

# **ANNUAL REPORTS**

## **2013-14**

ACADEMIC PROGRAMS COUNCIL (Norman)

ATHLETICS COUNCIL (University)

BUDGET COUNCIL (Norman)

CAMPUS PLANNING COUNCIL (Norman) [inactive]

CONTINUING EDUCATION COUNCIL (University)

COUNCIL ON FACULTY AWARDS AND HONORS (University)

INFORMATION TECHNOLOGY COUNCIL (Norman)

RESEARCH COUNCIL (Norman)

FACULTY COMPENSATION COMMITTEE (Norman)

FACULTY WELFARE COMMITTEE (Norman)

Distributed by the Faculty Senate Office  
University of Oklahoma (Norman campus)  
August 2014

**ACADEMIC PROGRAMS COUNCIL (NORMAN)  
2013-14 ANNUAL REPORT  
SUBMITTED BY KAREN HAYES-THUMANN, CHAIR**

The Academic Programs Council (APC) is chartered to be comprised of nine faculty appointees, four student appointees and four ex-officio, non-voting members. Faculty members participating on the Council during Academic Year 2014 (AY14) are listed in **Table 1**. Throughout AY13-14, Professor Karen Hayes-Thumann served as APC Chair, Professor Al Schwarzkopf chaired the Policy and Program sub-committee and Professor Lee Fithian chaired the Course and Curriculum sub-committee. The Council met during the first week of the month during the Fall on Fridays in Buchanan Hall. A total of 113 programs and 406 courses, respectively, were processed in AY14. Keith Strevett will be the new chair of APC in Fall 2014.

**Table 1:** Faculty appointed to Academic Programs Council, AY14. These members were active in assessing proposals electronically and in communicating deficiencies.

<b>Name</b>	<b>Department</b>	<b>Sub-Committee</b>	<b>Nominated by</b>	<b>Term</b>
Karen Hayes-Thumann	Art & Art History	APC Chair	Faculty Senate	2011-2014
Al Schwarzkopf	Management Info Science	Programs Chair	President	2010-2014
Lee Fithian	Architecture	Courses Chair	President	2010-2014
Craig Hofford	Health & Exercise Science	Programs	President	2013-2016
Lucy Lifschitz	Mathematics	Programs	Faculty Senate	2013-2015
Kirsten de Beurs	Geog & Envir Sustainability	Courses	Faculty Senate	2013-2016
Harold Mortimer	Musical Theatre	Courses	Faculty Senate	2010-2013
Keith Strevett	Civil Engineering	Programs	Faculty Senate	2011-2014
Scott Williams	Architecture	Courses	Faculty Senate	2011-2014

Ex-Officio members include Dr. Nancy Mergler (Provost), Kyle Harper (Sr. Vice Provost), Matthew Hamilton (Registrar and Vice President for Enrollment and Student Financial Services), Breck Turkington (Associate Registrar and Director of Enrollment Services and Academic Records).

Jean Ware (Manager of Administration and Operations for Admissions and Records) provided primary staff support for Council. She coordinated proposal inputs with the authors, supported and implemented changes, (posted all courses and programs) at and after Council meetings, and organized the materials ultimately to be sent forward. She also continued keeping minutes and providing initial draft summaries. Lisa Cannon, (Coordinator of Curricular Changes and Academic Publications) took over for Judy Cain and is transitioning into the position. In the fall, Breck Turkington took on a new roll and put together a team to process and handle the APC workload handing all the changes in programs and courses. The transition period went very smoothly and APC saw a vast improvement in the workflow in the spring.

Again, APC did not have the benefit of student representation on the Council this year.

In the fall semester, the Provost Nancy Mergler, Kyle Harper, and Mechelle Gibson attended our monthly meetings as we transitioned with Breck Turkington as the new liaison between the committee and the Provost

office. He assembled a new team to take on the task of coordinating new courses and programs into the system (Ozone, Courseleaf, and Banner) which impacts what faculty and students see online.

APC utilizes a paperless procedure. D2L and Courseleaf sites provide APC members with all the material required to review, manage and recommend course and program proposals for approval each month. The electronic review of proposals expedites APC workflow and allows greater number of proposals to be reviewed during peak (Spring) months.

The College of Arts and Sciences submitted 27% of course and program proposals, and the College of Education accounted for 13% of the course and program proposals. Changes in the College of Fine Arts (Art and Art History), Engineering, and Business were also significant this year. Program proposals for AY14 decreased 27% compared to AY 13. Course proposals for AY14 decreased 27% compared to AY13.

**Table 2:** AY14 Proposals received by APC for Courses (406) and Programs (113) showing monthly details, summaries by College, and totals.

<b>Course Changes</b>																
	Academic Affairs	ARCH	A&S	AGS	BUS	Cont Ed	E&E	EDUC	ENGR	Fine Arts	JMC	Intl Studies	Law	Liberal Studies	UC	Total
Oct-13		24			1		1		8							
Nov-13			1		8		1	5	2	1						
Jan-14			21						1	3					1	
Feb-14		1	4					7	5	6						
Mar-14		2	23		4		1	3	1	3		1				
Apr-14			11	7			2									
May-14				1	3		1	12	3							
	0	27	60	8	16	0	6	27	20	13	0	1	0	0	1	179
<b>New Courses</b>																
	Academic Affairs	ARCH	A&S	AGS	BUS	Cont Ed	E&E	EDUC	ENGR	Fine Arts	JMC	Intl Studies	Law	Liberal Studies	UC	Total
Oct-13		8	2					6	1							
Nov-13			2	2	4			5	1	2				1		
Jan-14			12	1		3		1	3	9		9				
Feb-14						1		2		16						
Mar-14			12	2	3			3	8	7		7		5		
Apr-14			7		7					2				1	2	
May-14			14		2				2	4		1		1		
	0	8	49	5	16	4	0	17	15	40	0	17	0	8	2	181
<b>Course Deletions</b>																
	Academic Affairs	ARCH	A&S	AGS	BUS	Cont Ed	E&E	EDUC	ENGR	Fine Arts	JMC	Intl Studies	Law	Liberal Studies	UC	Total
Oct-13																
Nov-13				4				12								
Jan-14														12		
Feb-14			2													
Mar-14			2											13		
Apr-14																
May-14				1												
	0	0	4	5	0	0	0	12	0	0	0	0	0	25	0	46
<b>Substantive Program Proposals</b>																
	Academic Affairs	ARCH	A&S	AGS	BUS	Cont Ed	E&E	EDUC	ENGR	Fine Arts	JMC	Intl Studies	Law	Liberal Studies	UC	Total
Oct-13		3	4	5				1	1							

Nov-13			1				1	1	1		1						
Jan-14			4				2	4	6								
Feb-14				3				2		5							
Mar-14	2	1		4	1		4	2	1								
Apr-14			1		1				1								
May-14					1										1		
	2	4	10	12	3	0	7	10	10	5	1	0	0	1	0	65	
<b>Non-Substantive Program Proposals</b>																	
	Academic Affairs	ARCH	A&S	AGS	BUS	Cont Ed	E&E	EDUC	ENGR	Fine Arts	JMC	Intl Studies	Law	Liberal Studies	UC	Total	
Oct-13																	
Nov-13																	
Jan-14			1									1					
Feb-14			1														
Mar-14					2												
Apr-14		2	1														
May-14			1														
	0	2	4	0	2	0	0	0	0	0	0	1	0	0	0	9	
<b>Administrative/Internal Program Proposals</b>																	
	Academic Affairs	ARCH	A&S	AGS	BUS	Cont Ed	E&E	EDUC	ENGR	Fine Arts	JMC	Intl Studies	Law	Liberal Studies	UC	Total	
Oct-13			1														
Nov-13							1		2								
Jan-14			4														
Feb-14			5			1			2			7					
Mar-14			3						1								
Apr-14		1			9				1								
May-14									1								
	0	1	13	0	9	1	1	0	7	0	0	7	0	0	0	39	

This year, there was an increase in the number of proposals for accelerated dual degree programs. Twelve proposals were for addition of accelerated dual degree programs. There were also eight program and option name changes.

**ATHLETICS COUNCIL  
2013-14 ANNUAL REPORT  
SUBMITTED BY JAMES L. REGENS, CHAIR**

This report summarizes the meetings of the University of Oklahoma Athletics Council that were held on September 30, 2013; November 18, 2013; February 19, 2014; and April 17, 2014. The Council completed all of its required business and this is the Chair's annual report for those meetings.

The Council membership includes representation from the OU-HSC and OU-Norman faculties and staff, presidential appointees, student-athletes, students, and alumni. In addition, the Athletic Director and Faculty Athletic Representative participate in all meetings in an *ex-officio* status. Mr. Castiglione and Dean Damphousse provide reports to the Council at each meeting followed by a question-and-answer session.

**Fiscal Integrity Subcommittee**

September 2013: The Subcommittee reported that for fiscal year 2013 (FY13), the department ended the fiscal year with a balanced budget without benefit of state or university subsidy. The Athletic Department contributed to University general fund through the academic enhancement fee of \$5 per football ticket sold and the Department has pledge another \$1million for the next five years. Coupled with the annual contribution to the University libraries and other indirect revenues, the Athletic Department provided \$13.3 million dollars in support of academic programs at the University over the past ten years.

The Council reviewed the FY14 budget and noted it may change based on bowl games and other items that may come into play during the athletic seasons. It is designed to allow the department to continue to remain in balance as the year progresses and makes allowances for increases in utility and travel costs, as well as the investments in the new rowing facility.

The Subcommittee also noted that a new Director of Nutrition was hired with priorities in football and creating healthy eating options in the new dining facility. She will also work with coaches to understand their needs and will eventually have a graduate assistant and student volunteers to assist with her duties.

November 2013: The Council unanimously approved the Subcommittee Report presented at the September 2013 meeting.

February 2014: The Subcommittee reported to the Council that the Athletic Department continues to be a self-sustaining program based on its 2013-14 mid-year review; OU sporting events have now had > one million spectators with \$38 million in ticket sales. Additionally the athletics department will provide \$5.4 million in funding to the University in the current year, raising the total for the last 13 years to > \$45 million. Further, Sooner Sports Properties had \$8.6 million in sponsorships and licensing saw \$4 million in revenue mostly in apparel. OU Sooner Vision reported 2,600 hours of programming.

## **Equity and Sportsmanship Subcommittee**

September 2013: The Council unanimously approved the Subcommittee Report presented at the June 2013 meeting.

## **Academic Integrity Subcommittee**

November 2013: The Academic Integrity Subcommittee informed the Council that the current Student-Athlete population saw another decrease in the number of special admissions. Additionally, based upon the NCAA's Graduation Success Rate (GSR) used to track student-athlete graduation, for the 2006-07 cohort, student-athletes graduated at the rate of 76%, which is an increase from the previous year. There are continued improvements in the Academic Progress Rate for each team; teams must have a four-year APR average > 930 in order to avoid sanctions by the NCAA.

OU provides aid to student athletes beyond their five years of aid to encourage student-athletes to continue on after their undergraduate degrees. In addition to graduate school, they also do volunteer hours with coaches and staff in order to get involved in the process.

The Subcommittee reported that the student-athlete GPA for the fall of 2012 was 3.03, which was a record-high. In addition, the GPA for 2012-13 was 3.02 also a record-high. One hundred and fifty-one (151) student-athletes graduated in 2012, which included 125 BA/BS degrees and 26 advanced degrees. The Subcommittee also reported that the Class Attendance Policy Report increased student accountability and resulted in a significant decrease in the number of unexcused absences.

Mr. Castiglione requested that the Subcommittee discuss changes in the Multi-Disciplinary Studies major and how it might affect student-athletes.

February 2014: The Council returned to the issue of the Multi-Disciplinary Studies major, because of the concerns that too many student-athletes are ending up in the major. Data indicate that the major is trending down amongst student-athletes. Many MDS majors have graduated, moved to other majors or planned programs. In addition, the University now has a robust application in place in order to select the major but the major continues to be a 'safety net' for a student who has concerns about meeting graduation requirements after leaving a major. The Council was informed that the program is being reviewed by the Provost's office.

April 2014: The Council received a report on the April 17, 2014 breakfast ceremony held to honor Student-Athlete Award Winners. The Council used an internet poll to review candidates and approve the awards that were awarded at the annual Awards Breakfast. The breakfast had a large turnout with more than 395 people attending; participants included student-athletes from many teams. In addition, the President's Trophy went to Headington Hall. Dean Damphousse was presented an award for Outstanding Faculty Athletics Representative.

## **Governance and Compliance Committee**

February 2014: The Subcommittee report included highlights of major infraction cases nationally and preventive measures taken by the university, key compliance staff and responsibilities, monitoring policies, rules education practices, and an analysis of secondary violations and waivers. The Council also was informed about the new hour-tier disciplinary model designed by the NCAA. Level 1 as the most severe would include cases of academic fraud and fines for that level of offense would range from \$5,000 to 5% of a department budget. A level 4 violation, as the lowest level, would include offenses such as an extra text message. As part of the new design, penalties are enhanced to disincentivize cheating. In addition, it is possible that numerous Level 3 and Level 4 violations could rise to a Level 2 violation.

The Council also received an overview of the current legislative issues affecting interaction with student-athletes. Currently OU compliance monitors all student-athlete social media but several states, including California and Michigan, do not allow social media monitoring. Additionally, a student-athlete bill of rights that was passed in the California Senate would require a fund be set up by schools to ensure that football and basketball student-athletes graduate. Jason Leonard, director of compliance, reported that the President's office has been made aware of the issues, and there has been concern expressed about the implications of the CA bill and Title IX.

## **Incoming Chair and Chair-Elect**

April 2014: Professor Regens reminded the Council members that Professor Francene Weatherby will be succeeding him as the Council's Chair in September 2014. He also informed the members that Professor Anthony Natale had been elected by the Council using an internet poll to serve as the Chair-Elect next year and then the chair the following year.

## **Athletic Director**

September 2013: The Athletic Director expressed appreciation for the commitment of the Council's members to support OU's intercollegiate program. He told members that this had been the most successful year overall for the Athletic Department. The University claimed the 2013 National Softball championship, seven conference championships, as well as individual championships in Track and Field, Wrestling, and Men's Gymnastics. In addition, the Department hired two new head coaches: Pete Hughes (Baseball) and Jim VanHootegem (Track & Field). Each coach brought in new staff as well.

Mr. Castiglione advised the Council that he will keep the Council fully informed to the extent possible and will work closely with each subcommittee chair regarding emerging issues. He asked that members work within their subcommittees to find an area that the council can focus on. He would like the Council to be proactive and believes its work could represent an opportunity to find items before they become an issue.

In response to questions from the Council, Mr. Castiglione reported on cases working through the court system that may have an impact on the future of college athletics. Mr. Castiglione told the Council that OU will work to uphold the value of amateurism. Finally, he informed members that he would do his best to keep the Council abreast of further developments.

November 2013: Mr. Castiglione reported that the Board of Regents has approved a study of the football stadium and a complete review of all the athletic facilities. He stressed that this will be a very large undertaking and will take time. In addition, the department will do a market study of the effect of the new casinos and a NBA team has had on OU facilities. He also reported that the Lloyd Noble Center study is also continuing. Mr. Castiglione also reported on the O'Bannon case is set to go to trial in June of 2014.

February 2014: Mr. Castiglione gave an update on the athletic teams' progress both academically and athletically. Academically, OU had its most successful year with a cumulative GPA > 3.0. Athletically, both gymnastics teams are ranked number 1; men's tennis is ranked in the top 5. Mr. Castiglione announced that football ticket prices will increase by 4.5% for the 2014-15 year. The department has been adjusting giving levels, but those changes should only affect priority seats in football and basketball. He stated that this adjustment is necessary because many donors have been at the same level since 2000. Donors will be given 5 years to meet the new expectations. He reported moving forward to renovation of the football stadium and Lloyd Noble Center that focus groups will be created to gain feedback on the changes.

April 2014: Mr. Castiglione reported that the NCAA has passed a new rule regarding unlimited snacks and meals. He expressed concern over the way this new rule will be implemented at different schools and OU has yet to determine how the new policy will affect the budget. Over the next few months, Mr. Castiglione reported that they will be discussing options for implementation and he will inform the Council of the progress.

Mr. Castiglione also told the Council about the recent decision involving Northwestern University. He stated that he was working with advisors to understand the potential impact of the decision and how it might affect OU. Professor Damphousse expressed the concern of the faculty that union status would diminish the student status of the student-athlete. Finally, Mr. Castiglione discussed the recent HBO piece. He reported that OU had very little knowledge prior to its airing and will be discussing possible ways to make sure that the good information about OU student-athletes is part of the media discussion.

### **Faculty Athletics Representative**

September 2013: Dean Damphousse reviewed the Council charge, its governance process, and advised members that the Council was established by the University Regents and has the responsibility to advise the President and Athletics Director on matters related to the governance of intercollegiate athletics. Additionally, he informed the Council of the NCAA's athletic certification process and the Council's role in oversight of that effort. Next, he summarized the governance process at the Conference and Association levels and advised the members that the Council is a key element in maintaining institutional control required by virtue of our membership in the NCAA. Finally, he summarized the Athletic Council notebooks, which



were provided to each member, and showed the Council where they can find different information in the notebooks.

As the FAR, Dean Damphousse reminded the Council that in addition to reporting to the University President, he also represents academics to the Athletic Department. He represents OU to the Big XII and meets with other FARs at the Big XII FAR meeting. He also told the Council that he is the current Faculty-in-Residence at the new Headington Hall and has been pleased with the contact it has given him with student-athletes. Finally, he reported that he is looking forward to his work with Council members and that he is available for any questions or other concerns.

November 2013: Dean Damphousse reported that because of the O'Bannon case EA Sports, one of the defendants in the case, will not create a 2015 NCAA Football game. He also reported that the Faculty Athletics Representative Association created a 10-page report to the NCAA with recommendations on how they believe it should be governed.

February 2014: Dean Damphousse reported that Mr. Castiglione is to be awarded the 2014 Distinguished Alumni and Service Award from the University of Oklahoma College of Arts & Sciences.

April 2014: Dean Damphousse reported that the student-athletes completed more than 4,000 hours of volunteer work this year.

### **Student-Athlete Advisory Committee (SAAC)**

September 2013: The Student-Athlete Advisory Committee (SAAC) reported it is continuing the Athletes for Athletes program and conducting an effort called 'IN7' to lower the high suicide rate among Native Americans by getting children involved in sports.

November 2013: The SAAC reported members are participating in the November 23rd St. Jude Gifts Walk with a goal of raising \$5,000.

April 2014: Amanda Johnson reported that the Student Athlete Awards Breakfast was a huge success. She thanked the Athletic Department on behalf of the SAAC. Ms. Johnson also informed the Council about the success of the N7, which stands for Next 7 Generations, program that was held on April 9th. More than 200 student-athletes and 120 Native American students participated in the new program, which took them through six health stations designed to give them information to create healthier habits. The SAAC also worked with the Native American Student Association to create the opening flag ceremony. Ms. Johnson reported that it is the hope of the SAAC to make this an annual event. Professor Hofford suggested that working with some of the organized groups on campus might be interesting in helping them continue the project. Ms. Johnson said that SAAC would be very interested and would follow up on that information.

## **Student-Athlete Medical Services Update - Scott Anderson, Head Athletic Trainer**

February 2014: Mr. Anderson reported that NCAA rules have changed recently to give the Athletic Training department wide latitude over what type of medical care it is allowed to cover, including dentistry. OU's use of specialty physicians includes, but is not limited to, neurologists, neurosurgeons, foot and ankle surgeons, interventional cardiologists, dieticians, psychologists and ophthalmologists. For FY2012-13, billed charges exceeded \$2 million, but the average cost to OU was under \$1 million. Additionally, numerous physicians volunteer a large amount of time to the program.

Mr. Anderson also reported that the Athletic Medicine Staff is engaged in several important areas of research including, Sickle Cell Trait and the Athlete, Best Practices for Sports Medicine Management for Secondary Schools and Colleges, preventing sudden death in secondary school and collegiate athletes and preventing sudden death in sports. Additionally, the division has published field- research studies focusing on heat stress and dehydration resulting in 4 publications, and on-going head impact in football research resulting in 6 publications to-date.

**BUDGET COUNCIL (NORMAN)  
2013-14 ANNUAL REPORT  
SUBMITTED BY RON HALTERMAN, CHAIR**

**OU Budget Council Schedule and Membership 2013-2014**

Meetings 3rd Monday of each Month 3:30-5:00 p.m. in Provost's Conference Room

- September 16, 2013: Linda Anderson and Mark Jones (OU Budget Office)
- October 21, 2013: Tripp Hall, Guy Patton (Development)
- November 18, 2013: Matt Hamilton, Andy Roop, Lee Williams (Student Recruitment/Financial Aid)
- December 16, 2013: Suzette Grillot, Laura Bunsen (International Programs/Study Abroad)
- February 17, 2014: Kelvin Droegemeier (VPR)
- March 17, 2014: Loretta Early, Carl Grant, Erin Yarbrough (IT/ University Libraries)
- April 21, 2014: Kyle Harper and Mark Morvant (Teaching / Curriculum Initiatives)
- May 19, 2014: Nick Hathaway and Chris Kuwitzky (Budget overview, Academic Affairs)

***Budget Council (Norman) 2013-14***

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***Ex-officio, nonvoting members***

Nancy Mergler	Senior Vice President and Provost
Nick Hathaway	Executive Vice President & Vice President for Administration and Finance

***Faculty Senate (4 faculty for 3 year terms)***

Bruce Mason	Physics & Astronomy	2011-14
Max Forester	Mathematics	2012-15
Ronald Halterman (Chair)	Chemistry & Biochemistry	2012-15
Katerina Tsetsura	Strategic Communication / Public Relations	2013-16

***Staff Senate Appointees (2 Staff for 3-year terms)***

Erin Wolfe	University Research Cabinet	2011-14
Rebecca Norris	Aerospace & Mechanical Engineering	2013-16

***SGA Appointees (2 student for 1 year term)***

Matt Epting	Student	2013-14
Laura Shapiro	Student	2013-14

***Presidential Appointee (2 faculty, 1 staff for 3 year terms, 1 student for 1 year term)***

Vacant	Student	2013-14
Tom Woodfin (faculty)	Landscape Architecture	2011-14
David Boeck (faculty)	Architecture	2013-16
Dan Hough (staff)	Oklahoma Biological Survey	2013-16

Each year the OU Budget Council meets with administrators in order to better understand the University's budget situation and how their units are contributing to the educational mission of the University. Based in part on the information gathered during these Budget Council meetings, we formulate summaries and recommendations on behalf of the Faculty and Staff Senates to President Boren. This year we are focusing on hearing primarily from administrators involved with educational initiatives and the support of these initiatives.

The report of our activities for the year is comprised of the attached minutes of our meetings.

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### **Budget Council Meeting Minutes**

Provost's Conference Room, Evans Hall

Monday, September 16, 2013, 3:35-4:40 p.m.

Present:

Max Forester

Linda Anderson

Ron Halterman

Mark Jones

Dan Hough

Rebecca Norris

Ronald Halterman (Chair) called meeting to order at 3:35 p.m.

1. Members were introduced.
2. The mission of the committee and the schedule of guests were presented. The co-scheduling of typically two guests each month is intended to facilitate insightful discussions.
3. A discussion ensued on the desire to keep discussions with our guests centered on the impact of their units on the quality of our educational, research and service missions—with a particular emphasis on achieving excellence with efficiency for the betterment of our students.

Director Linda Anderson and Associate Director Mark Jones of the OU Budget Office distributed summaries of the budget situation and discussed the budget process with the committee.

1. State funding remained essentially flat for this FY—an increase in State appropriation was offset by an increase in OU's direct bond service load.
2. The change to flat rate tuition was instituted smoothly, but the budget impact will not likely be known for a year or two.
3. The total operating budget for the Norman campus is now \$858.5 M. A copy of the summary operating expenses is attached.

The meeting was adjourned at 4:40 p.m.

The next meeting will be Monday, October 21, 2013 at 3:30 p.m. in the Provost's Conference Room with guests Vice President for Development Tripp Hall and OU Foundation President Guy Patton.

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## Budget Council Meeting Minutes

Provost's Conference Room, Evans Hall

Monday, October 21, 2013, 3:34 – 4:57 p.m.

Present:

Max Forester  
Ron Halterman  
Bruce Mason  
Daniel Hough  
Rebecca Norris

Matthew Epting  
Nancy Mergler  
Linda Anderson  
Mark Jones

Ronald Halterman (Chair) called meeting to order at 3:34 p.m.

1. Introductions and approval of September meeting minutes.
2. Discussion of Development at OU by VP for Development Tripp Hall and OU Foundation President Guy Patton.

Tripp Hall:

The state is doing less for higher education but fortunately, our donors are doing more. The weakest link in the donor pipeline is identifying potential new donors.

Last year we received \$ 194 million in gifts & in-kind donations, one of the top 2 years ever. 53,000 individual gifts, an increase of 257 gifts over last year with \$ 22.1 million in new pledges. All of this building our up our \$ 1.24 billion endowment.

Donations this year are slightly above last year's so expectations are that the donor base for OU will continue to help the university maintain its initiatives, achieve its goals and establish priorities important to the citizens of the state. For Planned Giving the Development Office has been able to hire a new full-time employee so those relationships will be strengthened in the coming years.

Tripp is often asked by alumni what the President's goals and priorities are with the intention that an alumnus may have additional funds available for a good cause. Tripp always has a set of answers to such questions since the donor may have the ability to provide immediate support for the right project. Particularly for the smaller projects, what could be called the 'boring needs' where a donation of five or eight thousand dollars will enable a group of students to participate in a unique opportunity. These are in contrast to the 'shiny cool projects' that attract more attention and therefore monetary support. Tripp estimated he receives 5-8 such small requests a day on campus.

Guy Patton:

With a staff of 24, the Development Foundation manages the long-term endowments of the University, the expendable accounts and the capital project infusions. The transactional process by which the Colleges interact with Foundation funding has been improved with easier access and automation of many functions. The business managers in the respective Colleges have been able to be much more efficient in utilization of Foundation accounts.

Foundation management supports the distribution of funds, typically a 5% outlay on a rolling 12-quarter basis. But to protect the corpus against corrosive risk (inflation), the funds need to generate approximately a 9 % return which, as demonstrated in the handouts received, is what the Foundation management has been able to achieve. From the UMIFA ranking, OU is #3 out of its 24 comparator schools.

Question about how the Development and Foundation Offices collaborate? It is a series of trust relationships whereby alumni continue to invest in the students and university, the university invests in the current students and physical facilities and the citizens of Oklahoma trust that the quality of education and student experience justifies their investment. The offices have evolved to respond to the difference roles required to attract not only the Boomer generation but now the Gen X and Gen Y potential supporters. Higher value task profiles for staff have been assigned with the example being the transition of staff from data entry to donor relations, a move of 14 to 5 in data entry to assign more valuable tasks to staff.

Question about the University's investment in 'green funds'? The Foundation's approach is towards sustainable long-term investments and it remains oriented toward demonstrable metrics of success by playing the role of bottom-line skeptic on all investment decisions.

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### **Budget Council Meeting Minutes**

Provost's Conference Room, Evans Hall

Monday, November 18, 2013, 3:36 – 4:38 p.m.

Present:

Max Forester  
Ron Halterman  
Bruce Mason  
Daniel Hough  
Rebecca Norris

Katerina Tsetsura  
Matthew Epting  
Nancy Mergler  
Linda Anderson  
Mark Jones

Ronald Halterman (Chair) called meeting to order at 3:36 p.m.

1. Introductions and approval of October meeting minutes

2. Budget Update from Linda Anderson
3. Discussion of international programs by Dean Suzette Grillot, Vice Provost for International Programs and Dean of the College of International Studies; Laura Brunson, Director of Education Abroad, OU.

**Budget Update:** Higher education was not supposed to take the hit for the bond issue funding but appropriations is taking the hit.

Q: What is the funding formula for OU in terms of state funding at present? The University has shifted its percentage from 18 to 14.2% of new monies allocated but the university still depends on state support for 17% of its budget.

Q: Will technology make us sufficiently efficient to make up the difference?

Maybe but that assertion is a broad brush with individual sector implications. For example, at-risk students are *more* at risk with higher tech, lower touch educational delivery. So those whom we are most concerned to reach, connect, capture at the university and retain are the ones most likely to disconnect and separate if educational delivery is not in-person and personalized.

Q: What potential does the new Janux platform hold? Utilizing Janux requires a compelling instructor who plays well on video. Janux is designed to address the engagement portion of the MOOCs. Currently OU is assessing the potential of the latest versions of D2L and Canvas as improved delivery systems.

**International Programs** – received handout summary of OU international programs. Dean Grillot and Laura Brunson walked the Council through the University’s 2013 International Profile (prepared by the College of International Studies). This report details the roles and responsibilities of CIS in managing not only their own degree programs (International and Area Studies with over 400 students) but International Student Services and Education Abroad.

Education Abroad: Nearly 1000 OU students participated in some form of education abroad in 2012-2013. The composition of that population is carefully profiled in the report: participation by college, by destination region, by academic classification, by race and ethnicity, by type of program. A complete understanding of who from our student body is participating can be gleaned from the thorough statistical analysis provided. The new director of Education Abroad, Laura Brunson provided insights into the improved efficiencies of international study programming and increased student and faculty participation.

International Student Services: the report includes a complete analysis of the 2000+ international students studying at OU from more than 110 countries around the world. From managing those students seeking to improve their English language skills to full-time research post-docs, ISS provides complete consular support, visa information and immigration law compliance assistance. The international student profile at OU is remarkable varied and the report includes the top ten countries of citizenship and top ten majors of both undergraduate and graduate students.

International and Area Studies: one of the fastest growing degree programs on campus, IAS provides students interested in a global understanding of relevant issues the opportunity to expand their educational horizons. Required in-country study promotes a greater international outreach for all of campus.

The meeting was adjourned at 4:47 p.m.

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### **Budget Council Meeting Minutes**

Provost's Conference Room, Evans Hall

Monday, Dec. 16, 2013, 3:30 – 5:00 p.m.

Present:

David Boeck

Bruce Mason

Max Forrester

Nancy Mergler

Dan Hough

Rebecca Norris

Guests: Matt Hamilton, Andy Roop, Lee Williams

Bruce Mason called the meeting to order at 3:35 p.m.

1. Approval of Minutes – Minutes were not available from the November meeting
2. Report from Budget Office – Linda and Mark could not attend this meeting

#### **Undergraduate Recruitment and Admissions**

Matt Hamilton and Andy Roop presented past and current numbers on recruitment and admission of undergraduate students. The current admissions goals include admitting around 4,200 students per year, with a 60% yield for student enrollment, and #1 ranking in Nation Merit Scholars. This level of incoming class has some impact on the need for instructors and graduate TAs, and the flexibility for teaching a wider range of smaller courses. In the current year, recruitment is somewhat behind previous years, but that might be due to several changes in the process.

Some of the current changes and updates in the process include:

- Common App: This is the first year that OU is participating in the Common Application, sharing the application process with other schools. This may increase out-of-state applications, but some peer schools have seen a slight decline with the Common App. There have been some technical issues with this change, and few of our peer institutions are using this tool.
- Holistic Admissions: The new admissions process will require more work in scoring applications. However, this may provide a better picture of incoming students and help with retention.
- Flat Rate Tuition: The impact on budget and retention due to the change to flat-rate tuition is still being determined. A big concern is that there are sufficient summer classes to meet student needs.



- International Students: OU is working on partnerships with other countries to bring in international students. OU is working with the IB program and the result is a record number of international admissions.
- Financial Aid Packages: The structure of packages has been updated for the first time in about 8 years. The greatest increase is going to out-of-state students. As this is new, the impact will be studied over the next few years. The goal is to make the changes revenue neutral while supporting recruitment goals.
- CRM: More attention is being paid to “Customer Relationships”, with more direct calling to prospective students and targeting of specific prospects.

OU is facing challenges in cost competition with several schools include Arkansas and OSU. We also need to do more to support and encourage transfer students. This could include working more closely with community colleges and developing scholarship packages aimed at transfers. Retention rates need to continue to be addressed. Finally, more coordination of scholarship programs across campus is needed, including a central database of availability and common deadlines.

#### Graduate Student Recruitment and Admissions

Lee Williams discussed briefly recruitment in the Graduate College. There was somewhat limited time for this discussion, so he offered to return if desired.

There are 6,000 OU graduate students with 4,000 on campus, with most being Master’s students. We admit about 2,000 students per year. Recruitment is through the departments with the College having very little role, with a budget of \$20k. One of the biggest needs is to help departments bring prospective students to campus, perhaps 200 – 300 students per year at \$400 per student.

The funding of graduate positions is tied to the need to cover General Education classes and this is not necessarily aligned to scholarship needs. There are some centrally funded fellowships, but these are limited, about 16 new fellowships per year across the campus. Perhaps endowing funds for improving stipends is possible.

There is less political pressure to support graduate students than undergraduate students. The case needs to be made that graduate students impact the entire university, including both undergraduate education, the research mission, faculty recruitment, etc. Our graduate stipends are below peer institutions. Increasing them for all GTA’s would be expensive, so perhaps merit-based funding would be possible. Faculty need to be encouraged to raise their grant-funded graduate support to be more competitive. Graduate student fees are also problematic. Of course, improving graduate time-to-degree will help with graduate school costs and debt.

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#### **Budget Council Meeting Minutes**

Provost’s Conference Room, Evans Hall  
 Monday, Feb. 17, 2014, 3:30 – 5:00 p.m.

Present:

Dave Boeck  
Max Forrester  
Ron Halterman  
Dan Hough  
Bruce Mason  
Nancy Mergler

Rebecca Norris  
Katerina Tsetsura  
Tom Woodfin  
Linda Anderson  
Mark Jones

Guests: VPR Kelvin Droegemeier; Research Council Chair Sheena Murphy

Ron Halterman (Chair) called the meeting to order at 3:32 p.m.

1. Approval of Minutes – Minutes from the December meeting were approved
2. Report from Budget Office – Linda and Mark provided updates and clarifications regarding recent actions in the state government. The proposed 5% cut in state funding for higher education is still under consideration. The Governor's letter to the State Regents referred to reserve funds at the University being available to absorb the impact of the funding cut. The University of Oklahoma currently has about 5.5% cash reserves in our revolving funds account. This revolving cash reserves fluctuate and the fund insures that the University can meet its expenditures. It is recommended that the revolving fund maintain 8% reserves, but we only have 5.5%. The final decision on this cut will not likely be known until May. A cut to our budget is a real concern and units must continue to become more efficient. State tax revenues from corporate sector are below estimates.

Vice President for Research Kelvin Droegemeier

Kelvin Droegemeier presented an overview and update of the research mission at the University of Oklahoma. His prepared comments detailed aspects of the organization and responsibilities of the VPR office, information on available external funding and its distribution, and efforts to improve external funding competitiveness for the University of Oklahoma. A full copy of his prepared slides is available from the VPR website at: <http://vpr-norman.ou.edu/presentations/2014>.

- The VPR office is able to focus on grants and awards in part because management of compliance issues is not part of the VPR's duties.
- A data analysis-driven development of the Research Office started in 2006. A major outcome has been stressing very large grants. Staffing changes in support of this initiative have increased the number of staff involved in operations support from 5 (2005) to 9 (2014), including creating the Center for Research Program Development and Enrichment (CRPDE). Other staff changes over this time period have increased VPR office staff from 27 to 28 and staff at the Stephenson Research and Technology Center (SRTC) from 12 to 16.

- Changes in staffing over the past two years include reducing Associate VPR M. Foster’s FTE to 0.25, reducing Associate VPR J. Grimsley to 0.25 FTE, and adding S. Walden as a 0.5 FTE Coordinator of Undergraduate Research Programs. Some added staff come with partial or full support from their home units. Associate VPR R. Luce is from Libraries and receives no funding from the VPR Office. The Director of Broader Impacts in Research Michael Thompson has partial support through the EPSCOR program.
- Changes in federal support for research has created some stress in funding from some agencies such as NSF and NIH. Overall external grant and contract funding at OU (\$93.2M in FY13) has likely been hurt, but expanded grant activity in large and defense grants has compensated to some extent. A continued push to pursue larger and less traditional sources of funding is being actively supported by the VPR office.
- The current VPR budget of \$19 M / year is set equal to revenue received for research Facilities and Administration (F&A or Indirect Costs). These funds essentially reimburse \$19 M in University expenditures in support of research.
- Commitments for ongoing staff and program support consume 70-75% of the budget. Bond payments for research investments, one-time start-up needs, cost-sharing and support of University strategic initiatives consume about 20-25%.
- An emphasis to enabling thematically related hires across disciplines in “cluster” hires is being developed. This approach should further increase our ability to pursue larger multiple-PI grant opportunities.

The meeting was adjourned at 5:10 p.m.

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**Budget Council Meeting Minutes**

Provost’s Conference Room, Evans Hall

Monday, March 17, 2014 3:30 – 5:00 p.m.

Present:

Max Forrester

Ron Halterman

Dan Hough

Bruce Mason

Nancy Mergler

Rebecca Norris

Guests: Vice President Loretta Early (Information Technology), Associate Vice President Erin Yarbrough (WebComm). Associate Dean Carl Grant (Knowledge Services) joined by video conference.

Ron Halterman called the meeting to order at 3:35 p.m.

1. Approval of Minutes – Minutes from the November and February meetings were approved.
2. Report from Budget Office – None available.
3. Discussion of OU Information Technology

Vice President Loretta Early

Loretta Early presented an overview of OU IT technical solutions that involve the approximately 200 IT staff on the Norman campus and 150 at HSC. Key initiative is for infrastructure consolidation to generate operational efficiencies in this connected age.

Ten IT issues were outlined: 1. Leveraging wireless (over 200,000 devices currently connected); 2. Improving Student Outcomes through Digital Initiative (with Erin Yarbrough), course management systems and work with Center for Teaching Excellence; 3. Cloud and shared services as framework for state consolidation and use of Qualtrics to find efficiencies; 4. Staffing and cross training to accommodate agility and IT strategy; 5. Balance better security with openness; 6. Funding externally mandated improvements through work with OU financial administration; 7. Sustainable strategy for supporting online learning; 8. IT consumer support through new capabilities; 9. Transform University business with IT efficiency in cooperation with VP Hathaway; 10. Use analytics to support institutional outcomes.

Associate Vice President Erin Yarbrough

The central goal of WebComm is marketing the OU brand through telling our stories on the web and other media. A team of about 15 staff that spans creative, design, project management, and programming aspects.

Focus is on best use of the Content Management System for current 250 OU websites. Goal is to match OU Home Page style through provided templates. Web sites are more static, social media more fluid. Guidelines for social media and blogs are promoted through WebComm. WebComm teams can assist units with the production of high quality video and captioning to help disseminate department messages.

One University initiative was launched in 2012 to enhance student experiences, enhance OU community, provide content, and save money. Innovations now include use of iPads in the School of Education, development of technology enhanced classrooms in the Core and Physical Sciences. Enhanced learning opportunities are being developed through open source textbooks, iTunes U courses and Janux courses in partnership with Ken Parker at the NextThought company. About \$400K/year is now being saved through text replacements.

Associate Dean Carl Grant

The central direction for the University Libraries is to improve the physical and virtual library experience. The physical space is being renovated to increase collaborative workspaces and a help desk for technology assistance. The virtual changes involve an enterprise level integration of knowledge creation, storage, and transmission. The ShareOK repository is being used for depositing new knowledge. The Discover search engine has been introduced to improve access to information regarding broader research-level questions rather than specific data points. These initiatives should also improve data stewardship and scholarly communication.

The meeting was adjourned at 5:10 p.m. by Ron Halterman.

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**Budget Council Meeting Minutes**

Provost's Conference Room, Evans Hall

Monday, April 21, 2014, 3:30 – 5:00 p.m.

Present:

Katerina Tsetsura

Dave Boeck

Max Forrester

Ron Halterman

Dan Hough

Bruce Mason

Rebecca Norris

Linda Anderson

Mark Jones

Guests: Senior Vice Provost Kyle Harper, Executive Director Center for Teaching Excellence Mark Morvant

Ron Halterman called the meeting to order at 3:32 p.m.

1. Report from Budget Office – OU is still anticipating a possible 1-5% cut.
2. Discussion of Teaching Initiatives and Curricular Development

Senior Vice Provost Kyle Harper

Kyle Harper discussed the General Education programs at OU in broad terms and then at a more granular level. The current system was put in place in 1991 and GenEd accounts for about 1/3 of UG credit hours. The GenEd component is a key to US higher education and should contribute by: enriching a student's well-being, preparing the student to be effective beyond just specific vocational training, and developing concepts of citizenship and community.

Two initiatives are underway in History and Political Science. Both units have courses that are required for graduation, but nearly one half of students fulfill these requirements through AP credit or transfer from community colleges. These alternatives were viewed by students as providing an equivalent experience that available through the OU courses. A goal was to insure that these OU courses provide a more powerful experience that would better set a foundation for our students to successfully complete their degrees. The courses were redesigned to make the students creators of knowledge. Support was contributed by CTE and the Writing Center. In the history course a document-based paper was produced to demonstrate that the students learned the process to make arguments. In the political science course democracy forums were used to enable issue engagement to get students to become creator.

Executive Director Mark Morvant

The central goal of the Center for Teaching Excellence is to support the teaching mission of the University. Several initiatives are underway. Support for Signature courses in History and Political Sciences included making web portals for these courses with over 2400 linked sites. Open access courses are being developed using Janux to support improved discussions. Support for identifying or developing low or no-cost textbooks is available. The Course Innovation Program (CIP) provides up to \$75,000 per year for two years to fund significant improvements in high enrollment courses. CTE has sponsored a survey regarding our Course Management System (CMS) and will examine new options. Faculty Learning Communities have been very successful with 18 groups meeting this semester. Felix Wao has started assessment workshops and is supporting the development of more useful assessments of programs and courses. A good level of staffing is now in place to fulfill the mission of the center.

Discussion. KH pointed out that assessment is being driven by compliance with Regent's directives. It has been too perfunctory and we can do a better job selling our excellence in meeting learning objectives and demonstrating the added value of our education. We need to break silos to organize learning around creating solutions to problems such as energy or poverty. Efforts are now underway to initiative more productive design effort starting with the deans. MM pointed out that these issues can be best addressed by thinking bigger and stretching our approaches.

The meeting was adjourned at 4:53 p.m. by Ron Halterman.

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### **Budget Council Meeting Minutes**

Finance Administration Conference Room, Evans Hall

Monday, May 19, 2014 3:30 – 5:00 p.m.

Present:

Dave Boeck  
Max Forrester  
Ron Halterman  
Dan Hough  
Bruce Mason

Rebecca Norris  
Tom Woodfin  
Linda Anderson  
MarkJones

Guests: Executive Vice President Nick Hathaway, Associate Vice President Chris Kuwitzky for Administration & Finance

Ron Halterman called the meeting to order at 3:32 p.m.

1. Approval of minutes for April 21, 2014 Budget Council Meeting
2. Discussion of University budget outlook for FY14-15

### 3. Election of Budget Council Chair for 2014-15

Executive Vice President Nick Hathaway and Associate Vice President Chris Kuwitzky

A flat budget for higher education is likely to be approved during this final week of the state legislative session. Due to increased fixed utility and health care costs the University is requesting colleges to reduce their current expenditures by 5% during this next academic year. This cut will not be an across the board reallocation but rather the deans of each college can determine how best to achieve those cuts within their units. Some cuts will be achieved by reducing account reserves or by shifting commitments to spend down accrued expendable funds in endowments. Some of these savings may be used to provide a salary increase for faculty and staff. President Boren is still confident that a salary program can be achieved this year.

A decision on whether to adjust tuition and fees will be considered after the final state budget is approved.

Katerina Tsetsura was elected Budget Council Chair for 2014-15. The meeting was adjourned at 4:45 p.m. by Ron Halterman.

**CONTINUING EDUCATION COUNCIL  
2013-14 ANNUAL REPORT  
SUBMITTED BY JUANITA GAMEZ VARGAS, CHAIR**

The Continuing Education Council has had a successful year with discussions impacting the college student and other adult learners. We are specifically interested in OU's progress on serving the student interested in today's technology via online learning.

This spring semester we have had two outstanding speakers meet with the Council. The first was in February with Kyle Harper who discussed the Digital Initiative broadly and the Janus project specifically, faculty involved, students enrolled and future considerations with utilizing Janus.

The second speaker was Nicholas Hathaway who spoke on challenges OU is facing by the state legislature and changes at OU such as a holistic approach to admission, the flat-rate tuition and mandatory fees, our residential colleges and international programs and the University digital initiative. As a result from Hathaway's talk, the Council decided our final speaker in April would be Dean Suzette Grillot from the College of International Studies.

**November 22, 2013**

Those attending: Jim Pappas, Lee Williams, Juanita Vargas, Peter Hans-Wachter, Michael Buckley, Cheryl McCain, Randa Shehab, Chris Elliott, Frank Rodriguez

OU Outreach 2014: Dr. Pappas welcomed the group. He then shared some of highlights of his presentation given at the State of Outreach. Continuing Education has just celebrated 100 years, OU's Extension was created in 1913. He reviewed CCE's programs over the years and talked about where the field is going. Because we are self-supporting, we have constant concern over our financials. However, our goal is not simply the revenue streams, but more importantly, to make a positive impact on the community. We have gone from \$17M in G&C, and \$10M in non-G&C activity in FY87 to \$49M in G&C and \$48M non-G&C in FY12 resulting in CCE being the major contributor to campus grant and contract work. We exceeded 2,000 student in CLS this year. Some of our initiatives include: creating a coaching cadre, implementing a new CRM system, developing a G&C office. Some challenges include: unbundling teaching and research, changing faculty characteristics, higher education as a private vs. public good.

Quest Article from Australia: The International Adult and Continuing Education Hall of Fame (IACEHOF) is housed in the Forum, the plaques are displayed down a hallway of the Forum. Dr. Pappas distributed an article on IACEHOF published by Quest in Australia. He also shared the latest booklet and highlighted the inductees from across the country. IACEHOF's next induction will be held in Romania in 2014.

MOOC'S AND New Directions: Last year MOOCs was the latest thing in technology. Dr. Pappas distributed an article on MOOC's "The King of MOOCs abdicates the Throne." Sebastian Thrun, the godfather of MOOCs who had thousands of students, started Udacity and predicted this was the end of higher education, has since admitted that his company's courses often offered lousy products; and, his company has failed.

Collaborative Degree Models: Kansas State: Dr. Pappas distributed an article "Big 12 Engineering Consortium." The program, resulting from the work of Kansas State, is described as one of the key collaborations nationally



and we are part of this consortium. When nuclear power was unpopular, schools did away with their nuclear engineering - we did the same thing. Now there is a demand for nuclear engineers, but no one wants to put in resources for this degree. As a result, a group of Big 12 institutions came together and are contributing coursework in different formats with collaborative degrees – this will be another aspect of the future.

OU Names One of the Nation's Best Colleges for Veterans: Dr. Pappas shared a Norman Transcript Article naming OU as one of the nation's best colleges for veterans, the only college or university in the state to achieve that status.

Center for English as a Second Language: CESL has Sooner Jump Start as a resource. SJS offers programs to acclimate international students to American culture and student life. The comment was made that we are failing to capitalize on our International students. We look to train them to our ways, rather than learning from them and their ways. Their perspectives are different. Dr. Pappas suggested inviting Susan Grillott to a future meeting to discuss her perception and what her department is doing with international students. What is a typical international student? What services do they have? What is happening in the workplace with international students? Many of our international students are in multinational corporations, how do we prepare them? Dr. Grillott can discuss those issues.

Membership of Council: Dr. Pappas distributed the Council membership. We have not had a full membership over the last few months due to retirements etc. However, our membership is now stable. He asked if anyone would like to serve as chair of this council. He indicated that the role of chair is not too demanding in that we meet only about twice per semester over lunch, and that Belinda serves as secretary and assists with scheduling and minutes. He then suggested Juanita Vargas as she held the position last term. Dr. Vargas was unanimously elected as chair.

Dr. Pappas stated that anyone with agenda items should suggest them now or email them to him. Dr. Williams suggested State Funding as an agenda item. We are on a downward draft. The State's influence over tuition, no plans to fund cutbacks, these are some of the concerns. Generating revenue is critical. The University sees opportunities out there for revenue gain to the budget and are now doing programs Continuing Education would normally do. How will the Continuing Education mission and the campus mission be co-mingled? Dr. Pappas suggested inviting Nick Hathaway to talk about his perceptions of the University's future. And, Danny Hilliard could talk about how he perceives the future in our state legislature. We will not have the roller coaster we have had; now it will be a political issue. Our legislators and governor's office talk about the importance of higher education; and, at the same time, cut the budget. We are being faced now with a number of legislators who want non-resident students to have in-state tuitions, and give full scholarships to all veterans. That would be a multimillion-dollar loss to the University and major loss to us - an unfunded mandate. Graduate assistants from out-of-state are legally non-residence and are charged non-resident tuition

The suggestion was made to continue the discussion on Certificates. How do we meet the needs of the workforce? Find some potential niche that needs the knowledge base of continuing education and find a way to fit into a traditional master's program. Could either be an enhancement to their current program or a course substitute. We might find a new audience – those that were not pursuing a degree; however, after receiving a certificate, make the decision to go for a degree. Dr. Pappas told the group that we have a national research center that conducts research for us and that they have written a white paper on this subject. He will add this as a future agenda item.

We will try to schedule a meeting in December; and, we may hold additional meetings if needed. The meeting was adjourned.

## **January 21, 2014**

Those attending: Jim Pappas, Juanita Vargas, Lee Williams, Randa Shehab, Chris Elliott, Frank Rodriguez, Cheryl McClain, Michael Buckley, Peter Hans-Wachter

Chair Vargas opened the meeting. She asked that everyone review the minutes. They were unanimously approved.

Chair Vargas and Dr. Pappas met to discuss today's meeting agenda. Dr. Vargas asked Dr. Pappas to report on a COE Forum in Washington, D.C. he recently attended, hosted by the Education Advisory Board (EAB). They also discussed the idea of having at least one or two more council meetings this semester. And, thought that asking Nick Hathaway and perhaps Danny Hilliard to discuss their thoughts of the future of the University, and the political ramifications.

Dr. Pappas gave a PowerPoint presentation with an overview of the EAB Forum. EAB does a lot of research on national trends; their portfolio has grown into providing information for think tanks. This information was fairly specific to continuing education. They addressed what happened to the MOOCs that had reached universities across the country. Almost all agree that the business model didn't make sense. Elite universities have done well, not sure about others. The curve for the adoption of MOOCs technology is curvilinear. It started in fall 2011, peaked in Feb 2013, and by Nov 2013 Kunz came out with article stating that Udacity has a lousy product. MOOCs promised to provide to solve problems in higher education by increasing accessibility, but it didn't happen – our problems are still declining high school graduates, at risk populations, financial aid. Public universities are not good at meeting market demand. We need to be more nimble to direct and create certificates and degrees, i.e., health care and big data. Five Opportunities Worth Senior Attention – Creating T-Shaped Professionals to have a body of (a breadth and depth) and Stackable Emerging Careers (creating different types of skills). Over 1M students are unemployed or underemployed. Need to have a broad degree with threshold skills. Customer intimacy = innovation – we need to be interested in marketplace needs. Design will be big; Cybersecurity demand is growing fast than the IT sector overall; Aging area is growing as well as wellness and financial planning as well as home modifications. The need to create second bachelors' degrees is great, with additional 30-60 hours, can retain student for additional year and provide core courses for the in-depth skills and student will do better in the job market. If certificate requires only 18 hours, we can provide graduate certificates. If it requires 30, we may want to think about a second bachelors' degree.

The council agreed that inviting Nick Hathaway and perhaps Danny Hilliard to speak at one of our meetings would be helpful. They also suggested inviting Kyle Harper to speak at a meeting regarding Janux courses. Dean Williams commented that Dr. Harper recently gave a presentation to the Deans on MOOCs, and technology in teaching, including Janux.

Belinda will schedule the next meeting in February. The meeting was adjourned.

## **Feb. 20, 2014**

Attendees: Dr. Nancy Mergler, Kelvin Droegemeier, Frank Rodriguez, Cheryl McCain, Juanita Vargas, Mike Buckley, Dr. James P. Pappas, Lee Williams; Belinda Tate; Guest Speaker – Kyle Harper

Kyle Harper discussed the Digital Initiative broadly and the Janux project specifically, faculty involved, students enrolled and future considerations with utilizing Janux.

**March 13, 2014**

Attendees: Jim Pappas, Juanita Vargas, Nick Hathaway (by invitation), Peter Hans-Wachter, Chris Elliott, Kenny Inman, Frank Rodriguez, Michael Buckley

Vice President Hathaway attended the meeting by invitation. He gave a Critique of Higher Education and began by stating that it is not simply “Liberal Education vs. Higher Education,” but that the truth lies in between. He said the “winds of change” include 1) financial model – *higher education is too expensive*; 2) delivery model – *persons have learned to access information directly on the Internet*; 3) student interests/expectations – *students care about outcomes of their education, expect a return on their investment and want information accessible anytime, anywhere and on any device*; and 4) technology – *rapidly changing the world around us, the pace of change is dramatic – could be an online marketplace for academic credit world-wide - this could be built on the lesson of the MOOCs*.

OU realizes that change is coming, and we are choosing to lead by making changes, i.e., Holistic Admission (more than test scores, optimal match between students and university expectations); Flat Rate Tuition and Mandatory Fees (encourages students to complete their degrees in a shorter period getting the best possible value for their tuition and fee dollar); Residential Colleges (the experience, improves retention and graduation, enhances university affiliation); International Engagement (student recruitment, research, engage with other countries, exchange agreements); One University Digital Initiative (cultural change to embrace technology, a systematic data-driven way to learn about learning, more dynamic in-class experiences). The University has implemented Janux which is powered by NextThought. It is not possible to take existing academic processes and shove them into technology, it isn't that simple. Janux are credit courses that are open/free to the public; however, you must be an enrolled student to receive the credit. The internet does gaming extremely well which is a great student draw and way of learning. Looking toward the future – Education is becoming anytime/anywhere, we are making changes to support that concept. We must realize that technology will continue to transform institutions. We all see the declining government support; we will have very little support at the state level for possibly the next five years, though President Boren continues to fight. However, we should keep in mind that the current financial picture is better than it was in 2008. VP Hathaway ended with Ernst & young's Five Drivers of Change: 1) Democratization of knowledge and access, 2) Digital technologies; 3) Integration with industry; 4) Global mobility; 5) Contestability of markets and funding.

When asked where higher education will be in ten years, VP Hathaway said that Washington is saying every citizen will graduate high school and something like 80% will have a bachelor's degree. Educational attainment is becoming a productive professional part of our economy and is growing higher – the master's is the new bachelors. Regarding democratization of knowledge, it would behoove us to focus on valuable parts of undergraduate education where we can make a great impact online. We are going to continue to be relevance based with our faculty and experiences we provide here. We need to be concerned about our building blocks.

Dr. Pappas commented that the commoditization of the content has already occurred; we just haven't turned it into a revenue model. If you look at MOOCs, it missed the inspirational aspect. A lot of presentations were just content, that is the piece Dr. Pappas struggles with. How can we develop the wrap-around that makes a difference? This is hard to communicate to the high school senior who is coming here.

Regarding future Council meetings, Dr. Pappas suggested we could either invite another guest speakers or he could speak to presentations that were held at our State of Outreach with heads of the Research Center in D.C., the Educational Advisory Board and an Educational Psychologist from our campus. Chris Elliott suggested Suzette Grillott to talk about international programs, since that is such an important initiative, the Council members agreed. Dr. Pappas will send her an invitation.

The minutes were distributed and approved. Council members will contact Belinda with any changes. Belinda will schedule another meeting in April.

The meeting was adjourned.

#### **April 14, 2014**

Those attending: Jim Pappas, Juanita Vargas, Jenny Barnhouse, Cheryl McCain, R. Shehab, Mike Buckley, Frank Rodriquez, Kenny Inman, Susan Sharp, Chris Elliott and Suzette Grillot, by invitation

Dr. Suzette Grillot, Dean, College of International Studies spoke to the activities of her college, the youngest college on campus with exciting opportunities to promote international activities in education. This summer Hester Hall will be complete and they will move back in July to our permanent home. The different departments have been operating as a college since 2008 with the college being established in 2011. International activities have been going on for years, with education abroad created and developed by Dr. Millie Audus. The college will be named for President Boren upon his retirement, an honor for the college and great legacy. Dr. Grillot stated that International studies are usually schools and usually just academic – OU's is unique. It is combined with study abroad, it serves all study abroad students, and serves all international students on campus. It has a campus-wide mandate, constantly works with other colleges and departments to make sure they have opportunities within their colleges, and currently works with all colleges as all have international education. The primary departments include Education Abroad, the Department of International Studies (ISS), and International Centers and Programs which include the Institute for US-China Issues, OU in Arezzo Study Center, etc. The college also offers new international student orientation, Fulbright orientation and a host of other activities for international studies.

Dr. Grillot distributed the latest International Profile providing an overview to include numbers of students, their interests, their majors, etc. The Arezzo Study Center program is new, the 16th century monastery's renovation will be complete in fall 2015 and the first students there in 2016. Half of the students who go there are in internships and have the opportunity to interact with students in Italy. Another education abroad activity four our exchange students include faculty who take these students to locations all over the world, with private providers. This allows the exchange students to go to world-wide locations where we do not have an exchange agreement, and maintain the status as OU students. But having a place like Arezzo is for the long-term is good for our students, and it will be duplicated in other places around the world. Having a presence in different parts of the world - on each continent - is President Boren's vision. Having a presence in China, perhaps Turkey, Brazil (Rio), Mexico (Pueblo) and Canada is being explored, with student activity going in those places by the summer of 2015. Arezzo is a one-way street and we are talking about more two-way streets. These opportunities provide not only teaching and learning, but is significant to recruiting students from those regions to Oklahoma and allows for our faculty to engage in research. Other locations, such as India and Africa, are being considered for several years down the road.

The College of International Studies has 450 majors and over 100 minors with 23-24 faculty members and three more searches planned for next year. They have a strong multidisciplinary approach, no doctorate degrees, but

do have master's degrees. They are focused on the professional training route and have an accelerated BA and MA. All students must study abroad and must learn at least one foreign language.

Dr. Pappas asked about three programs that were a part of continuing education year's back: 1) Elderhostel (as the program grew the feeling was that it didn't fit the University too well. It did have a number of requirements – we are thinking of exploring doing it again. Would that be of interest and appropriate? 2) Travel Study Programs for Adults: Most travel programs are for traditional students. We talked about putting together faculty with our non-traditional students. Some major institutions do that with the alumni groups. 3) Journey Programs have become popular. If a faculty member wanted to participate in a travel study program, how would he/she get involved?

Dean Grillot stated that she wants to engage Outreach, more than just KGOU who helps with international programs. She was pleased with the idea of Elderhostel, travel study and Journey for adults. She commented that the Alumni office does some of that, as she is leading an alumni trip to Italy. They get to travel with faculty members. Though there are no grades involved, they get the advantage of expertise and experience. We had tried one OLLI in Arezzo, but timing was not right, we could try again. There are a lot of opportunities for lifelong learners, alumni, and interested individuals and she would be happy to discuss those options. There are some liability issues that must be dealt with when you mix student with non-student groups. Sightseeing events put on by OU alumni does ask that faculty join, with expenses paid, but no pay. Some faculty are hesitant to participate without compensation. The logistical part can be difficult, but certainly no hesitation from her college. For faculty wanting to put together an international trip, they can attend a 101 for student abroad programs held each fall and spring. Though it is geared for students, the issues are the same for logistics and costs. Any faculty member wanting to create or engage in study abroad, should attend "Study Abroad 101." It lays out options, itineraries, budget, capitalizes on existing relationships we have. Dean Grillot's office helps faculty develop programs, work through logistics, assist with risk management, registration, etc.

We recognize the importance of having an international experience, however, this became an obstacle for the young students who have not traveled much on their own – their parents would say no. Though we do still have all programs for the intrepid student with very little interaction from the home university, we now also have an option for the student that doesn't want all those challenges. They have the international experience only it is lighter than the more traditional experience. Once we get the students to this light experience (short term faculty led experience for groups of students providing housing, activities, etc.), they get the bug and want the more immersive experience; and, are able to go out on their own. We also bring international professors here.

This was the last Council meeting of the year. Dr. Pappas thanked Dr. Vargas for her services as chair. He said that anyone interested in rejoining the Council should contact the Faculty Senate's Committee on Committees who make those decisions – Dr. Pappas would be pleased to support anyone wanting to return. The meeting was adjourned.

**COUNCIL ON FACULTY AWARDS AND HONORS  
2013-14 ANNUAL REPORT  
SUBMITTED BY SHIVAKUMAR RAMAN, CHAIR**

The University Council on Faculty Awards and Honors met on Thursday, January 30, 2014, to consider nominees and recommend recipients of awards. The purpose of this report is to offer the findings of the Council. The following members were present:

Shivakumar Raman (Chair)	Industrial and Systems Engineering	College of Engineering
Fred Shelley	Geography & Environmental Sustainability	College of Atmospheric & Geographic Sciences
Kyung-Bai Lee	Mathematics	College of Arts & Sciences
Kevin Haney	Development Dentistry	College of Dentistry
Satish Kumar	Medicine	College of Medicine
Al-Ubaidi Muayyad	Cell Biology	College of Medicine
Katherine O'Neal	Pharmacy Clinical & Admin. Sci.	College of Pharmacy

The following members were absent:

Alan McPherson	International & Area Studies	College of International Studies
Melissa Craft	Nursing Academic Programs	College of Nursing
Tom Ebrey	Alumnus	

An outstanding group of 47 highly qualified nominees were evaluated. The members of the Council are to be commended for the difficult challenge of selecting from such a distinguished group of nominees.

Based on our recommendations, for the 2013-14 academic year the following faculty members were honored at the "Tribute to the Faculty" (in alphabetical order, by category):

**David Ross Boyd Professorship (8 Nominations Received)**

Currier, G. Fräns, DDS	Department of Orthodontics	College of Dentistry
Houser, Neil O., PhD	Dept. of Instr. Leadership & Acad. Curr.	College of Education
Kolar, Randall L., PhD	School of Civil Eng. & Environmental Sci.	College of Engineering
O'Donoghue, Daniel L., PhD	Department of Cell Biology	College of Medicine

**Regents' Professorship (2 Nominations Received)**

Raskob, Gary E., PhD	Dean's Office	College of Public Health
Selby, George B., MD	Department of Medicine	College of Medicine

**Regents' Award for Superior Professional and University Service and Public Outreach (9 Nominations Received)**

Goodey, Paul R., PhD	Department of Mathematics	College of Arts & Sciences
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**Regents' Award for Superior Research and Creative Activity (8 Nominations Received)**

Hong, Yang, PhD	School of Civil Eng. & Environmental Sci.	College of Engineering
Scofield, Robert Hal, MD	Department of Medicine	College of Medicine

**Regents' Award for Superior Teaching (9 Nominations Received)**

Benyajati, Siribhinya, PhD	Department of Physiology	College of Medicine
Fast, Barbara, DMA	School of Music	College of Fine Arts
Grasse, Kevin A., PhD	Department of Mathematics	College of Arts & Sciences
Halliday, Nancy, PhD	Department of Cell Biology	College of Medicine
Mattachione, Steven E., JD	Department of Health Admin. & Policy	College of Public Health
Mullen, Kieran, PhD	Department of Physics & Astronomy	College of Arts & Sciences

**General Education Teaching Award (1 Nomination Received)**

Shepkaru, Shmuel, PhD	Department of History	College of Arts & Sciences
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**Good Teaching Award (8 Nominations Received)**

DiGiacinto, Dora, MEd	Dept. of Medical Imaging & Rad. Sci.	College of Allied Health
Shankar, Krishnan, PhD	Department of Mathematics	College of Arts & Sciences

**Merrick Teaching Award (2 Nominations Received)**

Cleveland, Steven J., JD	College of Law	College of Law
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Council members requested Mechelle Gibson review biographical sketches on each awardee submitted in nomination dossier, which was used for their introduction at the award ceremony. The Council elected Satish Kumar, M.D., College of Medicine, Health Science Center, as chair of the University Council on Faculty Awards and Honors for the 2014-15 term.

**INFORMATION TECHNOLOGY COUNCIL (NORMAN)  
2013-14 ANNUAL REPORT  
SUBMITTED BY AL SCHWARZKOPF, CHAIR**

The Information Technology Council met six times this year: September 23, October 21, November 18, February 16, March 24, and April 21. While the traditional meeting times have been on Thursdays, schedule conflicts have had us move our meetings to Mondays.

The September meeting was an attempt to **identify a few issues that we want to focus on for the year.** Discussion of potential issues that we might consider included

- SHAREOK
- Open Access and Open Educational Resources.
- Guidelines on what the student experience should be regarding technology?
- Integration of mobile efforts (by IT/WebCom/Students/Library)
- A university sponsored spot for students to store documents on the Web.
- Campus printing for students.
- Captioning.
- Is IT moving to 360? Do we have a roll out plan
- Canvas/Desire2Learn/Platform -- how will this get explained to students/faculty?
- Standards for online courses in [platform.ou.edu](http://platform.ou.edu) Need recommended standards concerning courses offered there.
- Instructional technologies and student access systems
- Data backup for faculty
- Document sharing systems – D2L, SharePoint, Portfolio, Dropbox

The October meeting addressed several current issues.

**The Council passes a resolution to ask the administration to form a task force that would select a preferred Student Response System (“clicker”)** so that students would not have to buy several of them for their courses. The Faculty Senate passed the ITC resolution to consolidate Student Response System (“clicker”) recommendations to a single one. The recommendation of the faculty working group was to select iClicker as the recommended solution and that recommendation was accepted by the University administration. That device had better text management interfaces for classroom use than the competitors. It will be the one carried by the bookstore and supported by the Center for Teaching Excellence.

**Several faculty met with Senator Ron Sharp** on Monday, October 14, 2014 11:00 AM-12:00 PM. Attending were Al Schwarzkopf, with Kelly Dampousse, Rick Luce, Adam Croom, and Danny Hilliard. The discussion went over the Digital Initiative innovations we are introducing in OU classrooms. Ron is a retired schoolteacher who is very interested in supporting education initiatives in Oklahoma. It appears that we are in a position to be innovation leaders for the state. Discussion covered the efforts higher education is taking to control costs for students through electronic and open-source textbooks, library initiatives, book rentals, making resources available through D2L and related technology, and providing tablets to students.



**We also discussed the Digital Initiative on campus.** Initiatives on campus include open access/content, iTunes U, use of technology in classroom, e-Textbooks, share platform for depository in library, technology for flipped classrooms, tablet deployments in education, One University in OMU as a retail stop plus showcasing available technologies, administrative systems, CMS/D2L, and open education resources in the library. (It was noted that the Janix platform in the library is public, but not an open resource.) Free custom textbooks are another item to keep in mind. The One University initiative may be seen as piecemeal rather than thematic; however, the web site (<http://www.ou.edu/content/oneuniversity/about.html>) does offer an overall institutional context, as well as illustrate the projects and future of One University. Faculty needs may require a pilot program and/or promotional tutorials to encourage use of all the resources mentioned. There have been several deans involved in One University and further visit to the colleges may be necessary for more communication. More training for PhD students would be helpful for their future careers.

The November meeting covered several new topics.

**The meeting included a review of the topics for the January IT Expo.** There will be a keynote presentation by Jeff Selingo, the author of the best-selling book College (un)Bound: The Future of Higher Education and What it Means for Students, a contributing editor to The Chronicle of Higher Education, and professor of practice at Arizona State University. There will also be over 20 breakout sessions, and a reception in the new One University Store after the Expo.

**There was further discussion of video captioning.** This is a longstanding issue. There don't seem to be any simple solutions. Transcription costs are high (on the order of \$150 per hour), speech-to-text is not accurate and requires editing, and ADA requirements mean that any public facing videos have to be captioned. It is not clear what the details of the University policy are and we propose to clarify that next meeting.

In February, the committee received reports on several key policies.

**Shaun Ensz (Administrator III with OU IT) gave a review of the Sophos rollout.**

The university supports some 30,000 unique devices, 20,000 simultaneous logins 193,000 total sessions. We have seen a 400% growth in device usage on campus which increases the threat of cyber-attack. Risks include malware, targeted attacks and inadvertent disclosures. A summary equation is

- Toxic Data (TD)= 3P + IP where
- 3P includes Protected Health Information (PHI) + Protected Individual Information (PII) + Protected security Clearance (PCL)
- And IP is Intellectual Property.

Why move to Sophos? The Symantec contract was coming up. The Symantec security software produced performance slowdowns during scans, had poor Mac support, was expensive and campus adoption did not appear to be great.

**Captioning. Chelle' Guttery, Director of the OU Disability Resource Center.**

Reviewed the policy for required captioning of video media. The general rules are that any public facing video needs to be captioned. Videos behind a firewall (e.g. D2L) do not have to be captioned unless someone in the class requests it. The requestor does not have to be impaired. Once the request has been made, the available videos (that is videos already posted) need to be captioned within a couple of weeks. Removing all videos would NOT be an option by then. Included are

- Any videos used for class
- Purchased videos (these need to be captioned)
- New videos should be captioned when created

The Disability Resource Center has funding for captioning videos. If you provide them with the video they can have them professionally captioned by the OU Press. Cost is generally about \$150 per video hour. Thus a 3 hour course would cost us about \$7000 to fully caption if we focused on lecture capture. OU cannot caption videos when we do not have permission from the copyright owner. Remember that when downloading videos from the Internet.

**Report from the User Experience sub-committee, Gray Delacluyse and Lindsey Johnson.**

OU is in the process of making additional changes to the oZONE platform. First we will need to upgrade the User Experience Platform (i.e. the portal) to provide more flexibility and a better Single Sign On capability and targeted messaging. In addition a new version of Banner (the actual Student Management System) will be installed, probably in March, which will provide better student functionality. In addition, the UX committee is working to revise The Book to focus more on the functionality as used by the community than the features orientation that we now have. Target would be to roll out some functions by fall.

The March meeting included updates on issues from the previous meeting.

**Discussion of Ellucian is (the University registration system provider) upgrade to oZone.** The goal is to change user experience with new platform with only one sign-on. In addition, the D2L contract comes up for renewal in a year and OU is running pilots with D2L, Canvas, and Schoology. There was an open call for pilot programs and an opportunity for individuals to try out each product ad kiosks around campus. The goal is to select a preferred vendor by the end of the summer for implementation a year later.

**There was a discussion of the Library Digital Humanities lab by Carl Grant.** The collaborative learning area is under constructions and moving along. There is a Researchers tool page on the library web site open for review.

The April meeting reviewed several topics that had been introduced earlier.

**Mark Morvant reviewed the course management system pilot.** Pilot is coming to an end. Timeline is to have a recommendation for consideration to the Provost's Office and CIO at the beginning of June with a final recommendation by July 1. CANVAS by Instructure and D2L+ are being considered. OU is following other universities going to cloud-based services. A by-product will be that this will help lessen the load on the campus network. This was driven by a digital initiatives survey for faculty and students; moving toward a system more innovative for students; and an upcoming contract renewal for D2L on July 1, 2015. The Center for Teaching Excellence and OU I.T. will follow with an analysis of usage.

More here: <http://www.ou.edu/content/cte/initiatives/course-management-system-pilot.html> .

Loretta Early reviewed the **upgrade for Banner enrollment system.** Upgrade seems to have gone well. More student CARTS will be available for future semester planning. Student advisors will need to be trained on these options.

**Al Schwarzkopf was selected as Chair for 2014-15 with Carl Grant to assist with the agenda.**

**RESEARCH COUNCIL (NORMAN)  
2013-2014 ANNUAL REPORT  
SUBMITTED BY SHEENA MURPHY, CHAIR**

**Membership**

The members of the 2013-2014 Research Council, their departments and terms:

Mark Nanny *	Earth & Energy	2011-14
Hugh Benson *	Philosophy	2011-14
Robert Cichewicz	Chemistry/Biochemistry	2011-14
Karen Antell *	University Libraries	2011-14
Younane Abousleiman	Geology/Geophysics	2012-15
Traci Carte	Management Information Systems	2012-15
Sheena Murphy	Physics/Astronomy	2012-15
Susan Schroeder **	Microbiology & Plant Biology	2012-15
Douglas Gaffin	Biology	2013-16
Cecil Lewis	Anthropology	2013-16
Rozmeri Basic *	Art & Art History	2013-16
Jane Wickersham	History	2013-16
Kendra Williams-Diehm	Educational Psychology	2013-16

**Ex-Officio Members:**

Kelvin Droegemeier	Vice President for Research
Alicia Knoedler	Associate Vice President for Research, and Director of the Center for Research Program Development & Enrichment

**Secretary:**

Cindy Clark	Center for Research Program Development & Enrichment
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Professor Mark Nanny joined the Council in August 2013 to complete the term for Dimitrios Papavassiliou, Professor Hugh Benson joined the Council in August 2013 to complete the term for Suzanne Moon, Professor Susan Schroeder joined the Council in August 2013 to complete the term for Bing Zhang, Professor Shen Guoqiang joined the Council in August 2013 to complete the term for Laurie Scrivener, Professor Karen Antell joined the Council in December 2013 to complete the term for Shen Guoqiang, and Professor Rozmeri Basic joined the Council in January 2014 to serve one semester for Jennifer Saltzstein.

Professors Nanny, Benson, Cichewicz, and Antell completed their terms at the end of the 2013-2014 academic year. Professors Abousleiman and Carte resigned their positions at the end of the 2013-2014

academic year. \*\*The 2014- 2015 Chair of the Research Council was elected at the April 2014 meeting and will be Dr. Susan Schroeder, Department of Microbiology and Plant Biology.

The Faculty Senate Appointments to replace Hugh Benson, Karen Antell, Younane Abousleiman, and Traci Carte, and the Presidential Appointments to replace Mark Nanny and Robert Cichewicz will be forthcoming.

In accordance to the charge of the Research Council (January 7, 2004), appointments to the Council include two members in each of the following six areas and one member from Fine Arts:

- a) Engineering: Younane Abousleiman and Mark Nanny
- b) Physical Sciences: Robert Cichewicz and Sheena Murphy
- c) Social Sciences and Education: Cecil Lewis and Kendra Williams-Diehm
- d) Biological Sciences: Doug Gaffin and Susan Schroeder
- e) Humanities and Arts: Hugh Benson and Jane Wickersham
- f) Other: Karen Antell and Traci Carte
- g) Fine Arts: Rozmeri Basic

#### **Activities (2013-2014)**

The primary activity of the Research Council during the 2013-2014 academic year was to advise and make recommendations to the Vice President for Research (VPR) pertaining to awards and honors under his administration, namely

- Faculty Investment Program (Up to \$15,000)
- Junior Faculty Fellowships (\$7,000 + Fringe)
- VPR Awards Program (4 awards of \$2,500 each)
- George Lynn Cross Research Professorship (recommendation to President)
- Henry Daniel Rinsland Memorial Award for Excellence in Educational Research

A summary of the Research Council funding and award recommendations approved by the VPR for the period July 1, 2013 through June 30, 2014 will be available on the Research Council's website. Statistics concerning the programs supported by the Research Council as of May 31, 2014 are attached.

The Research Council devoted much time and discussion to funding programs, award nominations and additional issues.

- Faculty Investment Program (FIP) – The Faculty Investment Program provides funding on a competitive basis to develop and expand the scholarly (i.e., research and creative) activities of Norman campus researchers, including researchers associated with Norman Campus Programs at OU-Tulsa. The FIP is designed to provide maximum flexibility in meeting researcher needs via strategic investment of funds with a high degree of expectation and accountability. Ultimately, FIP

is expected to enhance the national and international reputation of the University of Oklahoma via excellence in scholarship. The goal of obtaining external funding is not a requirement, but proposals are carefully evaluated for the contribution they make to a faculty member's program of research, scholarship, or creative activity. The maximum award under the FIP is \$15,000, and proposals are welcome in any amount up to the maximum. During fiscal year 2014, there were 56 FIP requests submitted to the Research Council, and 21 awards were funded for a total of \$278,107.

- Junior Faculty Fellowship Program – This program is designed to help new tenure-track faculty members establish their research/creative activity and make progress toward tenure by providing support in areas critical to the development of their programs. The program is restricted to tenure-track assistant professors who are in the first four years of their tenure-track position at the University. As a general rule, the \$7,000 (plus fringe benefits) awards are used as summer (June and July) stipends to enable faculty members to carry out full time research during that period. However, the awards are not limited to summer stipends, and faculty members are urged to use the awards in a manner that provides maximum benefit to their research programs. This might include supplies, equipment, personnel and travel. A faculty member receiving an award is expected to make a one-month commitment to research during the summer. Faculty members who have not acquired a terminal degree by the deadline for application, associate and full professors, instructors, and visiting appointees are not eligible for this program. Also, because of the limited number of available awards, faculty cannot receive an award in consecutive years, and faculty who have other sources of summer salary support receive lower priority. In February 2014, 17 proposals were selected from 47 submissions to receive Junior Faculty Fellowships. Most requested the funds to be used for salary; however, there were a few faculty that submitted budgets that included supplies, resulting in differing award amounts. The amounts ranged from \$7,000 to \$9,471 and the total funding amount for the program was \$149,276.
- The Council reviewed nominations and made recommendations to the Provost for the George Lynn Cross Research Professorship and the Henry Daniel Rinsland Memorial Award for Excellence in Educational Research. They also made recommendations to the VPR for the VPR Outstanding Research Impact Award and the VPR Outstanding Research Engagement Award.
- The Research Council's website lists award information for all of the Research Council grant and award recipients.
- During the summer of 2014, the Research Council will also be revising the FIP and JFF guidelines to clarify various parts of the proposal process.

- In 2013, the Faculty Senate approved a plan to re-balance the Research Council membership to more accurately reflect the disciplines represented by recent patterns among submitted proposals. The new structure will increase the number of Research Council members from 13 to 15. The Faculty Senate will fill one of the seats, and a Presidential Appointee will occupy the other seat. The new structure for the Research Council starting in 2014-2015 is as follows:
  - Engineering, Energy, Mathematical and Physical Sciences (3 members)
  - Social and Behavioral Sciences (3 members)
  - Life Sciences (2 members)
  - Humanities (3 members)
  - Education/Professional/Other (2 members)
  - Fine Arts (2 members)

On behalf of the Research Council, the Chair would like to thank Vice President for Research, Dr. Kelvin Droegemeier, for his enthusiasm, energetic leadership and unique vision in reshaping the research landscape at the University of Oklahoma. The Research Council also thanks Dr. Alicia Knoedler, Associate Vice President for Research and Director of the Center for Research Program Development & Enrichment, for her efforts on behalf of the Council and for her support of the OU faculty in their efforts to produce quality research and creative activity. At the May meeting, the Vice President for Research presented the outgoing members Mark Nanny (served 2013- 2014), Hugh Benson (served 2013-2014), Robert Cichewicz (served 2012-2014), Karen Antell (served 2013-2014), Younane Abousleiman (served 2012-2014), Traci Carte (served 2012-2014), and Rozmeri Basic (served 2014) with clocks to show their appreciation for the members' service.

Discipline	Faculty Investment Program				
	Number of Proposals Submitted	Number of Awards	Average Award	Percentage of Total Program Expenditures	Percentage of Total Number Awarded
Engineering	4	2	\$14,960	10.8%	9.5%
Physical Sciences	11	3	\$15,000	16.2%	14.3%
Social Sciences and Education	12	5	\$11,892	21.4%	23.8%
Biological Sciences	8	5	\$13,207	23.7%	23.8%
Humanities and Arts	6	2	\$12,500	9.0%	9.5%
Fine Arts	7	4	\$13,173	18.9%	19.1%
Other	8	0	\$0	0.0%	0.0%
Totals	56	21		100.0%	100.0%

Discipline	Junior Faculty Fellowship Program				
	Number of Proposals Submitted	Number of Awards	Average Award	Percentage of Total Program Expenditures	Percentage of Total Number Awarded
Engineering	0	0	\$0	0.0%	0.0%
Physical Sciences	8	3	\$9,471	19.0%	17.6%
Social Sciences and Education	14	5	\$8,781	29.4%	29.4%
Biological Sciences	2	2	\$8,949	12.0%	11.8%
Humanities and Arts	14	5	\$8,094	27.1%	29.4%
Fine Arts	3	1	\$9,120	6.1%	5.9%
Other	6	1	\$9,471	6.4%	5.9%
Totals	47	17		100.0%	100.0%



**FACULTY SENATE  
FACULTY COMPENSATION COMMITTEE (NORMAN)  
2013-2014 ANNUAL REPORT  
SUBMITTED BY LAWRENCE BAINES, CHAIR**

**2013-2014 Faculty Compensation Committee Members (FCC):**

- Lawrence Baines, Associate Dean for Graduate Studies, College of Education
- Amy Bradshaw, Educational Psychology
- Nancy LaGreca, Modern Languages, Literatures, and Linguistics
- Donna Nelson, Chemistry

In the Faculty Compensation Report from last year (2012-2013), it was noted that university-wide merit raise programs have not occurred since 2007. We are aware that the “best case scenario” from the state legislature in 2013-2014 promises a 0% increase in funding. Given that the budget will be tight this year, and likely in upcoming years as well, the FCC urges strategic financial planning to address salary compression and inversion, based on merit. The worry is that compression and inversion will increasingly lead to faculty flight to higher salaries. Currently, 60% of all associate professors on the Norman campus are either inverted (they make less than faculty in the rank below them) or compressed (they make under \$5000 more than faculty in the rank below them). 43% of all professors are inverted or compressed.

**Recommendations:**

- 1) Consider issues of compression and inversion in short-term planning. The FCC recommends implementing another targeted, modest increase program for 2014-2015 to address compression and inversion, similar to the one carried out in summer 2013.
- 2) Consider compression and inversion in long-term budgeting. The FCC emphasizes the importance of considering the ongoing threat of compression and inversion on faculty quality over the next decade.
- 3) Consider non-monetary incentives that would incur little cost for the university, but could possibly enhance the quality of life for faculty. The Faculty Compensation Committee presented a list of non-monetary suggestions to President Boren at the Executive Faculty Council meeting on April 9, 2014.

**FACULTY SENATE  
FACULTY WELFARE COMMITTEE (NORMAN)  
2013-2014 ANNUAL REPORT  
SUBMITTED BY GREG BURGE, CHAIR**

**I. Membership**

The members of the 2013-2014 Faculty Welfare Committee, their departments and terms:

Misha Klein	Anthropology, 2012-2013 (chair, Fall 2013)
Jerry Weber	Educational Leadership & Policy Studies, 2011-2013
Donna Nelson	Chemistry & Biochemistry, Spring 2013-2014
Aparna Mitra	Economics, 2013-2016
Chris Ramseyer	Civil Engineering & Environmental Science, 2013-2016
Greg Burge	Economics, 2014-2015 (chair, Spring 2014, completing Misha Klein's term)
Karen Rupp-Serrano	University Libraries, 2014 (completing Jerry Weber's term)

**II. Meetings**

The Faculty Welfare Committee met seven times. Four times during the Fall semester and three times during the Spring semester. An ad hoc committee to investigate issues relating to bullying/incivility on campus was formed by the FWC during the spring term. The membership of the ad hoc committee came from both inside and outside of the current FWC membership. Minutes from each of the seven FWC meetings are included at the end of this report.

**III. Issues**

At the beginning of the 2013-2014 academic year, The Faculty Welfare Committee identified prior issues to be pursued, as well as new issues for our agenda. Ultimately, three issues became our top priorities over the course of the year:

1. The promotion of faculty health & wellness through the improvement of:
  - a. walking paths on campus
  - b. exercise facilities on campus
  - c. access to exercise facilities off campus
  - d. safety and utilization rates of existing bicycle commuting options on campus

This effort focused on the previously adopted FWC Recommendation for Promoting Faculty Exercise and Wellbeing, passed in the previous year. It stated that:

“Whether one considers the faculty the head of the university, or its heart, every observer recognizes that it is the faculty which is responsible for producing the basic product of the modern American university; the creation and dissemination of knowledge. In addition, in

parlous economic times such as we are experiencing today, it is ever more incumbent among higher education institutions to do everything in their power to maintain the well-being of the faculty. Modern medicine and science tell us with clarity and conviction that encouraging, and creating the supportive environment for, physical activity is an important mechanism to support this objective.

At The University of Oklahoma, unfortunately, the physical facilities available for the support of physical activity for the faculty are sadly lacking. The Faculty Welfare Committee recognizes that some of the recommendations we offer may be, for the time being at least, financially unrealistic. However, we also proffer the observation that it is incumbent on the institution to make every effort to enhance the physical environment available for physical conditioning, as well as to create the psychological environment that encourages participation.

In addition to physical improvements suggested, we also offer the observation that a lack of facilities available only for faculty markedly diminishes the probability that faculty members will utilize the existing facilities. This refers both to workout and locker room facilities. Having looked at the overall existing facilities, we strongly support the following recommendations, offered in order of preference.

- i. Building a new faculty-only facility to contain both men's and women's locker and workout facilities.
- ii. Offering cooperative participation with existing health facilities in Norman and surrounding cities. Specifically, reference is made to the Blue Cross/Blue Shield "Silver Sneakers" program.
- iii. Improve existing facilities. The locker rooms are dated. They are fundamentally unchanged since the building was constructed in 1981. Further, the locker rooms do not support modesty. The showers are not private and the dressing area is open. Faculty often complain that they will not exercise at the Huston Huffman Fitness Center because of the locker rooms and the lack of privacy. The locker spaces could be friendlier to members utilizing wheelchairs. In addition, hot water is often an issue due to an old system. Facilities Management must continuously service the system. Equipment used in strength training is sometimes patched with tape as opposed to being properly repaired. In addition to discouraging use by faculty, the Huffman Center does not contribute to making OU an attractive site to potential students and parents who visit.

Building on these issues, the FWC heard a presentation by Breion Rollins on the progress of the building of the Scholar's Walking Path, as well as discussions of faculty access to off-campus workout facilities. Donna Nelson indicated the Blue Cross Blue Shield program for \$25 per month allows access to a number of facilities. Ongoing efforts to expand the group of community facilities participating in that package deal are ongoing.

2. The development of a campus-wide family leave policy. Having a draft of the policy adopted in 2012, we worked with various University officials in efforts to improve the policy and make it more compliant with current OU policies regarding sick/medical leave. The current version of the policy, which is very much a working draft in progress, is as follows:

**Family Fairness Policy**  
**Faculty Welfare Committee**  
**Spring 2014**

In considering the needs of faculty members and the University community, the University recognizes that faculty members may face situations in which their family obligations limit their ability to maintain all of their varied obligations and duties in the areas of research, teaching, and service. The work demands on faculty members involve duties outside of the academic calendar, alongside the obligations incurred during the 16-week semester. In the interest of attracting the best candidates to join our University community, and in order to retain and care for faculty who represent a major investment of the University's resources, the University seeks to create a cooperative work environment, supporting not only faculty research endeavors but the achievement of a sustainable and healthy work-life balance. Further, the University recognizes that major life events, such as the birth or adoption of a child, or the need for intensive care of another family member, do not necessarily conform to the academic calendar.

Therefore, in order to enable faculty to meet their ongoing research and service demands, and avoid disruption to students during the semester, we recommend that The University of Oklahoma Norman Campus formally adopt the following policy, which operates within the spirit of existing University of Oklahoma policies, including OU's Family and Medical Leave Policy. If, for any reason, an individual academic unit is unable to conform to this policy, they must draft an alternate policy that details the accommodations to be granted faculty under circumstances that require such consideration such as those specified below.

This policy provides for the automatic extension of the tenure clock for tenure-track faculty, and allows for one semester of modified teaching and relief from very demanding service duties if a tenure-track, tenured, or renewable term faculty member is a primary caregiver: (1) following the birth or adoption of a child; or (2) for an individual who has a serious health condition (as defined by OU policy).

A tenure-track faculty member who is a primary caregiver of a newborn or newly adopted child or a seriously ill family member will qualify for a one-year extension of the probationary period, unless s/he requests a waiver of the extension. This extension may be waived by eligible faculty members, if s/he so requests, before s/he goes up for tenure. Furthermore, if after consultation with her/his department chair and Committee A the faculty member wishes to go up for tenure at the time when s/he would have done so without the previously granted extension of the probationary period, it would not be considered an "early tenure" process. There is a maximum possible extension of two years due to multiple births, adoptions, or caretaking situations. The request to activate the extension of the probationary period must be made within 12 months of the qualifying event. The request must be submitted to the department chair and Committee A, who will forward the request along with a letter confirming the faculty member's eligibility to the Dean, who will in turn forward the request to the Provost. It should be noted that any tenure-track faculty member – including those who are expecting

the birth of a child or are adopting a child but are not the designated primary caregiver, as well as those experiencing hardship not related to this leave policy - can apply to extend her/his probationary period at any time.

In the event of these major family events, tenure-track, tenured, or renewable term faculty members may request modified duties. Faculty on modified-duties status will be relieved of direct teaching responsibilities and very demanding service requirements (e.g., Committee A), but will be expected to fulfill their other professional responsibilities (e.g., other departmental committee assignments, preparation of course materials, research and preparation of research proposals and publications, and supervision of graduate students). The faculty member will not be expected to make up the modified duties in a subsequent semester. Faculty will not be permitted to teach overload courses during the period of modified duties. The teaching component of the annual evaluation will make allowances for the period of modified duties. The annual evaluation rating and associated salary increases shall not be negatively affected by the period of absence. The maximum period for which modified duties will be assigned is one semester (i.e., Spring or Fall) per academic year. In the event of a birth or adoption of a child, the semester of modified duties should be completed within 12 months following the birth or adoption.

Faculty members requesting modified duties for one semester must inform the department chair as early as possible to allow time to process the request and identify and secure alternative teaching staff, if necessary. For requests related to birth or adoption, modified duties should be made no later than three months after the event. All requests for modified duties should be submitted in writing to the department Chair, who together with Committee A, will evaluate the request and write a letter detailing how the accommodation would be made within the department, which will be forwarded along with the request to the Dean. After approval by the Dean, copies of the approval shall be sent to the faculty member and the department chair.

A version very similar to the above policy was approved by both the Faculty Welfare and the Faculty Senate Executive Committees in 2012. From the point of view of the Faculty Welfare Committee, it has remained one of our top priorities since that point. We have had multiple discussions with administrators, legal authorities, human relations directors, and various other points of University contact. Among the important issues discussed were:

- The federal FMLA policy does not conform to the 16-week semester schedule at OU, causing disruptions because of discontinuities in teaching personnel
- The proposed policy is for modified duties, not a leave. Faculty cannot take a leave from their research endeavors and certain aspects of service
- Short-term modification of teaching and avoidable service would allow faculty in these situations to focus their continued scholarly efforts on research, minimizing disruptions
- The policy would help to create a supportive campus environment that recognizes faculty family responsibilities alongside their scholarly ones
- The policy would help to attract highly qualified candidates and retain faculty in whom the University has invested valuable resources

- The policy would be an important step towards gender equity, in recognition of the disproportionate burden of family care that falls on female faculty in general, while keeping the policy gender neutral in recognition of the social changes of the current generation
- Universities across the country are adopting similar policies, especially given recent research showing the loss of female researchers/faculty, especially in the STEM fields
- Because of the time involved in achieving a doctorate, and the common delay in childbearing among scholars, these circumstances weigh most heavily on junior faculty, who are also the most vulnerable (politically, professionally, and financially)
- The lack of a campus-wide policy, and the inconsistency in accommodations made across campus, is unfair, creates an atmosphere of distrust, and may leave the University vulnerable to legal action
- The concern this may place a burden on small units that may rely on a single faculty member for instruction of a particular course. At the same time, the policy would help ensure faculty in both large and small departments know they have access to the same accommodations from the standpoint of the University.
- The concern that additional resources will be needed to cover a policy of this nature is a valid one – but we recommend this concern be tempered through recognition that considerable resources are *already* being used to address situations of this nature. Our position is not that previous and current situations are always handled in ways that give no accommodations; it is that considerable variation exists in how situations are currently handled.
- The concern that this will look like an additional benefit in a political environment where that may be unpopular is also valid. We hope to frame this as a temporary application of modified duties in a way that protects continuity in the classroom as well as continuity in research.

Faculty members on FWC and Faculty Senate Executive Committee have been generally supportive of the issues and concerned with the inequities across campus. There remain important issues to overcome. Most importantly, the FWC wants to work as hard as possible to ensure the policy accommodates the concerns of administration, legal, and human resources, such that the policy would/could potentially be successful if eventually passed by Faculty Senate. Most recently, Greg Burge met with Greg Heiser, Jamie Hammer, Les Hoven, and Pamela Mitchell in a productive discussion. Some noted areas for concern/improvement were noted as:

- Stressing that the policy would not be intended for cases where FMLA leave and the invoking of a semester of modified duties were stacked back-to-back.
  - Clarifying exactly how faculty responsibilities during a semester of ‘modified duties’ do and do not differ from a normal semester.
  - Drafting the policies in ways that both large and small departments could reasonably comply.
  - Clarifying even more prominently that Departmental Chairs and College Dean’s still play a role in needing to approve the appropriateness of the qualifying event in cases where a faculty member is requesting a semester of modified duties.
3. Investigating campus culture as it relates to bullying and faculty incivility. Having identified this as an important new issue for the 2013-2014 year, several actions were taken on this issue.
- a. Misha Klein and Greg Burge attended a meeting with Provost Mergler and Greg Heiser

- b. The sentiment was to stress a positive, proactive approach, seeking to
  - i. Increase awareness & improve understanding of bullying
  - ii. Provide resources to those being bullied
- c. As such, an ad hoc committee on campus bullying was formed in January. Chris Ramseyer, Aparna Mitra, and Donna Nelson agreed to represent FWC and Susan Marcus-Mendoza and Susan Hahn agreed to serve as University faculty at large. The committee was formed and given the power to add more members as it sees fit, as well as to select a chair (or co-chairs) as it sees fit through elections. Susan Marcus-Mendoza was later selected by the committee as chair.
- d. Efforts to develop a faculty survey and identify other campus resources are ongoing and will continue to be an issue next year.

Note: At the April 7, 2014 Meeting the members of the FWC voted unanimously to select Greg Burge as Chair for the upcoming 2014-2015 academic year.