Claude Miller regarding the University Libraries Committee’s concerns.

7. Action Item: Pathways to Leadership resolution from the Faculty Welfare Committee (attached).

8. For Discussion (to be voted on at a future meeting): Faculty Diversity, Equity, and Inclusion Statement (attached).

9. New business (any matter not known about or that could not have been reasonably foreseen prior to the time the agenda was prepared).

Note: The sequence of agenda items will be fluid today in order to accommodate our speakers’ schedules.

The Executive Committee invites senators to submit discussion topics for future agendas. Please send your suggestions to the Executive Committee through the facsen@ou.edu email address, or you can reach out individually to Chair Joshua Nelson at joshuabnelson@ou.edu, Chair-elect Amy Bradshaw at bradshaw@ou.edu, or Secretary Amy Cerato at acerato@ou.edu.

Out of utmost caution, refreshments will not be served at today’s meeting. Please plan to bring your own beverage.
There is a water fountain that fills water bottles outside of the Faculty Senate meeting room.
One of my favorite quotes, and I don’t know who said it, improves upon George Santayana’s: “Those who cannot remember the past are condemned to repeat it—without a sense of irony.” For whatever that’s worth.

Although this month’s entry will be somewhat brief, please be assured that universe has conspired to keep my hands from idleness. As we prepare for leadership transitions, the Faculty Senate Executive Committee (FSEC) with the help of FS Administrative Coordinator Stacey Bedgood launched a Canvas page to help keep track of ongoing, collaborative projects we have advocated (Handbook updates, ongoing diversity initiatives, step-up/down policies for chairs, increased shared leave resources, trainings and institutional history communication for incoming chairs, ombuds office staffing, cultural competence measures on evaluative rubrics, faculty mentoring, e.g.). Should the platform prove useful, we might introduce another for the full Senate.

On February 7, I attended VPRP Tomás Díaz de la Rubia’s presentation to College of Arts and Sciences chairs on the development of multidisciplinary centers of excellence and identification of grand challenges in connection with the strategic plan that will be presented to the regents this week. The work will be ongoing, and he welcomed nominations from the Faculty Senate Executive Committee to diversify the membership of relevant committees. On February 10, I attended a similar session for all chairs, at which I learned that humanities faculty looking for assistance on external grant applications should reach out to Prof. Carol Silva and Prof. Georgia Kosmopoulou through the Center for Faculty Excellence. Presenters elaborated on ways that department chairs can aid in mid-career faculty mentoring through offering advice on external funding opportunities, peer review networks, promoting faculty for research awards, and promotion guidance.

At the Deans’ Council on February 11, we heard from VP Belinda Higgs Hyppolite, who emphasized the need to weave diversity, equity, and inclusion into all aspects of our work. Associate Provost and Budget Office Director Stewart Berkinshaw detailed a new policy that will move unexpended foundation funds back to principle balances to encourage the awarding of scholarship and other monies. Senior Associate Vice President Jeff Blahnik, Director of the Office of Admissions and Recruitment, discussed instituting a new early action date of November 1 to help keep up with competitors’ trends and moving to self-reported test scores for students next year, which will help award scholarships earlier, with scores to be verified later. Interim President Joe Harroz offered updates on the strategic plan and his general perspectives, reporting that the university must still be mindful of its debt. Although we identified $50 million in savings last year, we need another $25 million this year, and have gotten over half the way there so far. At the heart of the strategic plan for growth is research and external funding (public AAU-caliber). For this we need strategic directions that throw a wide loop around disciplines, and for this we need to plan how to adjudicate research projects. For this evaluation, he refers us to the promises made to students. We need to communicate to them how the research conducted here makes them a compelling promise and the what the value of a holistic, liberal arts education is. For the strategic plan, the major pillars should be fixed through anticipated revisions, although tactics and
particular strategies for them may well change. The Norman campus has not had a budget looking past one year, so a 5-year pro forma will also be included.

The FSEC meeting with IP Harroz on February 12 was dominated with discussion of the use of pejorative, racialized language by faculty. IP Harroz had been in conversation with faculty and administrators across campus to develop means of legal and effective remediation for such problems. The FSEC reaffirmed our advocacy of the steps set forth in the resolution passed in March of 2019 (http://facultysenate.ou.edu/FS_DiversityEquityInclusionBelongingResolution_March2019.pdf), and emphasized the need for tangible actions to improve our campus climate, appropriately resourcing the Diversity office, and improving hiring pipelines and procedures for faculty and administration. One point in the resolution that we are seeing progress on is the filling of the ombuds position, which we have discussed in greater detail with Vice President for Executive Affairs Sean Burrage. We also discussed increasing resources for shared leave, a conversation that will be ongoing with Angela Church from Human Resources. We asked if there is a development strategy around fundraising for need-based scholarships, to which IP Harroz responded that there would be, once permanent leadership for the development office is in place.

President’s Academic Program and Budget Advisory Committee (PAPBAC) met with the FSEC on February 17 for an update on the strategic plan (expanded from a framework at the regents’ urging). Provost Kyle Harper emphasized that the costs of many of the projects will influence the framework going forward. FSEC members suggested some revisions in terms of order, elaboration on humanities fields, strategies linked to diversity and belonging, 360° evaluation of administrators and office functions, and circumspection on introducing new faculty categories.

On February 18 and 19, members of the FSEC interviewed candidates for College of Professional and Continuing Studies (PACS) dean and subsequently communicated our impressions to Prof. Gregg Garn, chair of the search committee. The afternoon of the February 19, I met with the FS Diversity, Equity, and Inclusion Committee to discuss forthcoming resolutions and statements related to pejorative language use by faculty and the students who were occupying Evans Hall. Senior Vice Provost Jill Irvine and I met later that day and discussed an ad hoc committee in connection with the Vice President for Research and Partnerships (VPRP) office to evaluate retention offers, which the FSEC believes could provide excellent guidance on criteria and best practices, and I suggested the Senate could nominate members to the committee should it continue its work. We also discussed resources that would benefit chairs and senior faculty as they take on mentorship responsibilities within departments. In line with the FSEC’s advocacy for increased leadership opportunities, we considered ways of coordinating with HR’s leadership workshops.

On the February 20, I teleconferenced into the Faculty Advisory Council of the state regents and got an update on proctored exam services. There was little additional information regarding the governor’s California travel ban, but the guidance from the General Counsel’s office at the last Faculty Senate meeting helped clarify how faculty’s research, teaching, and service are critical to the university mission.

On the February 25, I met with Human Resources Director Angela Church to discuss the gap in pay that many chairs face when stepping down from that role. Many have contracts that end in June and moving
from a 12-month to a 9-month contract leaves them without pay until August. We discussed possible solutions, one of which might involve compensation for accrued Paid Time Off, which is currently moved to Extended Sick Leave. A change to this policy would require revision of the Regents’ policy. I suggested that another possible solution would be to begin and end 12-month contracts in August, a move that she saw no immediate problems with, but noted that this was in the Provost’s office’s purview. In subsequent talks, neither Provost Harper nor AP Berkinshaw saw problems but wanted to check with the college deans. At the Deans’ Council, no one identified barriers, but all agreed to run the idea past the Payroll office. Ms. Church and I connected with Learning and Development Assistant Director Jeffrey Cooper to begin conversations on how HR’s leadership development workshops could involve more faculty. Of particular note, Ms. Church confirmed that the possible conversion of all faculty to a 12-month pay schedule will not be required. PeopleSoft will be able to accommodate both 9- and 12-month schedules, and the practice is in line with other university procedures, so we’ll continue on as we have.

On February 27, the FSEC issued a statement supporting students participating in the Evans Hall sit-in and offering suggestions to faculty on how they, too, might support students and engage with the issues. Although not every FSEC member was immediately available to weigh in, the statement was eventually endorsed unanimously by the committee.

At the FSEC meeting on March 2, we confirmed the Provost’s office has no objection to chairs’ contracts running from August to August, which could also help avoid interruptions in scheduled withholdings if those stepping down receive no compensation in the summer. We again mentioned our support for clarifying considerations around retention offers and offering input via Senate nominations to any permanent committee(s). We discussed ongoing perspectives that faculty have shared with the FSEC regarding academic freedom and academic responsibility vis-à-vis pejorative language use. SVP Irvine earlier suggested a learning community approach to improve our campus climate and to reflect on best practices and reflexive pedagogical considerations, a suggestion that Provost Harper indicated his office would support through sponsoring external guests with expertise in the area. [The FSEC is keenly interested in fostering engaged and informed conversations on these issues—more on this in coming days.] He also noted that faculty training materials are under development. We returned to the topic of spousal accommodation coordination as a means of improving faculty recruitment, and the Provost indicated that the strategic plan in its current incarnation reflects this initiative. He reminded the FSEC of the outstanding work that PAPBAC has done on the plan.

VP Hyppolite joined us to discuss the university’s structural response to the campus climate in relation to diversity, equity, and inclusion. We highlighted several points of the March 2019 Faculty Senate resolution that we saw as priorities, and she noted that the university is making progress on several of them, along with developing the soon-to-be-required diversity course for undergraduates and the trainings for faculty. Lee Camargo-Quinn from HR and Prof. Theresa Cullen from the Employment Benefits Committee (EBC) joined us to offer an update on benefits. RFPs are out for medical, dental, and vision insurance. Our fee structure for voluntary life insurance is under review to look at set increments. The tier structure for health insurance is also being reevaluated, not least to unify our approach with the HSC campus’s less differentiated system. Forthcoming claims data for the past year will inform the distribution going forward. One key target area for potential savings is to lower costs for dependent
coverage, where we are less competitive with peer institutions. Faculty Welfare Committee chair Keri Kornelson updated us on the committee’s progress on teaching evaluations and also accepted the charge to look into recommendations regarding 360° administrator and office function evaluations. Chair-Elect Amy Bradshaw, who also chairs the Committee on Committees, arranged with the FSEC to elect the full slate of next year’s Faculty Senate officers at the regular May meeting, which means that nominations for those positions are still open.

At the Deans’ Council on March 4, SVP Irvine discussed a review of centers and institutes, which have proliferated on the Norman campus, with an eye towards developing guidelines for governance, establishment, review/evaluation, and disestablishment when warranted. Associate Provost for Faculty and Student Affairs Chris Walker described plans underway to respond to potentially worsening situations with the coronavirus outbreak. Two working groups have been meeting regularly: the larger draws from the Legal Counsel’s office, Health Science Center, Public Health, Student Affairs, Goddard Health Center, International Studies, Human Resources, and Public Relations; 2) the smaller involves Student Affairs and Housing, with particular focus on students now abroad. In the near future, the committees will invite IT and Athletics representatives and will look deeper into suggestions for travel during spring break and public messaging concerns, and the possibility of moving to online class settings, where the university will especially want faculty input. AP Walker emphasized that meetings are ongoing, and the committees are very active. He urged the deans to filter questions and pass them on to him. He would like to identify and prepare for major obstacles should moving classes to an online environment be required. The link.ou.edu/coronavirus-faq page will be updated regularly with new information and guidelines.

During his update, Provost Harper discussed the unrest of the prior weeks and asserted the need to show tangible, visible progress on diversity, equity, and inclusion. He affirmed the administration’s commitment to cultural competence in the classroom, as we teach sensitive topics with protections of academic freedom, which goes together with academic responsibility. VP Hyppolite and SVP Irvine are at work on faculty development plans, and they look forward to thoughtful input from faculty in recognition of campus expertise and effective existing programs (Gender and Equality Center (GEC), the Unlearning series; e.g.). SVP Irvine believes that we will need to go beyond online trainings, as face-to-face interactions will be key to the success of faculty development on this front, and teams are also looking at resources available externally. They are solicitous of productive ways of gaining faculty input. Provost Harper offered another update on the strategic plan and echoed his thanks for the contributions of PAPBAC members, particularly co-chair Prof. Sarah Ellis. He looks forward to substantive feedback from the Board of Regents around budgeting and operationalizing. He does not anticipate that the plan will be made public in the short term.
PATHWAYS TO LEADERSHIP RESOLUTION

WHEREAS, the Faculty Senate acknowledges and appreciates that recent vacant upper administration positions at OU have been filled via transparent and open processes; and

WHEREAS, the Faculty Senate further acknowledges and appreciates that these recent searches have set a new bar for transparency and inclusion for upper administration hiring at OU; and

WHEREAS, in contrast, positions at the intermediate administrative level are still often filled in a non-transparent way, without an open announcement of the vacancy, without a published set of criteria for the position, and without a clear hiring process; and

WHEREAS, faculty at OU who may wish to be considered for such early or intermediate administrative positions are generally unaware of how to make themselves known as candidates for said positions; and

WHEREAS, there is a deep and diverse pool of potential administrative leaders at OU with leadership skills but that have had few opportunities to advance; and

WHEREAS, the Faculty Senate acknowledges that upper administrators have a vested interest in building their leadership teams; and

WHEREAS, a transparent hiring process allows supervisors to make the best choice from a diverse and talented applicant pool, thus instilling trust in new leaders;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the OU - Norman Campus requests that the University of Oklahoma adopt the following practices:

- Make public (to the university community) a set of procedures for hiring at early or intermediate level administrative positions. (These procedures may include publishing a call for applications with an appropriate deadline, a clear and well-defined job description, a list of required qualifications, etc.)
- Require use of a transparent application process that follows these procedures when hiring for early or intermediate-level administrative positions.
- Limit the practice of assigning current administrators to more than one leadership role, as our university has many talented faculty members who seek opportunities for advancement.
- Develop a variety of mechanisms for faculty to learn about existing campus-wide committees and multiple opportunities for faculty to volunteer for said committees, as committee membership and leadership can be a pathway to administrative leadership.
- Offer systems that inventory the skills of interested faculty and provide mentoring and training for leadership positions.

Presented to the OU-NC Faculty Senate by the Faculty Welfare Committee on February 10, 2020.
RESOLUTION TO HOLD FACULTY ACCOUNTABLE FOR ANTI-BLACK AND RACIST LANGUAGE IN THE CLASSROOM

WHEREAS, the Faculty Senate finds the recent evidence of faculty members using a racial slur in the classroom abhorrent and incongruent with our values and commitment to diversity, equity, inclusion, and social justice; and

WHEREAS, the Faculty Senate recognizes that such language is rooted in and perpetuates anti-Blackness and elicits the deep wounds and repercussions of slavery, genocide, Jim Crow, and continued systemic racism throughout U.S. history; and

WHEREAS, the Faculty Senate recognizes that the use of racist language in the classroom creates a harmful learning environment for our students; and

WHEREAS, we recognize that as educators we have a responsibility to be mindful of the power of language and use it in ways that are appropriate in an educational context, are relevant to teaching and learning, and do not recreate or perpetuate harm; and

WHEREAS, the Faculty Senate is committed to working with students, staff, faculty, and administrators to build and strengthen the infrastructure required to move the University forward in its efforts to disrupt and dismantle racism on campus; and

WHEREAS, the Faculty Senate acknowledges the broad protections afforded to faculty members by the First Amendment and academic freedom, we also acknowledge that academic freedom does not protect faculty members from colleague or student challenges to or disagreement with their educational philosophy and practices; and

WHEREAS, the Faculty Senate values the safeguards aimed to protect academic freedom through systems of tenure for faculty, we acknowledge and assert that tenure does not extend to additional administrative titles and leadership roles for faculty; and

WHEREAS, we recognize that we as Faculty have a responsibility to hold our colleagues accountable when they are impeding student learning and engagement through their language and/or actions; and

WHEREAS, we recognize that this is a faculty issue that falls squarely within the purview and responsibility of the Office of the Provost and College administrative offices;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the OU - Norman Campus calls upon the academic leaders of the University of Oklahoma to demonstrate their commitment to enacting meaningful, long-term, and systemic change by considering and acting upon the requests made by the OU student chapter of the National Association of Black Journalists (NABJ). These requests include:

- An enhanced curriculum dedicated to the education of social and cultural competency for all students.
- An increase in diverse faculty, staff, and especially higher administration.
- A staff position, “Chief Officer of Diversity and Inclusion”, created and filled within the Gaylord College of Journalism.
- More efforts for diversity and inclusion in Gaylord College of Journalism & Mass Communication.
• A tangible repercussion for the professor’s actions.

Additionally, the Faculty Senate calls upon the academic leaders of the University of Oklahoma to consider and act upon the requests made by the Black Emergency Response Team (BERT), which include:

• Mandatory equity training for all faculty.
• Shifting the one-time diversity experience training to a semester-long class taken by all incoming and transfer students.
• Creating a multicultural center for all marginalized groups on campus.
• Creation of a student advisory council to the Provost’s Office, similar to the current Vice President of Student Affairs Student Advisory Committee (VPAC), to provide insights and advice to the Office of the Senior Vice President and Provost.
• Regularizing a 360° review process for senior executive leadership reporting to the Office of the President.

In support of these NABJ and BERT student requests, we once again call upon the University of Oklahoma to:

1. Develop clear, actionable plans that describe how we will recruit and retain more diverse students, staff, faculty, and administrators. These plans should be communicated broadly and publicly. The University must hold units and their leaders accountable for working swiftly to implement these plans and must regularly assess and report progress towards clearly stated goals. Towards this goal, we recommend that the University consider implementing the following actions:
   a. Develop and employ rubrics for faculty, staff, and administrative searches that explicitly value diversity, equity, and inclusion through all legal measures, including evaluating job candidates on cultural competency, record of mentoring students and colleagues from under-represented and marginalized groups, broadening participation, inclusive practices, etc.
   b. Explicitly value work that strengthens campus diversity, equity, inclusion, and belonging when assessing faculty, staff, and administrators for annual evaluations, promotion criteria, awards, internal grants, merit indexes, etc.
   c. Reward faculty and staff involvement in diversity-focused trainings and workshops via the annual evaluation system.
   d. Hold search committees accountable for following best practices for supporting diversity, equity, and inclusion in the recruitment, hiring, and retention process.
   e. Commit to competitively recruiting and retaining diverse faculty members. Establish resources for opportunity hires and prioritize support for recruiting and retaining faculty who support and enhance our diversity, equity, and inclusion goals.
   f. Establish and publicly communicate explicit goals for further diversifying students, staff, faculty, and administrators.
   g. Seek out and meet with diverse student groups to better understand student needs and priorities, particularly those from marginalized groups and those involved in multicultural and intersectional communities.
   h. Consult and support our current faculty, students, staff, and administrators who have expertise in diversity, equity, and inclusion work. Value their ideas and efforts as critically important scholarship, not side-projects.
i. Solicit and invest in faculty-, staff-, and student-led projects aimed at supporting or amplifying OU’s recruitment, retention, and reputation relevant to diversity, equity, inclusion, and belonging goals.

2. **Review the impact of existing policies and procedures on diversity, equity, and inclusion goals.** Carefully consider and evaluate how new policies and procedures might impact diversity, equity, and inclusion goals, and commit to anti-racist and transformative institutional policy, space, and curriculum. Examples include:
   a. Review and revise the University’s code of conduct for faculty and staff as it relates to assaultive speech.
   b. Provide opportunities for faculty, students, staff, and administrators to meet consistently to develop a common vision for diversity, equity, inclusion, and belonging, with a strategic agenda to include goals, objectives, initiatives, accountability measures, and rewards.
   c. Facilitate community teach-ins or workshops where we come together to listen, learn, consider, and discuss, for example, “justice,” “institutional & systemic racism,” “being anti-racist”, and “community”.
   d. Review and revise how we evaluate faculty and staff, including teaching, research, service, and community outreach efforts.
   e. Amplify and enhance Diversity Ally trainings for faculty, staff, and administrators (“Unlearning” racism, sexism, ableism, classism, in addition to the ongoing LGTBQ Ally trainings).
   f. Reinstate the Diversity Fellowship through Center for Faculty Excellence (CFE).
   g. Reevaluate and assess the effectiveness and impact of the required diversity training for first-year and transfer students.

In addition, we also call upon the University of Oklahoma leadership, the Office of the President, and the Office of the Senior Vice President and Provost to:

3. **Proactively develop and promote a culture where faculty are provided the tools and support they need to be actively anti-racist as they support student engagement and learning.**

4. **Develop action plans for facilitating learning, dialogue, and healing processes that are guided by restorative aims for OU community members to participate in after racist incidents.**

Finally, we recognize that this is a shared responsibility and as a University community we must remain vigilant in our commitment to fostering a learning environment that is equitable, socially just, culturally responsible, and respects and honors all of our students.

*Presented to the OU-NC Faculty Senate by the Faculty Diversity, Equity, and Inclusion Committee on March 9, 2020.*