

# **ANNUAL REPORTS 2014-15**

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)  
June 2015

**ACADEMIC PROGRAMS COUNCIL (NORMAN)  
2014-15 ANNUAL REPORT  
SUBMITTED BY KEITH STREVETT, 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 AY 2014 are listed in Table 1. Due to a sabbatical leave, Professor Al Schwarzkopf replaced Professor Michele Eodice during the Spring 2015 semester. Throughout AY 2014-2015, Professor Keith Strevett served as APC Chair, Professor Craig Hofford chaired the Policy and Program Subcommittee, and Associate Professor Lee Fithian chaired the Course and Curriculum Subcommittee. During the 2014-2015 academic year, the Council met on the first Friday of every month, excluding January. Meetings were scheduled in Buchanan Hall.

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

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

Kyle Harper	Sr. VP and Provost
Breck Turkington	Associate Registrar
Matt Hamilton	Registrar

***Faculty Senate Appointees*** (6 faculty for 3 year terms – 1/3 to retire each year)

Keith Strevett - Chair 14-15	Civil Engineering	2012-15
Lucy Lifschitz - Programs	Mathematics	2012-15
Harold Mortimer - Courses	Musical Theater	2013-16
Kirsten deBeurs - Courses	Geography & Environmental Sustainability	2013-16
Jason Houston - Programs	Modern Languages, Literatures & Linguistics	2014-17
Michele Eodice - Courses	The Writing Center	Fall 2014
Al Schwarzkopf - Programs	Management Information Systems	Spring 2015

***Presidential Appointment*** (3 faculty/3 yr terms & 2 students/1 yr term)

Lee Fithian - Course Chair	Architecture	2012-15
Craig Hofford - Program Chair	Health and Exercise Science	2013-16
Angela Urich - Courses	Ed Leadership & Policy Studies	2014-17

Jean Ware (Manager of Administration and Operations for Admissions and Records) provided primary staff support for the Council. She coordinated program proposal inputs with the authors, supported and implemented changes, posted all 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) coordinated course inputs with the authors, and supported and implemented changes of course information on Courseleaf and Banner. APC did not have the benefit of student representation on the Council this academic year.

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 (courses and programs) to be reviewed each month. Two weeks prior to the meeting date, staff members provide the council members with the appropriate program and course proposals. Council members are asked to review the material and provide comments, questions, and/or feedback three days prior to the meeting date. Staff attempt to contact proposal developers and either solicit answers to Council’s questions, or encourage a department/college representative to attend the meeting to address the Council. The objectives of the Policy and Program Subcommittee are: (i) protect the rights of students in program deletion requests; (ii) review for duplication of programs; (iii) determine if there are adequate resources for the new program; (iv) look for logical prerequisites in new or program change requests; (v) determine if the development of a new program or program change is based on a student/employer demand and make sense; (vi) ensure University policies and rules are satisfied; (vii) review checksheets for correctness and clarity; (viii) assess the impact of a new program, program change or deletion on other programs; and (ix) determine if course changes are coordinated with program changes. A total of 128 programs were processed in AY14-15. This represents a thirteen percent increase in programs and thirty-two percent increase in courses reviewed from AY13-14. Of the 128 program proposals reviewed this semester (Figure 1), the majority (55%) of the program proposals submitted were substantive viz., changes that impact what a student must do to earn a degree or new program request. All substantive proposals must be approved by the Oklahoma State Regents for Higher Education. Program proposals for AY 2015-2014 increased 49% compared to AY 2014-2015, with a 98% completion as of May 12, 2015. The top three colleges submitting program proposals in AY 2014-2015 included the College of Arts and Sciences, College of Business, and College of Education with 30%, 21%, and 10%, respectively (Figure 2). This trend is mirrored in the submission of substantive and administrative / internal proposal distribution (Figure 2a, b). Two showcase programs were from the College of Arts and Science and College of Engineering. Within the CAS, the Department of Chemistry and Biochemistry restructured the graduate program into modules that will enable students to “(gain) a greater ability to develop customized curricula” and allows for “greater flexibility (in) offering graduate courses.” Within the CoE, a new undergraduate program entitled Biomedical Engineering was created that “supports the need for advancement in the health of the nation by increasing biological knowledge utilizing engineering principles and techniques.”

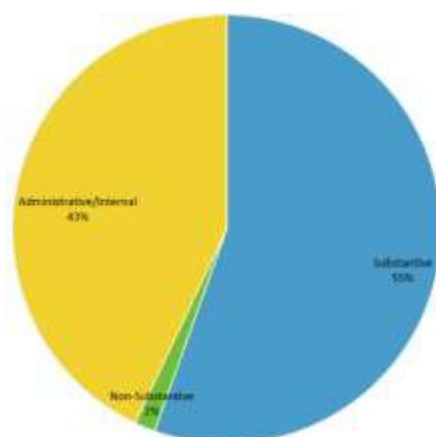


Figure 1. Program proposal distribution by classification – Substantive, Non-Substantive and Administrative/Internal.

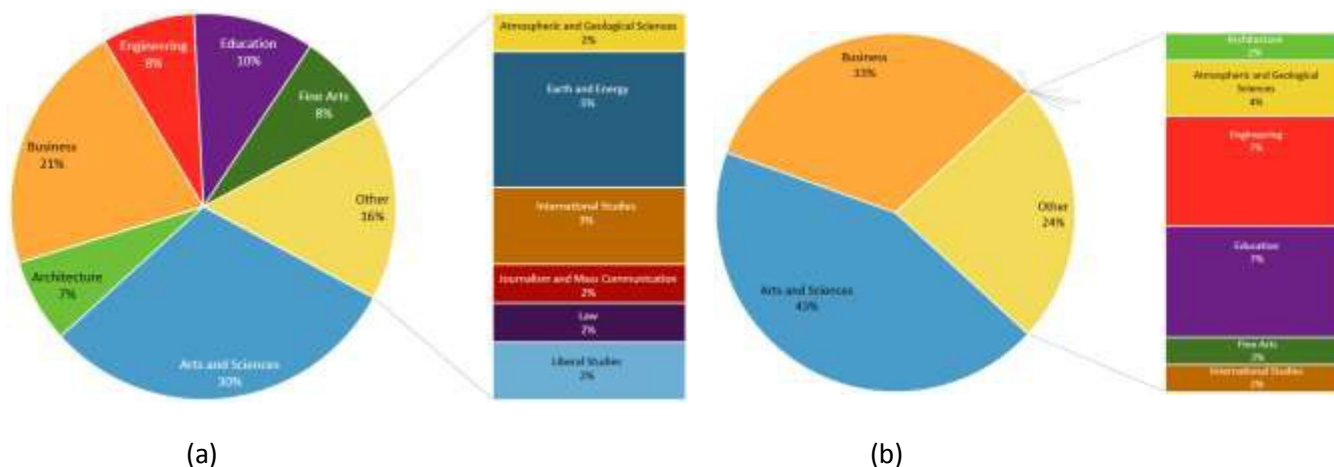


Figure 2. Program proposal distribution. (a) Substantive program proposals submitted by Colleges. (b) Administrative / Internal program proposals submitted by Colleges.

The objective of the Course and Curriculum Subcommittee are: (i) review requests for conformance to University standards and practices in form and procedure with all significant information provided by issuing department or college; (ii) evaluate course proposals for appropriate prerequisites and course numbers (numbers are to match level of instruction); (iii) ensure succinct and clear course descriptions; (iv) evaluate request for duplication within the same or other departments; and (v) note the impact of the course proposal on degree programs. There were 536 course proposals submitted within the AY 2014-2015. The majority of the course proposals were for new courses (Figure 3a). The College of Arts and Sciences submitted 41% of the new course proposals primarily due to the change in the graduate program in chemistry (data not shown). All graduate chemistry courses, except for seminar courses, were converted to variable credit modular courses. The College of Earth and Energy accounted for 16% of the new course proposals followed by the College of Engineering. The majority of the new courses in the College of Engineering were related to the new undergraduate program in Biomedical Engineering and a graduate program in Data Science and Analytics. Of the 536 course proposals viz., New Courses, Course Changes and Course Deletion proposals, the College of Arts and Sciences submitted 249, or 47% followed by the College of Engineering with 76, or 14%.

Based on a recommendation from the Provost Office, APC adopted the syllabus style recommended by the Center of Teaching Excellence (CTE). APC evaluates each new course proposal for inclusion of the appropriate university policies; however, council members believed that the other functions of the syllabus were best developed by CTE. As a result, Courseleaf instructions were updated to direct individuals to the CTE syllabus template. These instructions were also forwarded to the Provost Office for inclusion in New Department Chairs/Directors orientation packet. Finally, in addition to this the regular course proposals, APC Course Subcommittee has agreed to review 71 course proposals. These proposals were submitted after the deadline for the May 2015 meeting. Due to some urgency, the committee agreed to review these additional course proposals before the start of summer session. These courses are not included in this summary report due to the timing of this report.

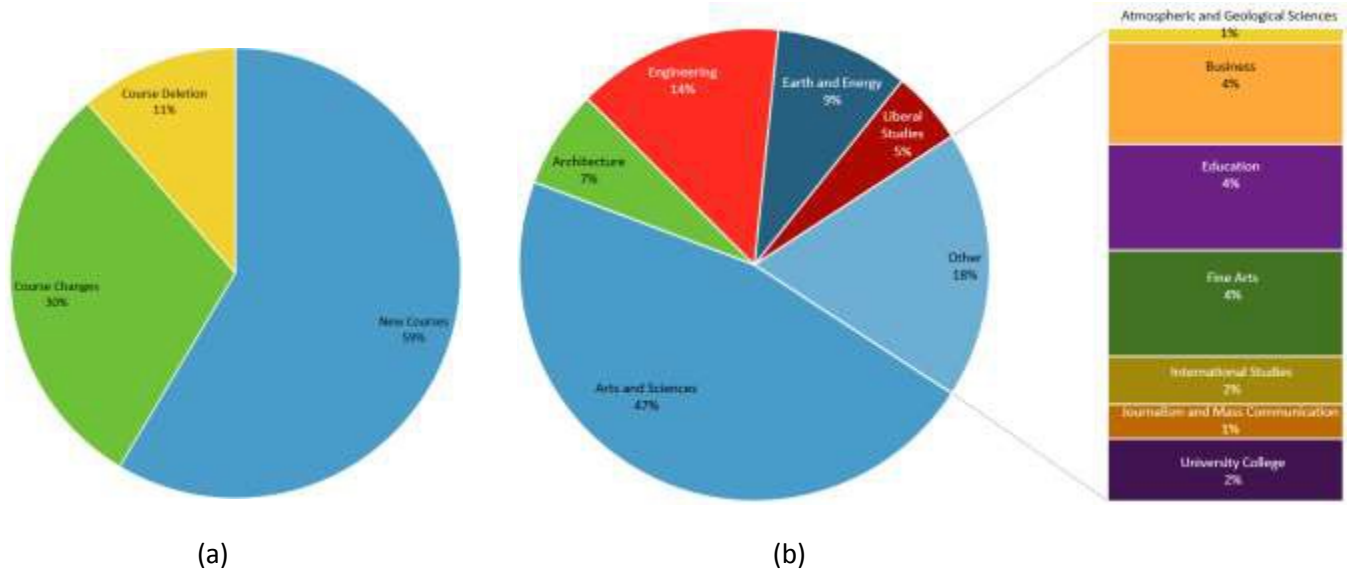


Figure 2. Course proposals by classification (a) and by college distribution (b).

For AY 2015-2016, Professor Keith Strevett will serve as APC Chair and will be responsible for reviewing both course and program requests, developing two semester reports and a final council report. Professor Jason Houston has agreed to chair the Policy and Program Subcommittee and will be responsible review all program proposals, leading council discussion on program proposals, and making recommendations to the council. Professor Kirsten deBeurs has agreed to chair the Course and Curriculum Subcommittee and will be responsible for reviewing all course proposals and making recommendations to the council.

**ATHLETICS COUNCIL  
2014-15 ANNUAL REPORT  
SUBMITTED BY FRANCENE WEATHERBY, CHAIR**

This Athletics Council met four times in 2014-2015. Meeting dates were September 29, 2014; November 20, 2014; February 18, 2015; and April 20, 2015. The Council completed all of its required business and this is the Chair's annual report for those meetings.

2014-2015 Athletics Council membership:

Faculty members: Anthony Natale, Craig Hofford, Joanna Rapf, Priscilla Griffith, Craig St. John, Kevin Butterfield, Francene Weatherby, and Larry REgens

Staff Members: David Goodspeed and Kelli Hayward

Student members: OUHSC – Michael Taylor, Norman – Carter Cloud

Student-athletes: Amanda Johnson, Cole Stevens

Alumni: Danny Heatly and Renzi Stone

Ex-Officio: Joseph Castiglione (Athletics Director), Kelly Damphousse (Faculty Athletics Representative to the NCAA)

Athletics Department: Michael Alford (Senior Associate Athletics Director, Development), Luther Lee (Senior Associate Athletics Director, Chief Financial Officer), Jason Leonard (Executive Director, Athletics Compliance) , Mike Meade (Senior Associate Athletics Director, Academic Services), Nicki Moore (Senior Associate Athletics Director, Senior Women's Administrator), Kenny Mossman (Senior Associate Athletics Director, External Operations), Larry Naifeh (Executive Associate Athletics Director)

Secretary: Amy Miller (Administrative Assistant)

**September 29, 2014**

At the September 29 meeting, Joseph Castiglione welcomed the Council members and handed out the Athletics Department annual report. He highlighted some of the athletic achievements from the past year such as the Women's Gymnastics national title and seven conference championships. Other achievements include balancing the budget for the 15<sup>th</sup> straight year and the 5<sup>th</sup> straight semester for the student-athlete's cumulative GPA being above a 3.0.

Athletics Director Joseph Castiglione discussed the stadium renovations including the financial impact of the project. The goal of the renovations is for a greater fan experience not to increase seating capacity. He assured the Council that funding for the project will come from private donations and will not be tied to operating budget. The goal is for the stadium to be usable and functional during construction.

Professor Regens reported that for fiscal year 2014 (FY14), the Athletics Department ended with a balanced budget without benefit of state or university subsidy. He advised the Council to look upon the Athletics Department as an integral part of the university because of their significant annual financial commitment. It was suggested by one of the Council members that they be provided information on other institutions who get state appropriations, contribute to their universities financially, and how much they contribute. Professor Regens also reported significant changes in several areas of the budget. As Mr. Castiglione stated previously the additional nutritional supplementation increased the support service budget. These changes brought about an increase of \$650,000. Other notable changes included a decrease in the facilities area due to capital projects being completed.

Professor Hahn reported the Gender Equity committee revised a five-year plan for Title IX. The committee interviewed several coaches and equipment managers. Professor Hahn reported the Athletics Department is doing exceptionally well in the area of travel, nutrition and equipment in regards to Title IX. Dr. Nicki Moore pointed out that all sports are separated except for Men's and Women's Track & Field. Historically these expenditures have not been separated, but going forward separation will requested to ensure men and women are getting equitable opportunities. There may be differences in the distribution of equipment based on performance needs, but what the subcommittee is concerned about is if there is a difference, it is a non-discriminatory issue.

Professor Damphousse thanked the Council for their attendance and reviewed the Council charge. He 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. Professor Damphousse encouraged members to take full advantage of the opportunity to serve on the Council.

As the Faculty Athletic Representative (FAR), Professor Damphousse reminded the Council that just as he serves as a liaison between students, the Athletic Department, the faculty, the Big XII, and the NCAA, the Council should also serve as liaison between staff, student, faculty and the Athletics Department. Also as the FAR, he is supposed to keep the Council abreast on issues going on in the NCAA. He presented the Council with an article about the cost of attendance for student-athletes. The last point he made was to encourage Council members to attend the sporting events and to see how the issues discussed in the meetings impact the student-athlete on the field.

## **November 20, 2014**

Dr. Anthony Natale led the council through the highlights of the Academic Integrity report. Michael Meade provided supplemental academic information when needed. The first section of the report was dedicated to admissions. He informed the Council that the total number of Student-Athlete special admissions decreased from 41 to 38 this year. The number of Student-Athletes is at a record high of 145, but with a larger proportion of regular admits. He explained the role of the Athletic Review Committee, which is to review the academic record of students who do not meet the minimum qualifications to be admitted, otherwise known as a Special Admit. This group reviews this individual's academic records to see if they would fit the type of academic

support provided at the university. Dr. Natale also noted in the report it compares the incoming freshman class of student-athletes with the general population's incoming freshman class.

The next section of the report Dr. Natale informed the Council on was the area of graduation. The federal graduation rate, he explained, is a snapshot of a single year, in this case 2007-2008. The four-year class average increased from 55% to 57% so the department saw a positive increase. The report then went on to assess the data of the Graduation Success Rate (GSR) used by the NCAA to track student-athlete graduation. The NCAA's GSR calculation for the 2007-2008 cohort is OU's highest GSR overall rate at 80%, which is 6<sup>th</sup> in the Big XII.

Dr. Natale discussed the next section of the report, which centered on GPA. He asked the Council to note the department has had five consecutive semesters with an overall GPA of 3.0 or above. In the fall of 2013 there was a record high GPA of 3.06 as well as a record high cumulative GPA of 3.0 for the entire academic year of 2013-2014.

Amanda Johnson explained in her student-athlete advisory committee report that SAAC wanted to change things this year so they split the Executive committee into two groups of four. There would be a group over local SAAC and another group focused on National SAAC. Amanda informed the Council that the focus of local SAAC is the Student-Athlete on OU's campus. They are involved in activities such as Athletes for Athletes, which gathers Student-Athletes to attend each other's events. Amanda said SAAC was looking forward to the N7 event again this year and they are hoping to have even more children participate. She then let Cole Stevens talk about National SAAC. Cole spoke of their desire to inform the Student-Athletes on issues and legislation being brought forth by the NCAA.

Joseph Castiglione reported that there would be change in the upcoming year especially after the NCAA Convention in January. Cost of attendance would be at the forefront of the issues. He also mentioned the subject of post eligibility aid, which will become more of a national program. He reminded the Council the athletics department has been intentional about encouraging former student-athletes to return and finish their degrees.

Kelly Damphousse expounded on the Athletic Review Committee, which was mentioned by Dr. Natale earlier. He described the process that the Student-Athlete's academic record goes through with the Committee. It is scrutinized by those from across campus as well as members of admissions. Their coaches also have a chance to talk to the committee and convince them that their Student-Athlete will work hard if given the opportunity to be admitted. Dr. Damphousse revealed these Student-Athletes were hugely successful when looking at how they did this past year. He credited the academic department with the resources they give these students to succeed. Dr. Damphousse handed out an article about the University of North Carolina academics scandal. He informed the Council that one of the most telling things from this article was the faculty saying they were too passive with the athletics department and those in the Athletics Council did not ask the right questions. Dr. Damphousse reiterated that the athletics department is always open to questions. Mr. Castiglione also welcomed any questions or scrutiny about anything.



## February 18, 2015

Jason Leonard distributed the annual Governance and Compliance Report and explained it is the same report the compliance staff submits to the NCAA. He reminded the Council it would be the last year for such a lengthy report because as of November 9, 2014 the OU Athletics department was no longer under probation with the NCAA. Mr. Leonard shared that there have been substantial changes over the last year. The biggest change he said is autonomous legislation, which allows schools in the five big conferences to be able to provide more for their student-athletes. Along with autonomy, he mentioned several other changes to the Council such as the NCAA interpretation philosophy, which allows institutions at the institutional level to make more decisions for their student-athletes. The new penalty structure was implemented this year as well and the financial outcomes of the structure were significant. The last change Mr. Leonard mentioned was head coach control that penalizes the coach for any infraction directly or indirectly related to the program.

The first piece of NCAA legislation Mr. Leonard mentioned was 2014-13 providing cost of attendance to student-athletes. Previously full grant-in-aid scholarships included room and board, tuition, fees, and books. With the passing of 2014-13, other expenses associated with attending the University of Oklahoma (laundry, travel, etc.) may now be provided August 1, 2015.

Additionally, Mr. Leonard described the legislation passed by the Big 12 associated with autonomy. Bylaw 1.3.3.1 says institutions will provide cost of attendance for all sports. The next bylaw he mentioned gave student-athletes multi-year scholarships. The last bylaw 1.3.3.3., covered the issue of financial aid to former student-athletes who depart the institution before graduating and want to return to complete their degrees. This aid will be decided upon by the institution. The last major change Mr. Leonard explained to the Council was about the NCAA Interpretations Philosophy. He spoke candidly about his hesitations on how this was going to play out in the future, but the NCAA is giving the institutions more authority to decide minor, everyday issues.

Professor Regens shared that the focus of the Fiscal Integrity report would be on the fundraising and marketing activities of the athletics department. He wanted to highlight that in the current fiscal year the department would provide nearly \$5 million in funding to the University, raising the total for the last 14 years to \$50 million. The OU Athletics Department is one of four of the nation's self-sustaining Division I programs that do not receive subsidies from campus.

Joseph Castiglione assured the Council that the stadium renovation project continues to move forward in his Athletics Director report. He reminded them that renovations would not start until the funds were available. There continues to be fundraising and almost all of the suites have been accounted for. He also brought to the Council's attention that football ticket prices were not raised this year. There will be some financial stress with the new legislation being passed, but Mr. Castiglione reiterated the biggest priority would still be balancing the budget.

**April 20, 2015**

Joseph Castiglione spoke of the stadium renovation in his Athletics Director report. Temporary facilities for football have been set up next to the Bud Wilkinson dorm. Next demolition and construction will begin on the south end zone, but the grandstands will still be operable. At the end of the 2015 season the south end zone construction will continue with the additions on the east and west sides. By the first game of the 2016 season, Mr. Castiglione said there would be operable grandstands, clubs, and suites for the south end zone. The whole renovation should be complete by the spring of 2017.

Mr. Castiglione recognized student-athlete, Amanda Johnson, for her work with Nike's N7 program. Dr. Moore explained to the Council that N7's concept is that what is done in this generation effects the next seven generations. She also explained that the N7 program brings sport, exercise, and health initiatives to Native American and aboriginal youth in North America. Dr. Moore praised Amanda for her leadership and how the number of students attending N7 doubled as well as the number of student-athletes that were involved.

Mr. Castiglione mentioned to the Council how proud he was of the way the student-athletes have engaged in opportunities to lead on campus in light of the issues the entire community has faced. He recognized the considerable amount of time they have spent being a part of the solution and trying to bring about positive change to a situation that has been so difficult for the community.

Anthony Natale spoke to the Council about the role the Academic Integrity Committee plays in selecting the nominations for the student-athlete awards breakfast. He then referred to the academic integrity component of the committee, which includes making recommendations about student financial aid letters for those who have questionable academic records. He reassured the Council that there were academics on the committee asking hard questions of the head coaches that come before the committee on the student's behalf.

Kelly Damphousse started off his Faculty Athletics Representative Report by celebrating football student-athlete, Ty Darlington, for winning the Letzeiser award, which recognizes the ten outstanding senior men and women on campus. Jenny Carmichael, a track student-athlete, was also recognized as outstanding sophomore.

Dr. Damphousse discussed with the Council a new issue with cost of attendance. TCU interviewed students on campus and they changed their cost of attendance from \$2,500 to almost \$5,000. Dr. Damphousse explained if the cost of attendance is higher, they can give their student-athletes more money. This would create a recruiting advantage so there has been a movement to move to a standardized cost of attendance. Some athletics departments would not be able to afford this and Mr. Castiglione interjected that it would be grounds for anti-trust.

Professor Larry Regens shared with the Council that the focus of the Fiscal Integrity report would be on the internal audit and the external review that is required by the NCAA. There would also be a review of year-end projections for fiscal year of 2015. He reported that with the internal audit there were no issues consistent with university policy and procedures. The same could be said with the external review.



- a. Celebrating Success: The University should encourage a university-side adoption of developing creative ways to recognize and celebrate research productivity, teaching and educational excellence, and professional service achievements for current active faculty, staff and students (i.e. through one-time bonuses, merit pay increases, new recognition programs, etc...). Faculty and staff retention should remain as a top priority;
  - b. Increasing Understanding: The University should strive for an increased understanding of the various University departments, and their impact on the University's overall operations. The administration should establish clear university-wide strategic communication initiatives that help connect College-led efforts to a larger recruitment and retention efforts done by various central university entities (such as Student Diversity Enrichment programs, International and National Recruiting efforts, Study Abroad opportunities, and Professional Career Services, particularly in the area of identifying and securing high-quality internship experiences).The University should also consider evaluating the effectiveness of several programs across campus and provide additional resources to certain programs that demonstrate solid positive results in student engagement (for example, the Women's Outreach Center offers a number of successful programs across campus but seems to be underfunded at this time). The University should also work to connect university-wide programs that benefit from each other (e.g., Adopt-a-Prof Program should be connected with the Graduate Office to find ways to better utilize faculty who want to engage with students in helping students to complete their degrees on time);
  - c. Reinforcing Community & Inclusivity: The University should seek to establish a clear connection and to encourage strategic development and communication between the central office on OU Inclusivity and Community as well as individual Colleges and departments.
2. In the future, the OU Budget Council can help top administrators to analyze best practices around the nation and to brainstorm about unique, non-conventional ways to bring additional revenue to the university, such as, equipping campus areas with vending machines that sell cosmetics (Benefit, Clinique), electronics (BestBuy), etc. in high-traffic areas of campus.

The OU Budget Council agreed to highlight these budgetary challenges and opportunities in its annual report to emphasize the importance of continuing to engage the university community in discussions about budgetary matters. The Council also hopes that the President and top administration officials of the university will continue finding ways to expand current effective efforts in retaining current productive faculty and staff members and to engage faculty and staff members in various aspects of university life, in terms of research, teaching, and service.

Below is a compilation of the 2014-2015 business meeting minutes of the OU Budget Council with more detailed information and discussion.

**OU Budget Council Meeting Minutes**  
**September 15, 2015**  
**Provost's Conference Room, Evans Hall**

Present:

Katerina Tsetsura  
Max Forester  
Ron Halterman  
Dan Hough  
Rachel Tucker  
Robert Lifset  
Rebecca Norris  
Mark Jones  
Prakash Vedula

Absent:

David Boeck  
Student members not yet named.

Meeting called to order 3:30 pm by Katerina Tsetsura (Chair).

1. **Introductions and approval of minutes.** Now all minutes from past meetings posted on OU BC web site. Minutes of May 2014 Meeting approved. The purpose of this committee is as a sounding board to hear, discuss, report and disseminate items of budgetary significance. A list of speakers will be on the Budget Council web site.
2. **FY2015 presentation by Mark Jones**, Associate Director of OU Budget Council. Links to the handouts provided by email to the committee are:
  - a. [http://www.ou.edu/content/budget/general\\_information.html](http://www.ou.edu/content/budget/general_information.html)
  - b. [http://www.ou.edu/content/budget/general\\_information/timetable.html](http://www.ou.edu/content/budget/general_information/timetable.html)
  - c. [http://www.ou.edu/content/budget/general\\_information/quick\\_facts.html](http://www.ou.edu/content/budget/general_information/quick_facts.html)
  - d. [http://www.ou.edu/content/budget/general\\_information/FAQs.html](http://www.ou.edu/content/budget/general_information/FAQs.html)

Jones discussed overview of State Revenue streams and university allocations. \$11 billion in revenue were collectable, but due to givebacks/incentives only \$7.2 billion were available to the state to be allocated in FY15. Exact figures can be confirmed with OU State Legislative Liaison Danny Hilliard.

OU Norman received \$886 million from a total of \$2.3 billion for all higher education in the state. State appropriations to OU Norman covered 16.7% of total OU Norman expenditures (including grants and contracts). State appropriations cover 29.1% of OU Norman E&G expenditures.

Question: How does this play out down the road in planning?

E&G portion from state support 41% in 2005 down to 29.1% in FY2015.

E&G only expenditures: 45% salaries, 14.3% benefits, waivers 9.6%, M&O 31.1 % Report by function: Instruction 45.6%. Other major functions are Academic Support, Institutional and Student Support, Facilities maintenance, Public Service and Research. Research support is 4.0% which is equal to the amount of indirect costs sent by the Vice President for research to the E&G budget. (Full figures are on Link c provided above).

A request for information on percent of salary/wages for instruction over time was made. There had been some discussion from 2007 on scheduled wage increases, and the Budget Office will explore whether this topic is now in current discussion?

State revenues reports for recent months were discussed. July was a good month with revenues above projections, but August was down. Year to date revenues are 6.6% above the budget estimate. The committee was instructed that comparisons to the budget estimates are more important than year-to-year comparisons. The major categories of revenue are: Total income tax, corporate income tax, sales tax, gross production tax, motor vehicle tax, other revenue. We will not be able to have a good picture for state revenue until after December.

Revenues question to explore: Strategy seems to have to increase freshman class size and tuition to meet needs. Has university been successful in bringing in other new revenue streams? i.e. endowed chairs, research? Student fee number includes scholarship portion from foundation.

3. **New Business:** Discussion of committee mission and guests for upcoming meetings.

Look at perception of salaries, needs of staff wages and foundation reimbursements. Run reimbursements through state accounts—more work, some better tracking. Try to capture other intellectual property development from private funding using OU facilities—not just IDC recovery, but track OU benefits being met.

Guests should include major contributors not just to expenditures but the OU mission. Suggestions included representatives from Public Affairs, Facilities Management as well as academic leadership.

Meeting adjourned. 4:58 pm.

**OU Budget Council Meeting Minutes**  
**October 20, 2014**  
**Provost's Conference Room Evan's Hall**

Present:

Ronald Halterman

Robert Lifset

Dan Hough

Rebecca Norris

Rachel Tucker  
Prakash Vedula  
Max Forester  
Crystal Nguyen  
Carson Dale  
Mark Jones  
Linda Anderson

Meeting called to order 3:30 pm by R Halterman

1. Minutes approved.
2. Business: Linda Anderson provided an overview of September receipts. The GRF for this month was over the state budget office estimate by 6.1%. At this point, the OU Budget Office is monitoring state revenues. A clearer picture for likely legislative priorities will start to form in January.

Several tables and graphs were provided for discussion and those are included as a four-page attachment to these minutes.

Additional discussion on the allocation of funds from the State to the State Regents for Higher Education and then to the University of Oklahoma ensued. Handouts that provide information on allocations to education and the fraction of OU's budget that is met through those allocations were discussed. A request was made for historical information to address how allocations to higher education as a portion of the state budget have changed over time.

Revenue categories for OU (2015 percentages shown here) include State Appropriations (16.7%), Tuition and Fees (30.6), Other E&G (8.7), Grants and Contracts (17.2), Agency/Auxiliary (26.8). The total fraction of State Appropriations and Tuition/Fees has remained fairly consistent over the past 20 years with the decrease of State Appropriations from 38.6 to 16.7% being nearly matched by an increase in Tuition/Fees over that time from 9.9 to 30.6%. Operating income from the foundation is not separately tracked but is mostly accounted for as it is transferred to the other categories such as tuition.

The allocation of expenditures within OU was discussed by categories such as salary, benefits, operations, tuition waivers and as a function in E&G expenditures such as instruction (45.6%), research (8.7), academic support (16.2), student services (3.0), institutional support (4.5), Physical Plant operations (12.4) and tuition waivers (9.6) (Percentages for FY 15). Academic support includes items such as deans' offices, museums, some IT, OU outreach. For the tuition waivers, a small portion is National Merit, the bulk of National Merit support comes from foundation.

The meeting was adjourned at 4:45 pm.

**Minutes of the Budget Council Meeting**  
**November 24, 2014**  
**Provost's Conference Room Evan's Hall**

Present

Katerina Tsetsura

Ron Halterman

Max Forester

Dan Hough

Rebecca Norris

Robert Lifset

Guests: Interim Provost and Senior Vice President Kyle Harper and Vice Provost Glen Krutz

The meeting was called to order at 4:02 pm by Chair Katerina Tsetsura.

Tsetsura: The October meeting minutes were approved by the Council via email due to close of campus on the day scheduled for the Council's November meeting. I thank everyone for participating in voting via email, according to the Robert's Rules of Order for conducting meetings via email and for your willingness to meet today, as a result of rescheduling of our November meeting. I also thank Kyle Harper for agreeing to speak with us today.

Kyle Harper gave an overview on recent discussions about improving graduate student support. We produce many graduate degrees at OU and graduate education central to research mission. We have absorbed 6+ years of flat/declining state appropriations and have had low tuition hikes vs peers. These issues create resource constraints, but may have some cost benefits for students. Research dollars are now flat, have weathered reasonably well. OU still gives sabbaticals, not like U South Carolina who cancelled all sabbaticals. We have had no furloughs. An easy line to cut has been GTA support. This has been a dynamic with impact on faculty productivity. What tools can we put into faculty hands? A forthcoming memo announces initiative on Graduate Education that will include a shared tuition model for graduate student growth.

KH: New opportunities lie in master's degrees and certificates. Students now often need these to make them more competitive. There is a high demand for these and they have high rate of return on those costs. We have not grown masters not at all at OU in the past years in contrast to 1.5- 2.0% growth for BA/Bs over past years. Outside of advanced programs, we are unusually flat. In short term we can rewire with new model—50/50 cost sharing. It will make sense for some programs to grow versus benchmarking. This can be a tool for chairs, directors to generate discretionary funds. A longer policy for calibrating the graduate enterprise to where it should be will be developed, but these two items are a good place to start. Glen Krutz met with 6 groups of graduate liaisons. Topics were resource constraints, no teaching release, stipends being too low.

KH: A share in the growth of master degree tuition goes back to the academic unit--department not college. Since business and journalism are one unit with different divisions that detail will be addressed

Q: Certificates—how do non-degree students take courses with low barriers to enrollment?



KH: Approved by board of regents—graduate certificates. Still goes through approval, but not at same level of detail as a masters or major. Typically 9-18 hours are required for a certificate. A la carte taking courses is possible for one or two courses—we can “admit” for transcribed credit but not full degree or certificate. University level policy. In the School of Education we need easier glide path for continuing education. Now one or two special courses can be taken. Executive training possible—no transcript credit; likely it would be best to go through Pappas at College of Continuing Education with these proposals.

Q: How will current graduate income be set?

KH: The task force will examine goals and consequences of this path.

Q: Bio survey interested in +1 masters. Since this is new, what portion would come back?

KH: This would be unit level—not just new tuition for that sub-program, but total growth for that unit. Growth assumes that no related programs are decreased. We may end up with students transferring between masters degrees, but that would not be growth.

Q: What about 4+1 with only one year of masters tuition? How can we stretch faculty time?

KH we have lots of opportunity for 4+1. Get information on culture change to get them to stick around and get them with MS instead of 5-6 years with minors etc. The administration looks at increased numbers that could translate to student/faculty ratio for faculty hires. They look at stress levels in credit hour production per faculty.

Q: How are central budget allocations made for college incentives, initiatives?

KH: When these are strategic those will more likely be centrally supported. Increased support for UG degree in biomedical engineering looks like a strategic need at this point. We can address that need with a School of Biomedical Engineering. This unit would fill a need for health support.

Q: How do we handle increases in undergraduate enrollment—is there a “target” number?

KH: The enrollment numbers are managed by the president. We do not anticipate any sudden moves and we desire to keep quality. We are proactively managing UC advising and getting ready to meet enrollment demands with enough sections. We have created an Enrollment Efficiencies Taskforce to proactively plan to identify the major problems associated with increased size of class and how to address those pressures. We will look to maintain/increase quality. We may be able to get bigger and better—unlike peer institutions who often trade one for the other. We would like to see every great Oklahoma high school student stay in Oklahoma for his or her undergraduate education.

Meeting was adjourned at 5:05p.m.

**Budget Council Meeting Minutes**  
**Provost's Conference Room, Evans Hall**  
**December 15, 2014**

Present:

Katerina Tsetsura	Max Forester
Ron Halterman	Dan Hough
Rachel Tucker	Mark Jones
Prakash Vedula	Linda Anderson

Absent:

David Boeck	Robert Lifset
Rebecca Norris	Student members not yet named.

Guests:

Clarke Stroud, Vice President Student Affairs and Dean of Students  
David Annis, Associate Vice President and Director Housing and Food Services  
Kristen Partridge, Assistant Dean of Students and Director of Student Life

Meeting called to order 3:30 pm by Katerina Tsetsura (Chair).

1. **Introductions and approval of minutes.** Corrected November minutes Rachel Tucker present (not Rebecca Norris).
2. **Priorities for Housing and Food within division of Student Affairs. Overview**

Student Affairs (\$82M annual budget) supports academic mission--all other activities including food services, recreation services, campus activities, academic support (McNair, Threshold) and Safe Rides (about 40,000 rides provided last year). Some E&G funding is in budget (\$2.4M) and is a very important part of the overall picture. \$3.4 M from Student Affairs is directly provided for education through reallocations back to academic mission. Student representatives also vote to allocate student activity fee money, including counseling center. A unique aspect of US Universities is the out-of-academic portion and student affairs supports the best aspects of student life. OU now includes academic eligibility for student affairs activities.

**David Annis: Housing and Food Services**

The annual budget for housing and food is \$62 M with \$32 M on the housing side. Food services budget is \$30 M including Sooner Card Access (14 M card swipes per day). Housing and food services provide places and spaces for students to be successful. Renovation of Couch Cafeteria included public areas. Adams center now has sound rooms for music practice (good for Pride members). This budget includes HSC and Bio Station, but not Tulsa. The scope of housing includes Traditions (1100 beds), Kraettli (341 apartments with about 850 occupants). University Village at HSC (88). In the towers there are with RAs 4100 total occupants. About 400 upperclass(wo)men are in the towers. Headington Hall housing is separate entity from housing, but food comes

from Housing and Food.

In Traditions, individuals rent each room with common space. OU is planning to have two Residential Colleges with about 300 beds for sophomores and above. These facilities will have self-contained food services. Groundbreaking is expected May 2015 with move-in Fall 2017. These facilities will not be funded with E&G, but through housing or development activity.

#### **Kristen Partridge: Student Life**

The main effort of this office is retention and graduation. Student orientation is provided for about 2,000 freshman on campus over the summer. This program serves many first generation students as they prepare for life on campus. Orientation uses upperclass(wo)men, faculty, staff to acclimate students to the residents halls. Peers serve in orientation role over whole year.

Student Life also oversees Greek life that includes 25% of undergraduates and boasts outstanding retention and graduation rates as well as strong donors. Student Life handles homecoming, parents weekends, advises student-led organizations. One important aspect is minority student advising to provide someone who can better relate to the new students, help students navigate, help advocate for them.

Rather than having a Vice President for minority affairs, OU has an integrated environment within student activities. For example, the African/African American advisor may do some Campus Activity Committee (CAC) or Greek activities. This approach helps model an interactive environment. Sooner Upward Bound and McNair have been continuously funded even when external cuts were made. OU has lots of targeted "scholars" programs for at risk students, international students, students in leadership, etc. As part of the primary retention Student Life conducts lots of realignment meetings with students who are not doing well.

#### **Questions:**

What do things look like going forward? What stresses might be at hand?

We have tight resources and lowered access to the E&G is a stress. For example, the pay raises in Student Life were not centrally funded but by funds generated through activities.

For long range planning of development and assessments Amy Davenport provides assessment and data. We play from strength--people making decisions in Student Life are engaged out in the community. Thus, informed decisions are made. Arezzo will have housing food run by OU Housing and Food.

Annis stated that a stress is how to stay relevant. If not relevant, living experience and restaurant visits will suffer. They have recently responded by creating the Union Market for quick grab- and-go for more healthy options. This change was done with their own resources.

Changes to Swim complex and health areas. Smallest rec center in big 12. Need to expand. Students are considering fee for bond. 1992 bond expired, could reallocate for fitness.

### **3. Questions on Faculty /Staff Salary**

More information to be provided by Budget Office for discussion at future Budget Council Meetings.

Meeting adjourned. 5:00 pm

**OU Budget Council Meeting Minutes**  
**February 16, 2015**  
**3:30p.m. -5p.m. Evans Hall, Senior Vice Provost Conference Room**

AGENDA:

1. Approval of December meeting minutes
2. Presentations of guests:
  - a. **Paola Lopez**, Director of Diversity Enrichment Programs  
([http://www.ou.edu/content/go2/connect/meet\\_your\\_ou\\_rep/Paola.html](http://www.ou.edu/content/go2/connect/meet_your_ou_rep/Paola.html))  
<http://www.ou.edu/go2/campuslife/diversity.html>
  - b. **Kathy Moxley**, Director, Women's Outreach Center  
([https://www.ou.edu/content/studentlife/diverse\\_communities/woc/staff.html](https://www.ou.edu/content/studentlife/diverse_communities/woc/staff.html))  
[https://www.ou.edu/studentlife/diverse\\_communities/woc.html](https://www.ou.edu/studentlife/diverse_communities/woc.html)
  - c. **Simin Pulat**, Vice Provost for Faculty Development  
(<https://www.ou.edu/content/provost/about.html>)
3. Approval of the mid-year OU Budget Council letter to President Boren (attached)
4. Old Business
  - a. OU Faculty and Staff compensation
5. New Business
  - a. Senior Vice Provost search

Called to order 3:30 by Chair Katerina Tsetsura.

Present:

Dave Boeck

Max Forester

Katerina Tsetsura

Robert Lifset

Ron Halterman

Prakash Vedula

Ex officio Mark Jones, Linda Anderson, OU Budget Office

#### Guests

Simin Pulat, Vice Provost for Faculty Development

Kathy Moxley, Director, Women's Outreach Center

Paola Lopez, Director of Diversity Enrichment Programs

Andy Roop, Executive Director Recruitment Services

1. Minutes approved with edit by Dan Hough.
2. Paola Lopez, Director of Diversity Enrichment Programs

Her office is working to increase underrepresented groups, 1st generation, economic and ethnic diversity through holistic admissions and recruitment. They run bilingual forums to illustrate scholarship programs publicize Diversity Enrichment Programs. The focus is on recruitment— use current students to help in outreach. Recruitment is the focus and as part of that holistic approach, these efforts should have impact on retention activity.

Andy Roop. College vs University recruitment efforts. The provost is working on creating uniform brand for OU that Colleges can use to get some balance in recruiting into majors. They partner with alumni to target students who meet academic profiles for admission—but need to partner with departments to get faculty and departments involved with directed recruitment.

Admissions is race-blind, but the recruiting side can be targeted. How is success defined? No set number targeted, mostly interested in having a clear picture of what the class looks like.

We need to recognize importance of diversity, once here include students in all activities. Paola goes to places where message may reach a diverse audience and we need to make sure those potential students recognize what a particular discipline can provide them.

3. Kathy Moxley.

Her office serves mostly women as well as LGBTQ and men's needs. They run Sooner Ally for LGBTQ awareness and Faculty Ally program to train faculty how to be more inclusive in the classroom. They are working with CTE for inclusive teaching, implicit bias in classroom, disability accommodation in classroom. They do lots of training on Gender based violence, sexual harassment, dating violence. They program with a social justice and diversity focus.

Their budget falls under student life (mostly funded through student activity fees, some private).

Any change in number of reported assaults? There has been an uptick, but likely due to more reporting—still only typically 5-10% sexual assault on campuses are typically reported by victims to law enforcement. They are a confidential reporting service, not a mandatory reporter.--Health service, counseling, clergy and Women's outreach not mandatory reporters.

#### 4. Simin Pulat

This vice provost role is to help faculty develop their careers. Regarding recruiting and retaining faculty, once an offer is obtained to move, hard to keep. They examine reasons why faculty may be looking to move and how to minimize. New provost faculty recruiting has promoted best practices on how to diversify faculty pool. Travel is problematic with dependent care so they initiated dependent care travel program. They had 10 applications this semester and the goal to sponsor all valid requests.

She also oversees academic program review with 10-12 programs reviewed per year. Where are they now and what are their strategic plans. How relate to peer institutions.

Faculty salaries are generally a concern at core of retention. How do we keep salary concerns on the radar? Pulat and others are aware of concerns. Need to reward faculty who are productive. We are not able to keep progress on salaries. Pulat asked to have observations sent on how they can help.

The OU Budget Council members encouraged guest speakers and the Budget officers to continue asking questions about the ways to reward productive faculty. The Council decided to keep this item on the agenda for future discussion.

Tsetsura reported that the search committee for the Senior Vice-Provost has conducted interviews with the finalists and reported that the decision would be made soon. Tsetsura was first invited to be on the search committee, but after the clerical mistake, was left out of the official search committee's roster. She served as an ex-officio upon request of the Search Committee Chair.

The meeting was adjourned at 5p.m.

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

**March 16, 2015**

**3:30p.m. -5p.m. Evans Hall, Senior Vice Provost Conference Room**

#### AGENDA:

1. Approval of February meeting minutes
2. OU Faculty and Staff compensation: follow-up Q&A with Linda Anderson and Mark Jones

#### 3. Guest speakers:

Group 3: Student Affairs of the University; Diverse Student Recruitment and Retention

**Andy Roop**, Executive Director of Recruitment Services

([http://www.ou.edu/go2/connect/meet\\_your\\_ou\\_rep/Andy.html](http://www.ou.edu/go2/connect/meet_your_ou_rep/Andy.html))

**Brandon Brooks**, Diversity Enrichment Programs (<http://www.ou.edu/studentlife.html>)

**Becky Heeney**, Director, Graduate Office

([http://www.ou.edu/content/graduatesooner/contact\\_us/becky\\_heeney.html](http://www.ou.edu/content/graduatesooner/contact_us/becky_heeney.html))

<http://catalog.ou.edu/current/Recruitment.htm>

We will discuss funding student recruitment and retention programs as well as diversity enrichment programs on campus.

4. Report of the Chair on the mid-year OU Budget Council letter to President Boren
5. Old Business
  - a. Senior Vice Provost search
6. Update: meeting with the Faculty Senate

Called to order 3:30p.m. by Chair Katerina Tsetsura.

Present:

Katerina Tsetsura  
Ron Halterman  
Prakash Vedula  
Dave Boeck

Ex officio Mark Jones, Linda Anderson, OU Budget Office

Guests

Andy Roop, Executive Director Recruitment Services  
Becky Heeney, Director Graduate Office

1. Minutes tabled.
2. Becky Heeney discussed graduate rates in light of our Big 12 comparison group. OU had 3,189 1st time full time in 2005 cohort that gave a 67% 6-year graduation rate. In 2009, OU had an 83% 1-year retention rate. After slowly increasing to 84.0, this past year was 85.2%. The goal is 92% 1-year retention to provide a 72% 6-year graduation rate.

The approach focuses on connecting students to OU/support services, promoting continuous enrollment—momentum and date of graduation. Outreach to OU students is centered on OU Cares. Calls to freshman who had holds on enrollment enabled issues with financial aid and the bursar to be addressed. Also a staff member will look at 4th, 5th, and 6th year students for those who have filed for graduation, but have not yet cleared for graduation. Often they need bursar balance to be cleared. The office works with development for donors to help clear final bursar balances. They currently have about \$26K per year to help and this aid is a really good investment.

Other 1st year problems include academic rigor. Predictive norms should lead to success, but students can fail to thrive for many reasons. This office tries to get more real time data on first semester problems in time to coach. They now have 10 graduation coaches for about 400 students. If students come in with an admissions

agreement or other information from the holistic application materials they are assigned a coach.

There are about 2200 transfer students per year coming to OU and about half of OU graduates are transfers. Students are more successful if they have completed their associates degree. Transferring in with 18 hours or fewer is not so good, these students are actually more like freshman without services. Over the next five years we can expect new scrutiny for transfer students. There may be a stronger emphasis to bring in students following completion of their associates degree.

Andy Roop.

His office is working for predictive modeling with Civitas for data mining to provide data behind admissions decisions. They are trying to get all data points to map from admission to graduation. The plan is to have Civitas find the pain points and help us understand who didn't come and who comes.

Last year was the best year with 4176 in the F14 freshman class (some students are part time or CCE and are not in this first time full time cohort). A very large number of applicants are on a waitlist this year. Earlier decisions have admits much higher and enrollment much higher at same point over last year. Starting for F16, there will be no set state minimums for automatic admission. The recruitment office has already started for 2016 for current juniors. Some students have self-identified by sending a test score or contacting the admissions office. Additional lists are purchased based on ACT scores from Oklahoma students and a subset from Texas. A third party vendor is used to identify prospects in a wider pool go provide national lead generation, especially where we have resident recruiters.

The Council discussed how faculty can help improve graduation rates and how other OU campus-wide programs can be connected to benefit the Graduation Office. One idea was to find a way to more effectively utilize the existing programs, such as Adopt-a-Prof to engage students in continuous conversations about focus on graduation. Heeney and Roop said they would look into finding ways to connect Adopt-a-Prof and other on-campus initiatives, including many extra-curricular activities with the ways to encourage on-time graduation and recruitment.

Old Business: Tsetsura reported that after the national search for the next Senior Vice Provost of the University of Oklahoma Kyle Harper was confirmed for the position.

New Business: Tsetsura will present the spring semester report of the OU Budget Council to the Faculty Senate on March 23, 2015. She solicited feedback from the Council in terms of what topics to cover. It was decided to report back on conversations about the student recruitment, retention, and graduate efforts that the Council had with guest speakers. The Council also decided to communicate to the Faculty Senate that the Council continued to discuss, in detail, the issue of faculty compensation has been discussed with the university officials.

The meeting was adjourned at 5p.m.



**OU Budget Council Meeting Minutes**  
**Monday, April 20 at 3:30p.m.**  
**the Vice Provost Conference Room**

Agenda:

1. Approval of February and March meeting minutes (will be distributed separately later this week)
2. OU Budget update and Faculty and Staff compensation: follow-up Q&A with Linda Anderson and Mark Jones
3. Guest speakers:

The University's presence in the community, regionally, nationally, and internationally:

**Tripp Hall**, Vice President for Development (<http://www.ou.edu/give/contact/senior-staff.html>)  
<http://www.ou.edu/content/give.html>

4. Report of the Chair on the Spring report to the Faculty Senate
5. Old Business
6. New Business

Present:

Dave Boeck  
Robert Lifset  
Ron Halterman  
Dan Hough  
Rebecca Norris  
Katerina Tsetsura  
Rachel Tucker  
Prakash Vedula  
Linda Anderson (ex-officio)  
Mark Jones (ex-officio)  
Kyle Harper (ex-officio)

Absent: Max Forester (away for a research visit)

Called to order 3:30p.m. by Chair Katerina Tsetsura.

February and March Meeting Minutes have been approved by acclamation.

Update from the OU Budget Officers:

Linda Anderson provided an update on the budget. Recoups are showing high again; at this point, we are still

not sure what will happen with FY16 budget; we expect a 3-5 % cut or flat budget; no College specific cuts are expected at this point. Cuts at this point will be dealt with through tuition increase, etc. We are working hard to avoid cuts to general budget cuts.

Members expressed interest in hearing more how the university plans to address compensation and compression of faculty and staff salaries. Several members expressed interest in hearing about department level institutional comparisons with central US peers (Big 12 and current Big 10), looking by discipline and by rank.

Some suggested considering another level of comparison: purely within the College or within rank. Members of the Council expressed concerns to Harper about the merit pay.

Harper said it is a difficult question to answer; OU offered increase across the board last year; now administration will concentrate on exploring options within merit pay increases.

Tripp Hall, VP for Development, spoke at the OU Budget Council meeting. Hall said President Boren continues to be a very active fundraiser. Development Office at OU develops a strategy to ask for help in need areas identified by President Boren.

About 46% of the budget came to OU from the state appropriations in 1977. Now we are hoping for 16% in FY16. So development and fundraising efforts are central to find ways to make the difference to cover the university budget, day-to-day operations, etc.

University initiatives are strategic, and needs are identified in terms of what we want to preserve

Members of the council expressed interest in focusing efforts continuously on strong recruitment and retention of high-quality faculty and staff. Members were encouraged to contact President Boren to include the need for additional Endowed chairs, professorships, etc. on the list of strategic fundraising initiatives.

Hall: the 125th anniversary campaign is very successful; constitutional studies program (initiative from Kyle Harper) has received special attention. Hall said OU focuses on more investment in faculty, study abroad experiences, scholarships. Hall also discussed the importance of supporting OU building's maintenance and other day-to-day operations.

Members discussed what programs need to be endowed and preserved. Members discussed fundraising for programs of study, endowed gardens, buildings, etc.

When asked about distribution of gifts, Hall said that 60% gift rate and about 40% pledge rate – is ideal; OU is at 87% gift rate, and the rest is a pledge rate.

Members asked for more information from Hall about the structure of the development office: number of people; investment, ratio of donors, how much of endowment goes toward building maintenance, how endowed chair fundraising happens, what initiatives are in place for faculty incentives, etc. Hall said he would provide the materials via follow-up email.

Hall emphasized that many endowed efforts are directed toward the Arezzo study abroad programs, which is among top initiatives and priorities of OU. He also said that two top goals right now are student scholarships

(87mln raised so far as part of the 125th campaign) and faculty enhancement. OU is on track to reach the campaign's goal of \$500 million in November. OU will continue for the next 5 years with a \$1 billion goal.

Hall said that OU endowments are pretty specific; there is some money through the Regents fund, some fund-- but when we fundraise, we usually fundraise for the specific program or specific project. Hall pointed out that the future focus now is on strategizing the efforts in term of focus for endowment. Members suggested to also think how communication goes on in terms of thinking beyond the college – how donors get involved.

Hall said every month, there is a meeting with Deans and with development officers of Colleges to identify priorities; meetings with faculty are important too so Hall encourage d faculty to participate in meetings with him and his staff.

Members asked how the Presidents' Associates contributions are distributed. Hall: half of the money goes to the area of study; the other half goes into the Pres Boren fund that supports faculty hiring, study abroad programs, etc.

Members requested more materials from Hall: additional College-break down; alums break down and how much they give depending on the years out, etc. major, etc. Hall said he would send the information to the members via email.

Hall: The OU development office includes 9 seniors members; some Colleges have development officers; 44 on all three campuses. At another comparable institution, there are 38 staff members for the planned giving section; OU has 1.5 for that section.

Members discussed possible guest speakers for 2015-2016 academic year. Members of the Council emphasized once again that they would like to hear from someone in the OU Facilities Management. For the past three years, including this year, attempts to reach out to Bryan Allis to invite him to speak were unsuccessful. Members agreed it is important to continue reaching out to the Facilities Management staff members and plan to invite a representative to a meeting next year. OU Council will send another request for additional communication with understanding that the focus of the discussion will be on how this department is integrated to the university and what is a mission of this department and its responsibilities as a service provider to OU faculty and staff.

Members also expressed interest to hear from the Sustainability committee about environmentally sustainable programs on campus, about buildings that are energy efficient and use recyclable materials; about the wind-generated power initiative for campus;

Members of the Council again emphasized that their UNIFIED PRIORITY is to attract attention to the OU administrators to the issue of faculty and staff salaries compensation and compression. In the annual letter to OU President David L. Boren, members agreed to encourage the OU administration to keep in mind the most important issue: Faculty and staff salaries. The meeting concluded with a good discussion about how the salary compensation and compression should be front and center of all discussions and recommendations to OU administrators this year.

The meeting was adjourned at 4:55p.m.

**OU Budget Council Meeting Minutes**  
**May 18, 2015**  
**the Vice Provost Conference Room**

Agenda:

1. Approval of April meeting minutes

2. Year End Summary and Outlook

**Nick Hathaway**, VP Executive Affairs, Administrative Affairs

**Chris Kuwitzky**, Associate Vice President and Chief Financial Officer

([https://www.ou.edu/content/admin\\_and\\_finance/about\\_us/vps\\_office.html](https://www.ou.edu/content/admin_and_finance/about_us/vps_office.html))

3. Selection of the 2015-2016 Chair of the OU Budget Council

4. Old Business

5. New Business

Present:

Robert Lifset

Dan Hough

Rebecca Norris

Katerina Tsetsura

Rachel Tucker

Linda Anderson (ex-officio)

Mark Jones (ex-officio)

Absent: Dave Boeck, Max Forester (away for a research visit), Prakash Vedula, Ron Halterman, Kyle Harper (ex-officio)

Guests: Stewart Berkinshaw, representative of the Senior Vice Provost Office

The meeting is called to order 3:30p.m. by Chair Katerina Tsetsura.

April Meeting Minutes have been approved by acclamation. The Council members discussed the plan for the next year.

Nick Hathaway presented his outlook for the budget: The State of Oklahoma demonstrated “disinvestment” in higher education; 3-5% cut from the state budget to the higher education is expected. Hathaway shared information about the budget revenue for the university.

Based on the outlook and cuts from the state, most likely, next year OU will raise tuition; the raise will depend on the cuts from the state budget; although the latest figures from the state showed revenue increased; we still anticipate cuts.

Hathaway: The current student body is about 60% in-state and 40% out-of-state; 10% of student body is international students; they are beneficial from the revenue perspective. Health care now is absent from the fixed costs as we changed to self-insure option; in general, a 2% appropriation cut will balance out 1% tuition and fee increase. Fixed costs of the OU are about 7.595 million dollars per year.

Hathaway: Tuition revenue continues to cover the gaps in the university budget. OU currently receives about 16% of revenue from the state appropriations. However, this is not the worst case scenario: for instance, the University of Virginia has only 4% of budget state appropriations. As OU moves forward with evaluation of one-time resources held by Colleges, OU does not anticipate an annual cut in reallocation to Colleges; this is not an annual operating cut. In other words, we anticipate the flat budget for Colleges; deficit in the central budget will be \$3.5-7mln; we will need one-time resources to patch that so that the budget is closed.

Hathaway: We are still in a very affordable territory; but the tuition has really been an offset for our rising costs.

The Council thanked Hathaway for presentations and moved on to ask questions. The Council members had expressed a strong interest in favor in merit for faculty and staff.

The Council then discussed the details of the annual letter to President Boren. The Chair agreed to draft the letter based on the discussions for circulation among Council members. The Council decided to emphasize that we do recognize fiscal difficult environments, and we understand the concern that we see over the next few years. The Council also agreed to emphasize its desire to help and participate in advising, per its charge, to President and top administration officials, in taking a long-term view. The Council members would be interested in taking a more active approach in looking at the budget a few years ahead.

Several Council members agreed that the OU Budget Council should continue to be a voice to faculty and staff and expressed concerns regarding quality and frequency of communication with the OU President and top administration officials.

The Council agreed that it might help generate some unconventional ideas for increasing revenue of the university (for instance, counter spaces in the Union, which other Big 12 campuses have adopted).

The Council also discussed the list of potential speakers for the next year. Members of the Council expressed frustration that they were unable to contact a representative from the office of Facilities Management. Hathaway agreed to help the next Council Chair to invite the representative to speak to the Council, to establish clear and transparent communication with the faculty and staff representatives of the OU Budget Council. Several other ideas for speakers were shared.

Next, the Council moved to elect a new chair. Tsetsura nominated Robert Lifset as the next chair of the 2015-2016 OU Budget Council. Norris seconded. Norris moved to close nominations, with Tsetsura seconded. Lifset was elected the 2015-2016 OU Budget Council Chair by acclamation.

The meeting was adjourned at 5p.m.



*The University of Oklahoma*

**2015 Annual Letter of the OU Budget Council**

June 30, 2015

Dear President David L. Boren:

The OU Budget Council is charged to recommend to and advise “the President and other appropriate administrators on matters concerning fiscal policies and resources of the University” (the OU Budget Council description: <http://www.ou.edu/budgetcouncil/>). The purpose of the Budget Council is to provide on a basis for continuity and balance in OU budgetary planning and execution. Each semester, this Council reports to the Faculty Senate on matters concerning fiscal policies and resources of the University.

OU Budget Council has 12 members (3 students) + 2 ex-officio members and meets every 3<sup>rd</sup> Monday of the month in the Senior Vice Provost Conference Room (Evans Hall, R. 103). The Council usually has eight meetings per academic year.

In 2014-2015, the OU Budget Council focused its efforts around three broad areas, established as a result of discussions in the previous academic year. These three areas were:

- a) Education/Research Initiatives;
- b) Student Affairs of the University; Diverse Student Recruitment and Retention;
- c) The University’s presence in the community, regionally, nationally, and internationally.

To facilitate discussions and to engage in conversations with OU administration officials as well as faculty and staff members, the OU Budget Council invited 22 speakers to visit the meetings in 2014-2015. Out of all invited guests, 17 attended the meetings, averaging 2-3 guest speakers per session.

The OU Budget Council presented two reports about its work to the Faculty Senate, one in Fall 2014 and one in Spring 2015. Copies of the report can be found at [http://www.ou.edu/content/budgetcouncil/annual\\_reports.html](http://www.ou.edu/content/budgetcouncil/annual_reports.html)

In January 2015, the OU Budget Council presented the official mid-year letter to President Boren, in which the council encouraged the President and other top administrators of the university to interact with the Council on a regular basis to ensure that the Council’s efforts and recommendations are heard and considered by top administrators. In this mid-year letter, the Council specifically solicited President Boren’s input to identify critical issues that may particularly benefit from the Budget Council’s feedback.

As a result of the discussions in 2014-2015, the OU Budget Council developed two main conclusions:

- 1) The OU Budget Council needs to continue engaging in conversations with the administration about the strategic use of limited budget resources so that the Council can advise the President and the top administrators, per Council's charge, on which areas within the university require additional resources of the OU budget to benefit the University community. Thus, the Council advises the administration pay particular attention to the following areas:
  - a. Celebrating Success: The University should encourage a university-side adoption of developing creative ways to recognize and celebrate research productivity, teaching and educational excellence, and professional service achievements for current active faculty, staff and students (i.e. through one-time bonuses, merit pay increases, new recognition programs, etc...). Faculty and staff retention should remain as a top priority;
  - b. Increasing Understanding: The University should strive for an increased understanding of the various University departments, and their impact on the University's overall operations. The administration should establish clear university-wide strategic communication initiatives that help connect College-led efforts to a larger recruitment and retention efforts done by various central university entities (such as Student Diversity Enrichment programs, International and National Recruiting efforts, Study Abroad opportunities, and Professional Career Services, particularly in the area of identifying and securing high-quality internship experiences). The University should also consider evaluating the effectiveness of several programs across campus and provide additional resources to certain programs that demonstrate solid positive results in student engagement (for example, the Women's Outreach Center offers a number of successful programs across campus but seems to be underfunded at this time). The University should also work to connect university-wide programs that benefit from each other (e.g., Adopt-a-Prof Program should be connected with the Graduate Office to find ways to better utilize faculty who want to engage with students in helping students to complete their degrees on time);
  - c. Reinforcing Community & Inclusivity: The University should seek to establish a clear connection and to encourage strategic development and communication between the central office on OU Inclusivity and Community as well as individual Colleges and departments.
- 2) In the future, the OU Budget Council can help top administrators to analyze best practices around the nation and to brainstorm about unique, non-conventional ways to bring additional revenue to the university, such as equipping campus areas with vending machines that sell cosmetics (Benefit, Clinique), electronics (BestBuy), etc. in high-traffic areas of campus.

The OU Budget Council agreed to highlight these budgetary challenges and opportunities in its annual report to emphasize the importance of continuing to engage the university community in discussions about budgetary matters. The Council also hopes that the President and top administration officials of the university will continue finding ways to expand current effective efforts in retaining current productive faculty and staff members and to engage faculty and staff members in various aspects of university life, in terms of research, teaching, and service.

Respectfully,  
 on behalf of the OU Budget Council  
*Electronic signature*  
 Katerina Tsetsura, 2014-2015 OU Budget Council Chair

Cc: Kyle Harper

**CONTINUING EDUCATION COUNCIL  
2014-15 ANNUAL REPORT  
SUBMITTED BY ERIC M. SNYDER, CHAIR**

Due to University closure, the November 24, 2014 meeting was postponed. The Continuing Education Council (CEC) transitioned committee members during the Spring 2015 semester. The January 22 meeting included the voting and approval of Dr. Eric M. Snyder as the new chair for a two-year appointment. A thorough synopsis of the meeting events are outlined below.

The January meeting continued previous discussions about the university serving a variety of student populations. The Council invited Donna Alexander to speak with us at the March 26 meeting regarding the expansion and success of the Center for English as a Second Language. The April 29 meeting was postponed due to the inability to reach a quorum for the meeting.

Please see elaborations below:

**Nov. 24, 2014**

The Continuing Education Council had their first meeting scheduled for November 17, 2014. Unfortunately the campus was closed due to snow. However, the agenda items included voting on a new Chair, the introduction of new personnel and an update from a conference attended by Dr. Pappas. We were to select 2 presentation topics from among a slate of suggestions for the two spring meetings. The 2014/15 annual report will cover the spring activities

**January 22, 2015**

Those attending: Juanita Vargas, Jim Pappas, Eric Snyder, Lee Williams, Frank Rodriguez, Juna Stovall, Marjorie Callahan, Shad Satterthwaite, Misty Rhodes

Chair Vargas had everyone introduce themselves. She stated that the November meeting was cancelled due to bad weather. She asked that all review the spring 2014 minutes. Frank moved that the minutes be approved, Dr. Williams seconded, all in favor, minutes were approved.

Dr. Pappas has made some recent administrative changes in Outreach. He invited Shad Satterthwaite, our Assistant Vice President, and Misty Rhodes our Executive Director of Operations to attend for introduction. Shad joined us about one year ago. He was previously OU's Equal Opportunity Officer and is a Lt. Colonel in the National Guard. Misty has taken on her role as our EDO very recently. She continues, on a part-time basis, her previous position of being in charge of our Postal Training Contract and has approximately 250 employees in that role.



2014 Staff events (Jim Pappas): Dr. Pappas hosts an event for all of Outreach annually. We have approximately 1,000 staff and about 1,000 adjuncts, independent contractors, etc. Each year we bring in all of our staff, those that are located at a distance (Outreach programs out of state and country) join via live stream. Dr. Pappas typically brings a small portion of that information to the Council for feedback, suggestions, etc. Our theme was 20/20, talking about strategic planning for 2020. We worked with the ideas of Peter Senge in the 5th Discipline and the importance of strategic thinking – recognizing that strategic thinking is really only 3-5 years at most. His message stressed the importance of continuing to develop new programs. Dr. Pappas highlighted CEAP departments – USPS contract has been renewed, had for 20 years, \$8.5M this year. CPM has been partnering with the Dept. of Human Services for 20 years to develop and offer training to staff, clients and providers. Outreach has \$100M in revenues, with only 2% coming from state allocated funds. We are about one-third of all campus grants and contracts. There have been a lot of changes in leadership on campus, a good half of the Deans have been at their jobs for less than two years. This means a lot of change across campus and our staff must be ready since many of our programs are collaborative. Central Administration assesses us on a contribution we make each year and they've doubled it this last year.

Discussion of 50<sup>th</sup> Anniversary of Advanced Programs (Shad Satterthwaite): We have been providing this service for 50 years. Thurman White came up with the concept of Advanced Programs - developing programs at a respectable university to deliver quality graduate programs to the military. The idea was cutting edge to take a 16 week class and condense it so that you can get the same information and training in a short period of time. Students are given materials before class begins, then the instructor travels to the students for weekend and evening classes, providing 30 hours of contact, and papers are due after class. OU tested the process in '64, the classes went well, and in '65 President Cross took it to the Board of Regents, they approved, and the classes began at Offutt, Nebraska and Washington, D.C., and eventually in Europe. AP Programs, primarily Masters in Communication, Economics, Human Relations, International Relations and Education, have gone up and down over the years. The programs have survived the test of time and have proven that the classes are equivalent in every way to programs on campus. OU has a very good reputation. We are competing with for-profit organizations, our quality is better, but they can keep their costs down. This is a challenging time, the military is pulling back and the Defense Department budget is being cut; we have fewer officers and are having difficulty. We are attempting to assess the needs of military bases to see if we can come up with innovative ways to help them, such as certificate programs. A good portion of all graduate degrees (one-third) come through Advanced Programs.

Election of chair - Lee Williams nominated Eric Snyder, was seconded. All in favor, approved. Eric Snyder accepted.

Agenda for next meeting (Jim Pappas): In past Council meetings, we have discussed bringing in one of our staff to talk about an Outreach program. Dr. Pappas suggested two: Center for English as a Second Language, Donna Alexander, CESL Director, to discuss this major growth area for Outreach and for the University. We have had a huge influx of international students with growth at 15-20% per year. We have been recruiting students and instructors. We started Sooner Jump Start under CESL, a transitional program. It is designed for the students who have mastered the language, but need mentoring and coaching. The second option is the SC3 and C3 Comprehensive Centers under Public and Community Services with Belinda Biscoe, Assistant Vice President. Dr.

Biscoe would talk about their work with the Department of Education in serving a seven state area. After discussion, the Council asked for a presentation by CESL. Dr. Pappas will invite Donna to the next meeting

The primary discussion at the next State of Outreach will be diversity and how to create programs to meet those needs. How do corporations work with diverse populations? How do multinational companies, with employees from across the world, deal with management and administration issues? How do offices deal with inter-generational gaps with up to 3 or 4 generations of workers in the same office with the different approaches to management style, technology awareness, etc.?

Juanita talked about the need for certificate programs. Dr. Pappas thinks certificates will be the future of not only Outreach, but higher education. Emerging information will be the driving force. For instance, we will have some change in software about every 18 months. Certificates will prove that you have the latest training. Certificates can bring in new information to disciplines. Employers will be less concerned about your degree and more about how you articulate your skillset. Badges are another upcoming trend. For example, IT uses badges. If you are a Microsoft expert, you put their badge on your resume and it communicates to your interviewer that you are knowledgeable in that area.

Dr. Pappas thanked Juanita for her good service as chair. Belinda will schedule the next meeting.

The meeting was adjourned.

### **March 23, 2015**

Dr. Snyder updated Executive Committee of the Faculty Senate regarding CEC news. He reported that there was an upcoming meeting on March 26<sup>th</sup>, 2015. The following were bullet points to update the committee.

- Staff from Outreach programs will talk at spring meetings:
  - Center for English as a Second Language- Donna Alexander
    - Major growth in this area of 15-20% annually
    - Transitioning to the university campus well with new Sooner Jump Start program
      - Designed for mentoring and coaching of ESL students.
  - Additional discussion will be regarding Diversity and how to create programs to meet those needs.
    - How do corporations work with diverse populations?
    - How do multinational companies deal with management and administration issues?
    - Age gaps, technological awareness
  - Discussion of certificate programs as future, software changes every 18 months.

Outreach event for 1,000 staff and 1,000 adjuncts, independent contractors, etc. with 2020 strategic planning efforts as topic of discussion. The main focus of CE is to continuing to develop new programs while remaining competitive in offering training services to companies, government entities, etc.

- Renewed Contracts: USPS contract, 8.5 million
- Outreach: 100 million in revenues, 2% from state allocated funding
- 50<sup>th</sup> Anniversary of Advanced Programs – Military connection with graduate programs, ebb and flow with changes in technology etc.
  - OU very good reputation when competing with for-profit organizations
  - Challenging time with military budget cuts and military wanting specific degrees.

### **March 26, 2015**

Those attending: Eric Snyder, Jim Pappas, Kyle Harper, Lee Williams, Cheryl McCain, Jenny Barnhouse, Frank Rodriguez, Juanita Vargas, Donna Alexander by invitation

Chair Snyder updated the Faculty Senate on the Council, stating that the November meeting was cancelled due to bad weather. The Council reviewed the January minutes, motion made to approve, all approved.

Dr. Snyder gave the floor to Donna Alexander, Director of the Center for English as a Second Language (CESL) at Outreach, who was invited to present on CESL and Sooner Jump Start (SJS). CESL does collaborative recruiting with main campus to present a unified front for OU. There is no minimum English language requirement for CESL. Dual CESL/OU admission is possible with a qualified GPA and Academic Admissibility (combined TOEFL scores, English language training, and CESL Level Advancement tests). Our Regents' approval of "academic admissibility" is a great selling point. Donna is part of the International Recruitment Team that travels countries such as Brazil, Turkey, Kazakhstan, Nicaragua, South Korea, and works with many organized international clubs. When a registered international OU club, in another country, makes a contribution, OU will match the funds. CESL enrollment has grown tremendously since 2009 when Donna took over as director. We now represent 23 countries with approximately 350 students. The CESL curriculum includes two sessions per semester and 9 academic levels (reading, writing, speaking & listening, field-specific seminars, US university classroom culture). Upheavals, such as Hong Kong's "umbrella revolution," may affect our enrollment; however, we have well defined management strategies. If something happens in another part of the world, our students can still function and receive support. Dr. Pappas is passionate about this program. After 911, we had five instructors with ten students, but he didn't close our department. We lead in many areas in international development on the campus and OU has taken many steps to globalize our campus with strong presidential support. Several committees have been developed on main campus with different support areas for international students. Donna is on the International Recruiting and Sustainability Committee, out of VP Hathaway's office. They have been tasked to increase the current international population of full-time enrolled students from 7% to 17%. International student retention is now 93%; one year ago it was 70%. This is in large part because of the

academic environment, customer service and the sense of community we provide -- we have become a family for those folks. In order to enroll at CESL, international students must have approximately \$28,000 (for tuition, fees, food, and housing for a year). An average degree program is about \$39,000. For either CESL or the main campus, Homeland Security requires students verify that they have the full amount in their bank account before arrival at OU.

Another Outreach program, Sooner Jump Start (SJS), is a bridge program for international students moving from CESL into college. It includes English language training, college credit courses, personal growth opportunities, and leadership training. The program is structured in two phases. Phase I: English and cultural immersion. Phase II: Through the Center for Distance Learning, they take their first four college courses – English, American Government, US History and Scientific Principles of Health and Disease. They do cultural studies and field trips and have their own Graduate Assistants that provide friendship, guidance, and support. CESL hopes to have a cohort of 30 students from different countries by fall, e.g., Turkey. Sooner Jump Start is also on the Recruitment and Support Committee, chaired by VP Hathaway. Similar requirements are requested of those students as outlined above. The committee has specific forums, off-site campuses (Turkey, Brazil, and China) and a multi-departmental recruitment team including ISS/IAS, H&F, Admissions, CESL, SJS, and the Business College. And to make the students more comfortable we now have a “taste of home” at the cafeteria and provide transportation and housing on the students’ first day here. OU now has an international brochure and website that is all in one place and easy to read. CLS offers a Gateway/Intro to collegiate life courses. OLLI &CESL have a community partnership (mentoring program – families adopted students and took them to ballgames, church, voting, etc.). Our Transition Teams take the students from CESL to SJS Phase II and from CESL to main campus. Admitted students who studied at CESL have grown from a handful in 2009 to 110 as of this spring.

Regarding international recruiting, Dr. Williams said that graduate admissions are proactive. And that graduate recruitment is much different than undergraduate. Chemistry goes to Beijing to do interpersonal interviews, students fly in for those interviews. Donna has met several times with Chemistry and has given them all of her contacts. She said they’ve actually been in the same country at times. The Law School does the same thing in Europe and Donna has started those dialogues. Dr. Williams asked Donna to talk with Jeff; she agreed, and she will talk with the different departments. Donna also works with HSC and has their information in her brochure and website – most interest is in nursing and allied and public health. Jenny will talk more with Donna and report back to Jana Wilcox Asst. Dean for Community Partnerships.

During the last meeting, Dr. Pappas talked a bit about the multi-state education grants we recently won. Belinda Biscoe, the Associate Vice President for Outreach, heads those programs. We have a seven state region contiguous to Oklahoma. He thought it would be interesting to the Council to learn about things we are doing in education. The Council agreed.

Dr. Pappas distributed an article about Kathleen Wong who won an award – “top 25 women who made a difference in terms of diversity of the country.”

The meeting was adjourned. Belinda will coordinate the next meeting.

**April 29<sup>th</sup> 2015**

Meeting Postponed due to inability to reach a quorum for the meeting. The following are worthy of inclusion in the annual report.

Dean Pappas wrote an Op Ed piece for the *Oklahoman* on the OSHER Lifelong Learning Institute (OLLI) and the growth of lifelong education. Anecdotal responses suggest that this was well received and it has certainly drawn attention to our OLLI program as we had a flurry of additional membership requests after it appeared.

Continuing Education is currently in the process of finalizing our preparations for the National Conference on Race and Ethnicity (NCORE). This year we are running about 400-500 pre-registrations ahead of last year during this same period. We are anticipating that we will have between 2,500 and 3,000 participants for our event in Washington, D.C. next month. We are excited that we have a number of national leaders in diversity and cultural inclusion as keynote speakers.

Southwest Center for Human Relations Studies (SWCHRS) has been heavily involved for providing services to a variety of campus and community groups as a result of the recent SAE video incident. Dr. Kathleen Wong, the director of that center, is one of the national leaders in a social service activity called "Intergroup Dialogue." She engaged in the intergroup dialogue process with a number of campus groups such as Interfraternity Council, Pan Hellenic Council, the Multicultural Group Council, and the OU Athletics Department. In addition, our SWCHRS has been involved in "ally" training on race with our own organization, OU Housing, a number of main campus faculty members and a number of Norman community groups. The latter include the OU Police Department and a Walmart managers in training. Dr. Wong also gave the keynote address at the Teach Out on Race and has been working with the Governor's Leadership Cohort and the Student Leadership Cohort on issues of cultural inclusion. We also were involved in the new Diversity Curriculum Committee and working with the new Vice President for Community. I am pleased to report that Dr. Wong was recently selected as one of the top twenty-five minority women in higher education.

The CE College worked very hard to present a proposal to the FAA for Air Traffic Controller Training. We were a subcontractor to the Lockheed Martin team for the academy training here in Oklahoma City. Unfortunately, SAIC won the bid even though we expended considerable effort and resources.

The CE College recently completed a visit from the American Aviation Board International to accredit our Aviation program on March 22-24. We had to prepare an extensive self-report as part of the accreditation process. We had a positive "out brief" and are still awaiting the results of the accreditation team report.

CE had the annual faculty meeting for the College of Liberal Studies and faculty development seminar with Tanya Augsburg who is a specialist in interdisciplinary teaching and research. This was extremely informative to our faculty and we will incorporate it in our CLS core courses.

Jerry Jerman and Dean Pappas are finishing chapters in a book we are co-editing on *Coaching Adult Students*. They are anticipating publication by Jossey-Bass in Fall of 2015.

The chair and Dr. Pappas will meet over the summer to send meeting requests to schedule the fall meetings.

**COUNCIL ON FACULTY AWARDS AND HONORS  
2014-15 ANNUAL REPORT  
SUBMITTED BY SATISH KUMAR, CHAIR**

The Council on Faculty Awards and Honors met on Friday, January 13, 2015 in the Provost Conference Room, on the Health Sciences Center campus.

The following are members of the University Council on Faculty Awards and Honors:

Satish Kumar (Chair)	Medicine	College of Medicine
Muayyad Al-Ubaidi	Cell Biology	College of Medicine
Melissa Craft	Nursing	College of Nursing
Pamela Genova	Modern Language, Literature, & Linguistics	College of Arts & Sciences
Kevin Haney	Development Dentistry	College of Dentistry
Dick Henry	Physics and Astronomy	College of Arts & Sciences
Alan McPherson	International and Area Studies	College of International Studies
Katherine O'Neal	Pharmacy Clinical & Administrative Sciences	College of Pharmacy
Shivakumar Raman	Industrial & Systems Engineering	College of Engineering
Christopher Sadler	Drama	College of Fine Arts

The Council had a slate of 44 nominations for the various awards. The nomination packets of the five nominees for the David Ross Boyd Professorship and of the two nominees for the Regents' Professorship were reviewed by all, the rest of the nominations were equally split between two subcommittees consisting of near equal number of members of the Council.

The Council recommended to both Provosts, recipients for the following awards: David Ross Boyd Professorship, Regents' Professorship, Regents' Awards for Superior Teaching, for Superior Research, and for Superior Professional and University Service, Good Teaching Award, General Education Award, and the Merrick Teaching Award.

Members of the Council volunteered to write short bios on the winners, which were subsequently read at the faculty awards ceremonies held on April 10 at the Norman Campus and April 27 at the Health Sciences Center.

The Council meeting adjourned after electing Professor Shivakumar Raman, Department of Industrial and System Engineering, College of Engineering, Norman Campus, as the 2015-2016 Chair of the University Council on Faculty Awards and Honors.

We thank Mrs. Caroline Wheelbarger and Ms. Peggy Brown for coordinating all the activities of the Council that made our job a lot easier.

**INFORMATION TECHNOLOGY COUNCIL (NORMAN)  
2014-15 ANNUAL REPORT  
SUBMITTED BY AL SCHWARZKOPF, CHAIR**

Mark Morvant reported that D2L will be the campus system for at least 2 years based on inconclusive results from experiments with D2L, Canvas, and Schoology last spring.

The university explored FERPA training for all employees. FERPA training is important for all faculty and staff and OU HSC has such training online. OU Legal determined that only employees that have advanced access will be required to take the training; regular faculty will not have to take the training.

“Strictly instructional faculty are exempted from the requirement. er the Provost office, faculty/staff who have advisor roles in Banner SSB or who have roles in Banner INB or who have Cognos licenses will be required to take the training.”

Over the semester, ITC received several reports on outages some were caused by infrastructure failures which will be addressed when the university converts all applications to the new data center. Others have been caused by service blocks because of spam generation following system compromise. Much of the risk for compromise comes from phishing attacks on e-mail or other OU systems. ITC has produced a password policy that will let OU-IT proceed with technology fixes.

OU-IT has made a number of new products available to the campus. Among them are Lynda.com, Adobe, and Office365. Each of these have the promise of impacting the educational mission of the university with a necessary change in how we use technology. Nick briefed the group that Adobe is now available for download on the IT store site: <https://itstore.ou.edu/Account/LogOn?ReturnUrl=%2f> . We hope to have direct access to the Adobe Creative Cloud in the spring to alleviate the need to download the software.

Carl Grant reviewed the ITC website and observed that the site was out of date and most of the policies referred to on it were in draft, not final form. Carl, with help from the library IT staff, rolled out a new site in May. Further ITC discussed and approved a password policy statement (attached) for review by the senate in the fall. Discussion around the policy revealed that without an appropriate technology toolkit we could not enact a very strong policy. This became a question of whether IT could proceed without a policy and whether we could enact a policy without the tools. The resulting policy is weaker than we would like, but one that should provide the justification for IT to move on tool development.

Loretta Early, Nick Key, and Eddie Heusch led the discussion on current IT initiatives including:

- *Infrastructure.* Legacy data centers, such as those at Merrick and NEL, are being shut down and relocated to new data center. Much will be accomplished this spring.
- *Wireless and networking upgrades* will continue.
- *Mobile app for D2L* is being finalized and should be ready by February. This is structured mainly for students at this time, although a separate app for faculty is possible. Mark Morvant stressed that it would be helpful for students to be able to submit items with mobile devices to the D2L dropbox. Currently, students must leave a mobile device and submit via a laptop or other computer. This functionality will be upcoming in a future release per the vendor.

- *Dropbox campus license.* Negotiations near completion. Goal is to reduce campus costs and offer access to faculty and staff, as well as comply with FERPA. The Administration is centrally funding 500 licenses. The cost to add additional faculty and staff will be around \$62 annually.
- *Enterprise systems.* Finance upgrade will be finished in the spring. We will also be implementing a new Affordable Care Act tracking system.
- *Lynda.com.* There will be more communication this spring. Since November there have been 22,000 videos downloaded by 1,800 users.
- *Office 365.* Implementation of the Office365 apps is occurring and should conclude this spring. Only Norman Campus users will be migrating at this time. Mail will be migrated over a longer period of time that is yet to be determined. There is a free version for personal access, but that can only be used with a private e-mail address rather than an OU address.
- *OneDrive.* Space to be shared for access by faculty and staff.

The January 9 Expo was attended by approximately 220 participants and volunteers at the Forum. There were likely more attendees, but many may not have officially signed up and only wanted to participate in one or two sessions of interest. Suggestions for improvement included electronic evaluations, defining vendor vs. other workshops, and possible future locations. Nick Key will provide more information about alternative sites for the future.

Loretta Early provide update on IT reorganization designed to make IT deliberate and focused on increasing agility while maintaining stability and resilience of core systems. Working with every college on campus on new initiatives, integrating technology to the curriculum.

- Structure overview:
  - Campus Community Engagement – Nick Key was filling this role.
  - Service Management and Service desk operations were moved to this org in alignment with ITIL best practices
  - Information Security and Risk Management – Ken Kurz
  - Design, Data, Development – Innovation and rapid paced activities.
- Strived to make this simple enough for customers to understand.

Vice Provost Simin Pulat introduced Digital Measures (DM) – Activity Insight (AI) a software package that captures faculty activity. Karen Horne – OU’s project manager for AI talked about how the software is essentially a database and reporting system. We have a 5 yr site license. Engineering and Education are currently piloting the system as well as HSC medicine & pharmacy. A lot of universities are already using AI. The product is intended to “enter data once and use for many purposes”. The data can be integrated with Webcom’s content management system. The first step is entering one year of data for the instructor. Data can be auto populated from Banner for course information as well as Cayuse and other university repositories. Carl asked about staff – no plans to enter data for anyone other than regular faculty. Eddie asked how ORCID Open Researcher and Contributor ID can be fit into the project and Karen explained that it is possible to incorporate ORCID. Mark Morvant explained that when you publish to ORCID, AI could pull this information in. AI mentioned challenges with reporting when you have more than one instructor for a class. Karen mentioned plans for integrating DM with CollegeNet. Boris mentioned that AI could add more workload for faculty and Simin explained that the system would actually reduce faculty data entry over time. AI suggested that more information is given to faculty on how DM will make their lives better and explain how reporting will work.



Nick announced that the D2L move to Shared Services has been postponed to June 6/7. Mark mentioned that this could be problematic with instruction/reporting of grades. Nick will verify with his team that June 6/7 is best and may come back with a more favorable date closer to mid-May.

### **University of Oklahoma Norman Campus Password and Account Policy**

Approved:

Revised/Renewed:

This policy and the included specifications apply to all OU Norman campus entities. Norman campus entities contracting with service providers must ensure those service providers meet these requirements as well. Departmental policies may require more restrictions. Exceptions to these standards must be documented and approved by respective Departmental Leadership.

Those users utilizing a Sooner ID (4+4) login and who log into the \Sooner\ domain (Example:\sooner\smit5555) will automatically operate under the policies outlined below, once they are approved and implemented. For those logging into other OU owned systems/domains, a written policy will be made available for reference and self-adherence. If a user needs other solutions, such as a password vault, they should check with their IT representative for a list of available solutions.

#### **Account Provisioning**

- Users must have their own unique individual account.
- Users must create and change their own passwords. However, *password resets* are an exception discussed below.
- Default and vendor supplied passwords must be changed before production use or the account must be disabled.

#### **Password Specifications for All Accounts**

Passwords **must**:

- Be a minimum of 8 characters.
- Contain a combination of upper and lowercase letters.
- Contain at least one number or symbol.
- Not contain your user name.
- Not be the same as the previous password.
- Be changed every 365 days.

#### **Communication**

- Users must never ask others for their password(s)
- Users must never share their password with anyone else, even with IT.
- Neither users, nor any websites they might create or maintain, use passwords in clear text.
- Password resets must be one-time use, auto-generated random passwords (sent separately from the username) that may only be used for systems that require an immediate first login password change by the user.

**RESEARCH COUNCIL (NORMAN)  
2014-2015 ANNUAL REPORT  
SUBMITTED BY SUSAN SCHROEDER, CHAIR**

**Membership**

The members of the 2014-2015 Research Council, their departments and terms:

Sheena Murphy	Physics/Astronomy	2012-
Susan Schroeder *	Microbiology & Plant Biology	2012-
Debra Bemben	Health & Exercise Science	2014-
Pamela Genova	Modern Languages Literatures &	2014-
Lina Ortega	University Libraries	2014-
Douglas Gaffin	Biology	2013-
Cecil Lewis	Anthropology	2013-
Jennifer Saltzstein	Music	2013-
Jane Wickersham**	History	2013-
Kendra Williams-Diehm	Educational Psychology	2013-
Michael Ashby	Chemistry/Biochemistry	2014-
Sesh Commuri	Electrical & Computer Engineering	2014-
Eugene Enrico	Music	2014-
Nickolas Harm	Architecture	2014-
Ronald Schleifer	English	2014-

**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:**

Susan Dubbs	Center for Research Program Development & Enrichment
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\* Professor Susan Schroeder joined the Council in August 2013 to complete the term for Bing Zhang.

Professors Murphy, Schroeder, Bemben, Genova, and Ortega completed their terms at the end of the 2014-2015 academic year.

\*\*The 2015-2016 Chair of the Research Council was elected at the April 2015 meeting and will be Dr. Jane Wickersham, Department of History.

The Faculty Senate Appointments to replace Sheena Murphy, Susan Schroeder, Debra Bemben, and Lina Ortega, and the Presidential Appointment to replace Pamela Genova will be forthcoming.

In 2013, the Faculty Senate approved a plan to balance the Research Council membership to reflect the disciplines represented by recent patterns among submitted proposals. The new structure for the Research Council began in 2014-2015, and is as follows:

- Engineering, Energy, Mathematical and Physical Sciences (3 members): Sheena Murphy, Michael Ashby, and Sesh Commuri
- Social and Behavioral Sciences (3 members): Debra Bembem, Cecil Lewis, and Kendra Williams-Diehm
- Life Sciences (2 members): Susan Schroeder and Douglas Gaffin
- Humanities (3 members): Pamela Genova, Jane Wickersham, and Ronald Schleifer
- Education/Professional/Other (2 members): Lina Ortega and Nickolas Harm
- Fine Arts (2 members): Jennifer Saltzstein and Eugene Enrico

### **Activities (2014-2015)**

The primary activity of the Research Council during the 2014-2015 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 (3 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, 2014 through June 30, 2015 will be available on the Research Council's website. Statistics concerning the programs supported by the Research Council as of May 31, 2015 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 2015, there were 36 FIP requests submitted to the Research Council, and 19 awards were funded for a total of \$242,377 (an additional FIP award for \$15,000 is pending a final decision).
- The Council discussed how to handle summer salary in future FIP funding requests. The Council does feel that strong justification is needed whenever summer salary is requested and has recommended introducing a \$5000 cap on the amount of the FIP budget that may be allocated for faculty summer salary.

- There were 20 fewer FIP submissions than the previous year. The Council has expressed concern regarding the declining number of FIP submissions and would like to understand the reasons for this decrease. On the other hand, the number of JFF proposals increased by 19.
- 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 2015, 21 proposals were selected from 66 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 \$9,338 and the total funding amount for the program was \$182,720.
- 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 Council recommended the following faculty for recognition of their success and accomplishments: Professor Chaunbin Mao for the George Lynn Cross Research Professorship, Professor Xun Ge for the Rinsland Award, Professor Matthew Jensen for the VPR Award for Outstanding Research Engagement, and Professor Richard Broughton and Professor Chitru Fernando for the VPR Award for Outstanding Research Impact. The Vice President for Research will be re-evaluating the awards for research impact and research engagement.
- During the summer of 2015, the Research Council will also be revising the FIP and JFF guidelines to clarify various parts of the proposal process.

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 Sheena Murphy (served 2012- 2015), Susan Schroeder (served 2013-2015), Debra Bembem (served 2014-2015), Lina Ortega (served 2014-2015), and Pamela Genova (served 2014-2015) with clocks to show their appreciation for the members' service.

Discipline	Faculty Investment Program					
	Number of Proposals Submitted	Number of Awards	Average Award	Funding Rate	Percentage of Total Program Expenditures	Percentage of Total Number Awarded
Engineering	7	3	\$14,945	43%	18%	16%
Physical Sciences	6	4	\$14,970	67%	25%	21%
Social and Behavioral Sciences	8	4	\$14,161	50%	23%	21%
Life Sciences	4	2	\$14,907	50%	12%	11%
Humanities	3	1	\$5,000	33%	2%	5%
Fine Arts	7	5	\$9,242	71%	19%	26%
Education/Professional/Other	1	0	\$0	0%	0%	0%
Totals	36	19	\$12,757	53%	100%	100%

Discipline	Junior Faculty Fellowship Program					
	Number of Proposals Submitted	Number of Awards	Average Award	Funding Rate	Percentage of Total Program Expenditures	Percentage of Total Number Awarded
Engineering	2	1	\$7,000	50%	4%	5%
Physical Sciences	15	6	\$8,948	40%	29%	29%
Social and Behavioral Sciences	18	4	\$8,533	22%	19%	19%
Life Sciences	1	1	\$7,000	100%	4%	5%
Humanities	19	6	\$8,943	32%	29%	29%
Fine Arts	4	2	\$8,952	50%	10%	10%
Education/Professional/Other	7	1	\$9,338	14%	5%	5%
Totals	66	21	\$8,701	32%	100%	100%

Year	FIP Budget Allocation	JFF Budget Allocation	VPR Awards Budget Allocation	Total VPR Budget Allocation	FIP Funding Awarded	JFF Funding Awarded	VPR Awards Funded	Total VPR Funding Awarded
2012-2013	\$225,000	\$175,000	\$10,000	<b>\$410,000</b>	\$301,738	\$151,188	\$5,000	<b>\$457,926</b>
2013-2014	\$275,000	\$150,000	\$10,000	<b>\$435,000</b>	\$278,107	\$149,276	\$10,000	<b>\$437,383</b>
2014-2015*	\$275,000	\$150,000	\$10,000	<b>\$435,000</b>	\$242,377	\$182,720	\$7,500	<b>\$432,597</b>

\* An additional FIP award for \$15,000 is pending a final decision.

**FACULTY SENATE  
FACULTY COMPENSATION COMMITTEE (NORMAN)  
2014-2015 ANNUAL REPORT  
SUBMITTED BY LAWRENCE BAINES, CHAIR**

**2014-2015 Faculty Compensation Committee Members (FCC):**

- Lawrence Baines, Associate Dean for Graduate Studies, Rainbolt College of Education
- Marcia Haag, Modern Languages, Literature, and Linguistics
- Molly Murphy, University Libraries
- Juanita Vargas, Rainbolt College of Education
- Samir Barman, Price College of Business

The Faculty Compensation Committee focused upon three goals for the 2014-2015 academic year:

**1) Reiterate the need to systematically address issues of inversion and compression, which are particularly acute among Associate Professors**

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 only a little more than faculty in the rank below them). 43% of all full professors are inverted or compressed.

**2) Raise the salary increment for promotion from Assistant to Associate Professor and from Associate to Full Professor.**

A survey revealed that the increment for promotion at OU was the absolute lowest among peer institutions. Some universities, even in states with serious budget issues, have instituted changes in the increment for promotion. For example, this year Kansas State University instituted a change whereby all raises would be at the rate of 15% of the mean of the salaries of the faculty currently at that rank at the university. This 15% raise applies to promotion from Assistant to Associate and from promotion to Associate to Full Professor.

**3) Suggest that the administration consider non-monetary incentives for faculty, particularly in times of budget contraction.**

The FCC made a proposal that faculty receive a \$100 voucher good for low-attendance sporting events, low-attendance musical events (such as the Sutton Series), and possibly membership to the Huston-Huffman Fitness Center.

**Results:**

- 1) Inversion and compression=The Central Administration acknowledged that inversion and compression were ongoing problems, but no systematic initiative to address inversion and compression was initiated.
- 2) Salary increment=The Central Administration raised the salary increment for promotion by \$1000 at each level.
- 3) Non-monetary incentives=No acknowledgement of consideration of non-monetary incentives was given.

**FACULTY SENATE  
FACULTY WELFARE COMMITTEE (NORMAN)  
2014-2015 ANNUAL REPORT  
SUBMITTED BY GREG BURGE, CHAIR**

**I. Membership**

The members of the 2014-2015 Faculty Welfare Committee, their departments and terms:

Greg Burge	Economics, 2014-2015 (chair)
Aparna Mitra	Economics, 2013-2016
Susan Hahn	University Libraries, 2014-2017
Chris Ramseyer	Civil Engineering & Environmental Science, 2013-2016
Chris Sadler	Drama, 2014-2017

**II. Meetings**

The Faculty Welfare Committee met seven times. Four times during the Fall semester and three times during the Spring semester. The ad hoc committee formed last year to investigate issues relating to bullying/incivility on campus also met multiple times each term.

**III. Issues**

At the beginning of the 2014-2015 academic year, the Faculty Welfare Committee identified three issues that would serve as a set of priorities during the year. Ultimately, these three issues were where we focused most of our time and energy.

- 1) The development of a campus-wide Family Fairness Policy. Having drafted a working version of the policy in previous years, we worked with various University officials in efforts to improve the policy and make it more compliant with current OU policies regarding FMLA and sick/medical leave. We are pleased to be able to announce that the policy was recently implemented through the Office of the Provost, having benefitted from open lines of communication with the Faculty Welfare Committee and Faculty Senate Executive Committee throughout the revision process.

Among the important issues addressed by the policy 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 certain aspects of their research and service endeavors.
- 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 of scholarly responsibilities.
- 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.
  - The lack of a campus-wide policy, and the inconsistency in accommodations made across campus, were viewed by many as unfair.
- 2) Investigating campus culture as it relates to bullying and faculty incivility. Having previously identified this as an important issue, FWC took several additional actions this year.
- a. The ad hoc committee on campus bullying consisted of members Chris Ramseyer, Aparna Mitra, Susan Marcus-Mendoza, and Susan Hahn. Susan Marcus-Mendoza agreed to serve as chair.
  - b. A draft of a survey was produced by the ad hoc committee for full discussion in the first and second meetings of the spring term. Simen Pulat and Glen Krutz, both serving as Vice Provosts, attended our December and February meetings, respectively. Each was extremely helpful as we discussed the preliminary survey the ad hoc committee drafted.
  - c. Revisions and additional discussions produced a final version of the survey that is ready to be sent out for data collection by the FWC starting next year. The decision was made that implementing the survey in the early Fall would potentially produce better results (higher response rates) than sending it out in the late spring as the academic year was drawing to a close.
- 3) We discussed the issue of budget tightness over the past several years and how it has impacted faculty, staff, and administration. Data from Institutional Research and Reporting documenting the 2007-2013 trends were discussed in multiple FWC meetings as well as FSEX meetings. The general consensus was that faculty, administration, and full-time staff had all seen modest increases in the number of personnel over this period, but that part-time staff had declined. The specific places those declines came from were identified as Postal & FAA – which we later verified were not necessarily layoffs, but essentially a reclassification of responsibilities such that OU went from being the employer of record to not. We also noted a few other trends:
- a. The rate of growth in tenured and tenure track lines over this period (16%) was significantly lower than the rate of growth in other faculty positions (45%). Much of the high rate of growth in the latter came from faculty classified as “researchers” (who experienced a 77% growth rate).
  - b. The rates of promotion to Associate and Full diverge significantly between the TT and other faculty data. Assistant professor represented about two-thirds of all ranked renewable term positions over this period.

#### **IV. Chair Election**

Chris Ramseyer was unanimously supported for the Chair-Elect position. Due to travel, Chris will be out of the country for a period during the fall of 2015. Susan Hahn indicated a willingness to serve as Co-chair, filling in for Chris during that period. She was unanimously supported as well.