REGULAR MEETING OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
February 10, 2020, 3:30 p.m., Jacobson Faculty Hall 102

AGENDA

1. Approval of the Senate Journal for the regular session of December 9, 2019.

2. Announcements:
   a. Introduction of new senators, Chris Baumgartner from the College of Fine Arts, Kate Raymond from the College of Education, and Dave Parsons from the College of Atmospheric & Geographical Sciences.
   b. The call for nominations for faculty volunteers for University and Faculty Senate councils, committee, and boards went out by email on January 23, 2020. Nominations are due to the Faculty Senate office by Friday, March 6, 2020 via the online form https://ousurvey.qualtrics.com/jfe/form/SV_9sfR0BYaJUI6eUt.
   c. Former and current Faculty Senate Executive Committee members should contact Chair-elect Amy Bradshaw if interested in running for Faculty Senate Chair-elect or Secretary for 2020-21.
   d. The recipients of the Ed Cline faculty development awards for 2019-20 are: Rodney Ackmann (Music), Marilyn Byrd (Human Relations), Meta Carstarphen (Journalism & Mass Communications), Jessica Cerezo-Roman (Anthropology), Charlene Dell (Music), Tess Elliot (Visual Arts), Courtney Hofman (Anthropology), Rita Keresztesi (English), Nian Liu (Modern Languages, Literatures, & Linguistics), Robert Nairn (Civil Engineering & Environmental Science), Susan Schroeder (Microbiology & Plant Biology / Chemistry & Biochemistry), and Doyle Yoon (Journalism & Mass Communications).

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

4. Information on the California Travel Ban from the Legal Counsel’s Office.

5. Remarks by Vice Provost Mark Morvant regarding student retention and space planning.

6. For Discussion: Pathways to Leadership resolution from the Faculty Welfare Committee (attached).

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 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.

Refreshments will be served at 3:15 p.m.
In *The Birth of Tragedy*, Nietzsche proposed that once possessed of true knowledge, existence could be experienced through either, more or less exclusively, horror or nausea. With that in mind, happy new year! At its cusp, I attended the town hall for the College of Arts and Sciences on December 6, where faculty raised several key questions around the strategic framework, such as the plan for directing projected profits from online programs to the research mission of specific departments and the university as a whole, how to balance overload teaching in online programs against research productivity, and how OU might expect to succeed in this economically competitive field where other universities have not. On December 6, the Faculty Senate Executive Committee (FSEC) met with the final candidate for the dean of the College of International Studies and later forwarded our recommendations to Interim President Harroz and Provost Harper.

Vice President for Research and Partnerships Tomás Díaz de la Rubia invited me to a meeting he organized with several college deans where he outlined his plans to create committees charged with defining multidisciplinary centers of excellence and global challenges, staffed primarily by the deans’ appointments. He kindly solicited nominations from the FSEC to these two committees, which we generated and submitted. The committees, we understand, have begun their work.

At the provost’s meeting of chairs and directors on December 10, Gregg Garn offered a review of ongoing questions that bear consideration in relation to OU Global/Online. A few questions I’d suggest we keep in mind moving forward concern how online teaching might factor in in-load teaching, limits and possible exceptions to overload teaching, what insulation should be installed between Elsmere’s market concerns and the faculty’s curricular expectations, the exact parameters of faculty’s intellectual property and compensation, and how best to structure a review committee with faculty representation. Vice Provost for Instruction and Student Success Mark Morvant and I met later that day and discussed long-term enrollment and space planning, about which we’ll hear more at the February Senate meeting.

At the FSEC meeting with IP Joseph Harroz on December 11, we again urged the importance of widespread faculty input on key pieces of the strategic framework, namely, how multidisciplinary centers of excellence are to be configured and how to identify the global and/or state challenges that research initiatives will take up. In a broad discussion of the challenges that OU looks to confront, we discussed how community-oriented service on the part of faculty and students might factor into the framework and be recognized by the university.

Angela Church from Human Resources met with me on December 12 to discuss how HR training in areas such as FMLA, ADA, and other administrative areas might be incorporated in training for new chairs and directors, or those who might appreciate a refresher; the development of a means of communicating important institutional personnel histories to new chairs; the ongoing investigation of possibly moving all faculty to a 12-month pay schedule; and the summer pay gap that chairs stepping down from their positions often unexpectedly encounter. In subsequent conversations, Senior Vice Provost Jill Irvine agreed that she would work with HR to incorporate such material in the incoming-chairs workshops that her office runs, and I met with HR representative Carrie Irwin and General Counsel representative Susanna Gattoni to outline plans for collecting and communicating to new chairs appropriate personnel information from offices such as the Provost’s, HR, General Counsel, Title IX, the Accessibility and Disabilities Resource Center, Conflict of Interest management, and/or the Colleges’ offices.
Following the winter break and having overcome the nausea that accompanies the experience of the horror and/or absurdity of existence, the Faculty Senate hosted a reception for senators and campus leaders on January 13. At the January 15 FSEC meeting with IP Harroz, we heard an update on the ongoing searches for deans and discussed ways that we might be more responsive to candidates’ concerns in searches generally. A more coordinated and timely way of handling spousal accommodations found favor among the FSEC, and we urged IP Harroz to follow up on plans to institute some official mechanism. We also touched on the vacant ombudsperson position and urged him to take swift steps to fill it in light of the Faculty Handbook’s defined roles for that office in resolving certain conflicts, particularly those in which the Faculty Appeals Board is not a structural option and such as might involve chairs or other administrative personnel. On January 16 and 24, several members of the FSEC met with candidates for the dean of the College of Business and later forwarded our impressions to the administration. On January 27, I attended my first Faculty Advisory Council meeting for the Oklahoma State Regents for Higher Education, at which we heard an overview and ongoing concerns surrounding course equivalencies and concurrent enrollment. I asked for clarification regarding the governor’s travel ban to California and its bearing on our academic mission. The Regents’ representative said she would investigate and report back.

At the January 30 meeting of the OU Regents, I attended several committee meetings. During the Finance Committee meeting, the Regents heard about ongoing efforts to save $25 million from the budget this year, on top of the $50 million in reduced expenditures last year. Towards that end, the administration is exploring the possibility of issuing bonds to extract the university from the Corix Utilities deal of several years back. The OU Budget Office expects that this turned page would save several million dollars annually. Preliminary steps towards this goal were passed by the Regents at their regular meeting. Noteworthy in the Norman Campus Committee meeting was the mention of a drop in retention rates that is likely related to stricter bursar account balance and residency requirements. In better news, IP Harroz noted that charitable giving to the university is up from this point last year. In his discussion of plans for online professional programs, he espoused the democratization of access to higher education, and it occurred to me that tracking various outcomes on this point might be a useful activity for an oversight committee.

Provost Harper and I had lunch on January 31 and discussed the ongoing dean searches, possible means of evaluating office functions and responsiveness, the Regents’ expressed desire to simplify the university’s tuition and fee structure, the possibility of lowering the interest charged on bursar balances (on which he referred me to the CFO), and the summer pay gap for chairs stepping down from their roles. On this last point, the provost indicated that he’d asked HR to investigate the current conditions and options. We also discussed the contours of a faculty mentoring plan that would include provisions for under-represented minority faculty; such a program has also come up in conversations with SVP Jill Irvine and Vice President for Diversity and Inclusion Belinda Higgs Hyppolite.

The FSEC met on February 3, at which we offered initial comments on the Faculty Welfare Committee’s draft resolution and got a preview of VP Morvant’s and General Counsel Anil Gollahalli’s comments for the February meeting of the Senate. (Somebody ask VP Morvant about counseling accessibility if I forget. He has some fascinating information.) SVP Irvine attended for Provost Harper and discussed work underway at the Center for Faculty Excellence to assist with faculty mentoring. In addition to bolstering HR training for new chairs, her office is also aiding chairs in benchmarking with peer institutions and with strategic planning through workshops that will be advertised soon. Additional workshops on inclusive pedagogy are forthcoming. The cap on ranked, renewable term faculty, their collegial distributions, opportunities for advancement and raises, and concerns about the
adjunctification of the professoriate also came up in our discussion. SVP Irvine is assembling a committee to look into these questions, along with the possibility of a new category of “professors of practice” faculty. The FSEC asked Chair-Elect Amy Bradshaw as the chair of the Committee on Committees and Keri Kornelson as chair of the Faculty Welfare Committee to nominate representatives to this group.

Whether through sublime taming of the horrible or the comic discharge of the absurd (reader’s choice!), the feelings described herein exhausted themselves.
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, 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.