

REGULAR MEETING OF THE FACULTY SENATE  
The University of Oklahoma (Norman campus)  
December 10, 2018, 3:30 p.m., Jacobson Faculty Hall 102

AGENDA

1. Approval of the Senate Journal for the regular session of November 12, 2018.
2. Announcements:
  - a. The remaining regular meetings of the Faculty Senate for 2018-19 will be held at 3:30 p.m. in Jacobson Faculty Hall Room 102 on the following Mondays: January 14 (reception), February 11, March 11, April 8, and May 6. Meetings of the Senate are regularly open to attendance by all members of the University Community and representatives of the press.
  - b. A reception for Senators and members of the Higher Administration will take place on January 14, 2019 at 3:30 p.m. in Jacobson Hall, Room 102.
  - c. Prior to the January reception, there will be a short regular meeting to discuss the triannual reapportionment of the Faculty Senate in Jacobson Hall Room 203 (upstairs) at 3:15 p.m.
  - d. Nominations of faculty are being accepted for two Community Engagement awards. The Service-Learning Teaching Award recognizes implementing innovative and effective teaching that demonstrates community collaboration, institutional impact and deeply engaged, high-quality learning. The Community Engaged Scholarship, Research and Creative Activity Award recognizes engaged scholarship, research and creative activity that is conducted in a mutually beneficial community-university partnership addressing critical community needs. Further information is available at <http://www.ou.edu/communityengagement/faculty/faculty-community-engagement-awards>.
  - e. The Faculty Senate sent out the call for proposals for the Ed Cline Faculty Development Awards on December 4, 2018. Proposals are due to the Faculty Senate by February 1, 2019 and up to \$2,500 may be awarded per proposal. Further information is available at <http://facultysenate.ou.edu/facdev.html>.
  - f. You are invited to the Eighth Annual Academic Technology Expo on January 10-11, 2019, a free two-day conference open to all University faculty, staff, and instructors. This conference promotes inter-disciplinary collaboration as a means of increasing faculty impact and offers four tracks--Teaching, Innovation, Research, and Administrative Staff--that enable attendees to customize their experience. Additional details can be found at <http://academictech.ou.edu/>.
  - g. The Faculty Senate is sad to report the death of retired faculty member Torbert Hickman "T.H." Milby, Jr. (Bibliography / Botany & Microbiology) on December 1, 2018.
3. Questions regarding the Senate Chair's Report (attached).
4. Remarks by Jill Irvine, Vice Provost for Faculty, regarding Faculty Development Plans.
5. Remarks by Kimberly Marshall & Phil Gibson regarding the Teaching Scholars Initiative.
6. For Discussion:
  - a. Future topics/issues: open access, student athletic experience, financial aid and the bursar.
7. New business (any matter not known about or that could not have been reasonably foreseen prior to the time the agenda was prepared).

*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](mailto:facsen@ou.edu) email address, or you can reach out individually to Chair Megan Elwood Madden at [melwood@ou.edu](mailto:melwood@ou.edu), Chair-elect Joshua Nelson at [joshuabnelson@ou.edu](mailto:joshuabnelson@ou.edu), or Secretary Amy Bradshaw at [bradshaw@ou.edu](mailto:bradshaw@ou.edu).*

*Refreshments will be served at 3:15 p.m.*

***SENATE CHAIR'S REPORT, by Prof. Megan Elwood Madden  
December 10, 2018***

On November 8, Interim Vice President for Research (VPR) Randy Hewes met with Chair-elect Joshua Nelson, Secretary Amy Bradshaw, and me to discuss the November 1 reduction in force and resulting changes that occurred in the VPR's office. We discussed faculty concerns related to three main areas: 1) the lack of shared governance in planning for the cuts, 2) the methods used to lay-off employees and communications regarding the lay-offs, and 3) the effects of the cuts on faculty and research efforts across campus.

Later in the day, I met with Vice Provost Jill Irvine to discuss forming an ad hoc President's advisory committee to re-evaluate the awards process, working with the Faculty Welfare Committee (FWC), and responses to the Faculty and Staff of Color reception.

On November 14, I attended the Staff Senate monthly meeting where Interim Vice President for Human Resources Marcy Fleming described the policies in the *Staff Handbook* that inform staff lay-off decisions. These include using the past year's employee evaluation, seniority, and any disciplinary reports in employees' records to determine which staff will be laid-off. She also described efforts to support laid-off staff in their applications for staff positions in different areas of campus and the potential effects of retirement and other benefits. The Staff Senate is working to revise their awards process and will be re-aligning some of the awards given at Staff Week in the spring. They are also establishing an ad hoc Diversity and Inclusion committee that they hope will work with the Faculty Diversity, Equity, and Inclusion Committee (FDEIC) and the Office of Community on joint efforts. We also learned that the OU ombudsperson passed away in May and that position has not been filled. Further investigation found that Vice Provost Chris Walker has been handling these issues in the interim.

Later in the day, the Faculty Senate Executive Committee (FSEC) met with President Gallogly and discussed shared governance goals, investing in faculty, and OU's strategic plans with regards to diversity, research, teaching, and service. Both the FSEC and President Gallogly shared concerns regarding the mechanisms and processes involved in the executive-level search committees. Both were frustrated by the lack of search committee input into the search process and evaluation criteria. Member of the FSEC also expressed concern regarding the timelines and mechanisms for search committee discussion and deliberation. We also discussed the effectiveness of set questions and rubrics in evaluating candidates. The FSEC provided information to the President regarding the role of university councils and committees in advising the administration, particularly during times of transition and change. President Gallogly indicated that the Faculty Compensation Committee (FCC) would be asked to weigh-in on some aspects of the Faculty Raise Program next week. The FSEC enquired about OU's longer-term strategic plan and President Gallogly reiterated his plans to double research while keeping OU affordable for students, bolster OU Medicine as the provider of choice for Oklahoma, strengthen our Native American Studies programs and relationships with tribes, and grow the OU's presence in Northeastern Oklahoma with support from the local region. We also discussed communication pathways between the Faculty Senate and the administration.

On November 15, five representatives from FSEC (Elwood Madden, Nelson, Bradshaw, Nollert, and Bedgood) met with the undergraduate leaders (Gibbs, Ohene-Nyako, Cassidy, and Holt) of the SGA and their advisor George Ahmadi to discuss shared interests and concerns. The SGA would like to bolster the use of Open Education Resources on campus and is considering establishing one or more awards for

Faculty excellence in generating or using Open Education Resources in classes. We discussed Student Evaluations of Teaching and mechanism for making the feedback more useful for both faculty and students, addressing implicit and explicit bias issues in the evaluation process, and improving response rates. The SGA representatives expressed concern regarding the closure of the Undergraduate Research Program in the VPR's office and the implications for future access to undergraduate research. We discussed the optics of housing the main undergraduate research office within the Honors College and brainstormed mechanisms to support both faculty and student involvement in supporting undergraduate research across campus. We shared concerns regarding the university budget and discussed priorities and funding mechanisms, as well as the appropriate uses of Student Activity Fees. The FSEC asked SGA if they would be willing to collaborate on a request to set Election Day as a university-wide holiday.

On November 16, I met with Stewart Berkinshaw, Director of Budget and Financial Planning to discuss AAUP-recommended budget metrics and comparisons with peer campuses. Based on comparisons with other peer-institutions, OU scores particularly low on solvency ratio metrics (1), due to our low cash reserves and relatively high debt obligations. Our composite score (2.3-3.3 over the past for years) was also low compared to many of our peers (2.3-4.8), with only one peer institution also scoring below 3 (WVU).

On November 20, I met with Staff Senate Chair Justin Daniels and discussed FSEC and President Gallogly's concerns regarding the executive level search committees. We also talked about shared governance collaborations between the Norman, Health Sciences, and Tulsa campuses. I relayed information from Stewart Berkinshaw regarding OU's budget. We also discussed effective communication mechanisms. We shared concerns regarding the ombuds office and discussed possible solutions including a position with Human Resources or the Office of Community. We also discussed planned restructuring within the Staff Senate and changes in how the Staff Senate will go about its awards process.

Later in the day, the FCC and the Faculty Senate officers met with Interim VP for Human Resources Marcy Fleming, HR consultant Jackie Wolf, Director of Business Analytics Glenn Hansen, and Provost Kyle Harper to discuss the proposed Faculty Salary Program. The proposed salary plan included a 1.5% minimum raise for all Norman, full-time, hard-funded faculty, including lecturers, instructors, and Ranked Renewable Term (RRT) faculty, as well as deans who also have faculty appointments. Tenure-track and tenured faculty who have salaries significantly below the average or median salary of faculty in similar departments at the same rank at comparable universities (R1 and R2 universities in the Midwest and South) would get up to a 6% salary increase, inversely proportional to their compa-ratios (individual's salary/comparable salary at peer institution). The Provost asked the group to consider whether the percentage raise should be adjusted for faculty earning extremely high or extremely low merit evaluation scores. The faculty members present asked several questions regarding how merit scores would be normalized or compared between different departments and whether the decision would be based on a single year's merit evaluation or an average of several years. The faculty also suggested that the long lack of merit raises has led many faculty and departments to disengage with the evaluation process, leading to weak evaluation methods in some units. The faculty expressed strong consensus that the administration should not include merit considerations in this round of faculty raises, and instead focus solely on adjusting salaries based on the compa-ratio, with a minimum raise for all faculty to address cost-of living increases. Human Resources and the Provost presented a timeline that

included presentations to Deans, Chairs, and Directors on November 26, a deadline for feedback by November 30, and a final plan presented to the Regents at their December 11-12 meeting.

In response to the November 20 meeting, the FCC and FSEC sent a joint letter to HR and the Provost on November 29 reiterating our recommendation that the initial faculty raise program should focus on inversion and compression, but merit should be considered in addition to cost-of-living and inversion/compression corrections in future raises. We encouraged the administration to clearly communicate plans for future faculty compensation programs, particularly the potential role of faculty evaluation scores in determining merit raises. We also recommended that they institute an across-the-board minimum salary increase of \$1,200 or 1.5%, whichever is greater. Including a \$1,200 minimum salary increase would positively affect those earning less than \$80,000, including instructors, lecturers, and RRT faculty. Based on the salary data in the FY19 budget provided to the Faculty Senate in August, we estimate that this change would result in a relatively small increase in the total cost of the salary plan of less than \$165, 000.

On November 21, I received an email from Interim VP for HR Marcy Fleming informing me that the administration would be replacing Prof. Carol Silva (Political Science) with Prof. Elena Zgurskaya (Chemistry) on the VPR search committee. This was in response to my request that they include a Natural Science faculty member on the search committee as this area of scholarship contributes significantly to OU's externally funded scholarship portfolio.

On November 26, I received an email from Prof. Sabina Vaught (Chair, Educational Leadership & Policy Studies) resigning from the search committee for the VP of Student Affairs and Dean of Students due to her concerns about how the search had been conducted. She cited a lack of transparency and committee input regarding the search process, an accelerated timeline that precluded collective engagement and discussion in determining the evaluation criteria or evaluating the candidates, and a lack of attention to equitable processes.

On November 29, President Gallogly announced that he would be recommending four candidates for open executive level positions. Ken Rowe from the Health Science Center is his choice for Senior Vice President, Chief Financial Officer. He also selected Charles Wright from the Texas Children's Hospital as the Chief Audit Executive, John Woods from the Tobacco Settlement Endowment Fund and previously the Norman Chamber of Commerce for the Executive Director of Governmental Affairs, and Lauren Brookey from the Tulsa Community College Foundation for the Vice President for Marketing and Communications. President Gallogly will present his selections to the Board of Regents for final approval at the next Regent's meeting on December 11.

On November 30, I had my monthly meeting with Provost Harper where we discussed the faculty raise program, improving transparency and standardizing the process for determining compensation for chairs and directors, expectations for executive search processes, ongoing budget reviews through PAPBAC, potential sources for TRIO bridge funding, graduate student housing, as well as faculty development and evaluations. Later in the day, I received a response from Interim VP for HR Marcy Fleming to our November 29 memo regarding faculty raises, informing the Faculty Senate that the administration appreciated our feedback and agreed to set a minimum raise at \$1,000 or 1.5%. She also communicated that HR will be working on plans for future merit-based salary increases and will be asking for feedback regarding the faculty evaluation system and other aspects of a merit-based salary plan.

The FSEC met on December 3 and the FS committees reported on their work. The FCC met November 29 to provide feedback regarding the faculty raise plan and discuss plans for investigating health insurance options. FCC Chair Jeff Volz has a meeting scheduled a meeting with Interim VP for HR Marcy Fleming to gather additional information. The FDEIC will meet December 12 to discuss the HERI faculty survey (<https://heri.ucla.edu/heri-faculty-survey/>) and elect a new chair, as current Chair Lupe Davidson will be on sabbatical in the spring. The FWC has identified areas of the *Faculty Handbook* that could be updated or clarified, including more detailed guidance voting mechanisms for tenure and promotion. Later in that meeting, the Teaching Scholars Initiative (TSI) steering committee presented options to re-invigorate the committee and redefine their mission. Vice Provost for Faculty Jill Irvine discussed plans for a Faculty Excellence Center focused on comprehensive faculty development efforts, including teaching, scholarship, leadership, and community engagement. The TSI committee and Vice Provost Irvine will both present to the full Faculty Senate on December 10 with the goals of collecting input and feedback from senators and their constituents. The Provost was unable to attend this meeting.

On December 5, I attended the Dean's Council meeting where HSC Provost Jason Sanders and HSC VPR James Tomasek discussed their research strategic plan and opportunities for cluster hires and shared initiatives with Norman Campus. Most of their research funding comes from the NIH, with the next largest proportion from for-profit companies supporting clinical trials. Their strategic plan focuses on developing an environment to advance discovery through communication and networking between researchers to build effective research teams. They also hope to accelerate translational research, applying new discoveries in clinics and then moving out into the broader community. They aim to expand research in a few thematic areas: cancer/tobacco use and prevention through the Cancer Center, diabetes/metabolic/vascular disease through the Diabetes Center, geroscience (aging), immunology/infectious disease, and vision/neuroscience. They highlighted potential areas of continuing and strengthening collaboration with regards to advanced medical imaging techniques and tools, nanomaterials, genomic research, and structural biology, as well as microbiome, metabolics, epigenetics, diet, obesity, and child health/development. They are also interested in working with the Norman campus to hire faculty with expertise in big data analytics and cryo-electron microscopy. They highlighted an NIH-focused networking software tool – Profiles – that can include Norman faculty. They also discussed an Oklahoma City -based software company – Exaptive – that has developed software to help build teams of researchers to work on projects. Interim Dean of University Libraries Grant noted that the OU Libraries is also working with Exaptive to map Norman faculty research funding and publications. The HSC representatives responded to questions about undergraduate research opportunities, highlighting targeted summer programs and ongoing opportunities with individual researchers since they do not have an undergraduate population to directly utilize. They also responded to questions about international research and education efforts. Finally, they highlighted opioid research and education as a growing area of interest and potential area of collaboration between the campuses.

Also at the Dean's Council meeting, OU Foundation President and CEO Guy Patton discussed planned changes in the OU Foundation's endowment distribution policies aimed at preserving the endowment and bringing OU in line with practices at many of our peer institutions. The Foundation will be communicating these changes to development officers next week and share further information with Stewart Berkinshaw's office regarding the expected impact on endowment distributions for the next fiscal year.

Nick Key and Chris Kobza from Information Technology presented the proposed Computer Standardization Policy that will be presented to the Regents next week. The proposal would require that all computers purchased for University of Oklahoma use be purchased from an approved list of PC and Apple computers and that each employee would be allowed to purchase one laptop or desktop computer from the list. Any computer purchases made outside of the pre-approved list or in addition to the one computer per employee would need to go through an exception processes, culminating in an executive-level review of the exception request. Once current leases expire, OU will not be leasing computers moving forward and instead will purchase computers from the pre-approved list. Purchased computers will be returned to IT at the end of their life cycle (determined based on the warranty) and the hard drives will be wiped. When asked about the exception process, they said the executive-level evaluators and approval process was still in discussion. They also said that Purchasing was in the process of developing a standardization policy for printers and copiers. IT has been working with the IT Council throughout the semester to develop and finalize the policy.

At the same meeting, Provost Kyle Harper updated the group on the faculty raise program, reiterating the 1.5% to 6% raise plan. He relayed the addition of a \$1,000 minimum raise. Information from President Gallogly about the raise plan will go out to campus in an upcoming *Inside OU* message. Pending and following Regents approval next week, HR will distribute final spreadsheets to the deans who will communicate specific raise information to each faculty member individually. Dean Grillot encouraged everyone to read the *International Profile* ([http://www.ou.edu/cis/about\\_cis/international-profiles](http://www.ou.edu/cis/about_cis/international-profiles)) electronically to learn more about international research efforts occurring at OU. Stewart Berkinshaw asked that deans report individual job descriptions for employees within their colleges who have broadband job titles in marketing, public affairs, and/or development, as there will likely be a re-organization within public affairs, thus they need accurate information regarding these roles and activities across campus.

Later in the day, the FSEC met with again with President Gallogly. We discussed recent accomplishments, including improved communication between the Faculty Senate and the President's office, the faculty raise program, the creation of PAPBAC, executive searches, and diversification of scholarship efforts. We also discussed President Gallogly's goals and benchmarks for next semester. These include increasing the university's cash-on-hand, establishing a more transparent budget system, examining space usage across campus, and working to transition one of the residential colleges into traditional housing. President Gallogly said that if the current faculty raise program were approved by the Regents, it would bring Norman faculty salary compa-ratios from 0.92 to 0.95 overall, which is similar to the current compa-ratios for HSC faculty. We also discussed the relationships between unit budgets and space usage across campus. President Gallogly expressed his perspective that spaces should be viewed as broad university resources rather than buildings "owned" and maintained by units or colleges. The FSEC suggested that the President consider providing common space for retired faculty to continue their scholarship efforts.

President Gallogly discussed the Crimson Promise program that will replace and augment the statewide Oklahoma Promise program at OU. We also discussed the revised on-campus housing rules that aim to increase the transparency of the exception process and funding to provide more opportunities for low-income students to live on campus. He cited research that shows that students who live on campus are more successful. President Gallogly said that he hopes to continue to keep tuition affordable and is investigating mechanisms to reorganize the tuition and fee structure, including an audit of how fees are

used. We also discussed OU's costs associated with the Cross Center development, including leasing costs and a greater than \$1M fee paid to consultants to advise OU during the negotiation process.

President Gallogly reported that he had a positive meeting with the state legislature to discuss research funding for initiatives. He said that he hopes that faculty, units, and administrators will think broadly about both cost-savings and how to re-invest to make the university stronger. The FSEC asked how faculty could contribute their ideas; President Gallogly suggested that faculty communicate ideas via interim VPR Hewes and the Provost's office, as well as through their deans. The President said he has already received white papers from some colleges proposing research initiatives. The FSEC and President also shared concerns regarding campus safety, especially pedestrian crossings on Elm Street. President Gallogly hopes that there will be a position within University Operations overseeing all campus safety in the future.