

ANNUAL REPORTS 2015-16

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)

Distributed by the Faculty Senate Office
University of Oklahoma (Norman campus)
September 2016

**ACADEMIC PROGRAMS COUNCIL (NORMAN)
2015-16 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 AY2015 are listed in Table 1. Due to a sabbatical leave, Professor Al Schwarzkopf replaced Professor Michele Eodice during the AY2015. Throughout AY2015-2016, Professor Keith Strevett served as APC Chair, Associate Professor Jason Houston chaired the Policy and Program Subcommittee, and Associate Professor Kirsten de Beurs chaired the Course and Curriculum Subcommittee. During the 2015-2016 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 15-16	Civil Engineering	2015-18
Somik Ghosh - Courses	Construction Science	2015-18
Harold Mortimer - Courses	Musical Theater	2013-16
Kirsten deBeurs - Courses Chair	Geography & Environmental Sustainability	2013-16
Jason Houston -Programs Chair	Modern Languages, Literatures, & Linguistics	2014-17
Al Schwarzkopf - Programs	Management Information Systems	2015-17

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

Karen Hayes-Thumann – Course	Art and Art History	2015-18
Karl Rambo - Courses	OSLEP	2015-16
Angela Urich - Programs	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 had the benefit of two 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 160 programs were processed in AY15-16. This represents a twenty-five percent increase in program reviewed in AY14-15 and ninety-two percent increase from AY13-14. Of the 160 program proposals reviewed this semester (Figure 1), the majority (51%) of the program proposals submitted were Administrative/Internal changes. Approximately 48% of the program proposals reviewed were classified as 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.

Of the program proposals submitted in AY2015-2016, 99% of the proposals were reviewed, comments addressed, and processed for approval. The top three colleges submitting new program proposals in AY2015-2016 included the College of Arts and Sciences, College of Business, and College of Fine Arts with 48%, 14%, and 12%, respectively (Figure 2a). This trend is mirrored in the submission of substantive and administrative / internal proposal distribution (Figure 2a, b). A showcase programs proposal was from the College of Architecture. Based on APR review, the college has developed a new program Bachelor of Science in Architectural Studies, which will be a progress toward their Masters in Architectural program. In addition, APC observed a significant increase in graduate certificates. The proposals were a mix of standalone and embed graduate certificates.

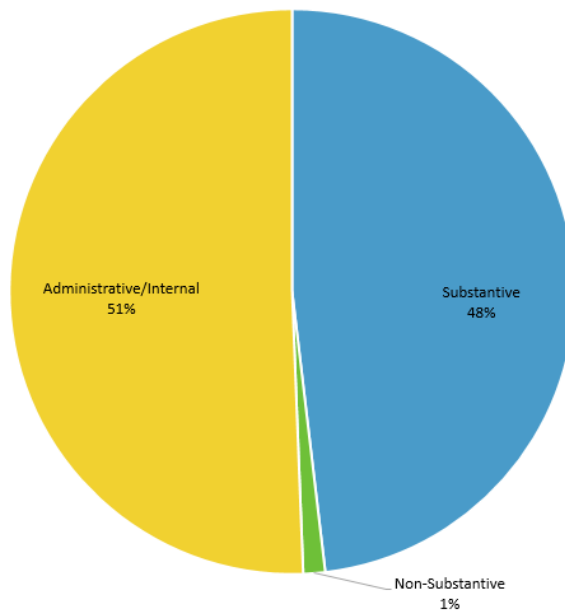


Figure 1. Program proposal distribution by classification – Substantive, Non-Substantive and Administrative/Internal.

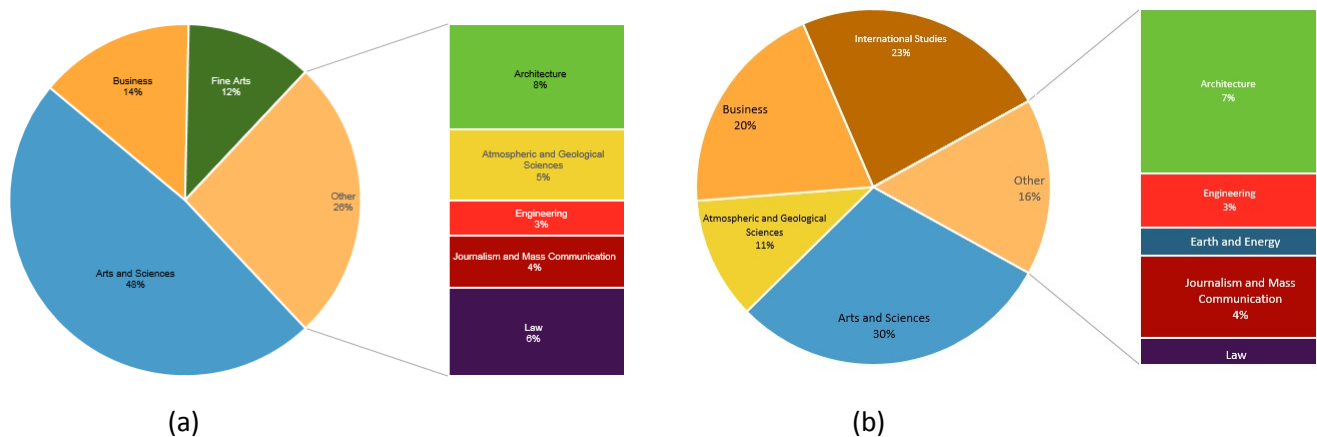


Figure 2. Program proposal distribution. (a) Substantive program proposals submitted by Colleges. (b) Administrative / Internal program proposals submitted by Colleges.

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 690 course proposals submitted within the AY2015-2016. This represents a 28 percent increase in course proposals from the previous year. The majority of the course proposals were for courses

changes; while still a significant growth in courses (as determined by the ratio of new courses to course deletions) was observed again this year (Figure 3a). The College of Arts and Sciences submitted 37% of the new course proposals (data not shown) followed by the College of Architecture (20%). The College of Architecture proposals accompanied the new Bachelor of Science in Architectural Science undergraduate program.

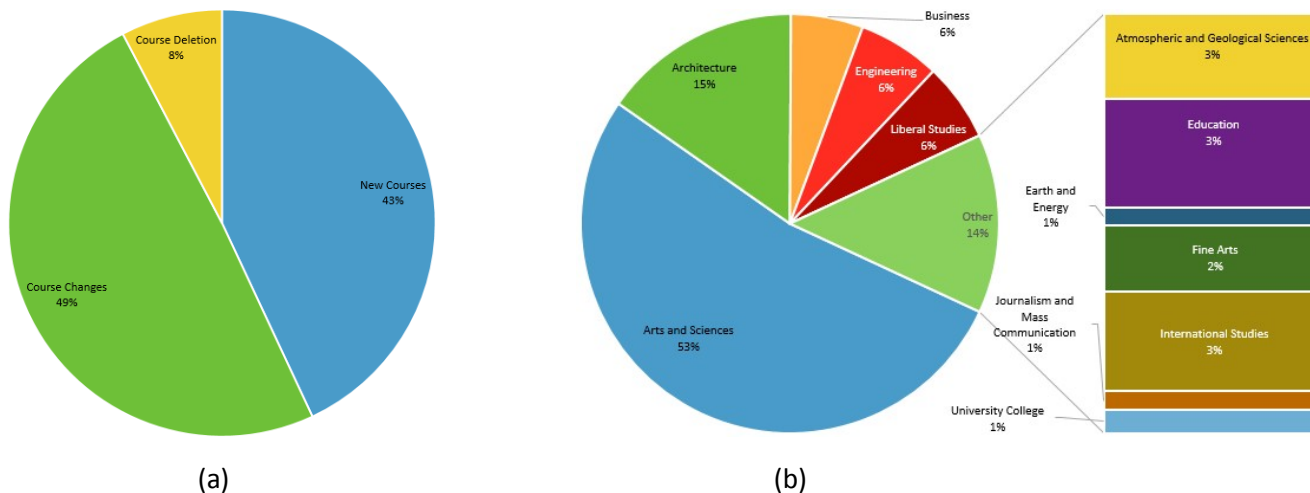


Figure 3. Course proposals by classification (a) and by college distribution (b).

Two policy changes were implemented this year by APC. The first is based on year-end recommendations from the 2014-2015 APC members. The recommendation was to develop consistent course review procedures, which included using the syllabus style recommended by the Center of Teaching Excellence (CTE); conformity to the 60 word course description and faculty expertise. To help guide proposal developers, an information window will be created to help individuals how to better classify faculty expertise. In addition, Courseleaf instructions were updated to direct individuals to the CTE syllabus template. Finally, to better promote awareness of APC agenda, APC staff will forward meeting agenda to the Provost Office for inclusion in the week Academic Bulletin distributed by the Provost's Office.

Keith Strevett was re-elected to chair the APC for the 2016-17 academic year.

**ATHLETICS COUNCIL
2015-16 ANNUAL REPORT
SUBMITTED BY ANTHONY NATALE, CHAIR**

This Athletics Council met four times in 2015-2016. Meeting dates were September 15, 2015; November 2, 2015; February 22, 2016; and April 18, 2016. The Council completed all of its required business and this is the Chair's annual report for those meetings.

2015-2016 Athletics Council membership:

Faculty members: Anthony Natale, Michael Crespino, Aiyana Henry, Craig St. John, Kevin Butterfield, Stephen Norwood, Francene Weatherby, and Martha Ferretti

Staff Members: David Goodspeed and Breion Rollins

Student members: OUHSC – Peyton Brooks and Jay Jennings; Norman – Isaac Hill

Student-athletes: Ayana O'Neal, Devin Barrett, and Ty Darlington

Alumni: Linda Young and John Ross

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), Lindy Roberts-Ivy (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 15, 2015

At the September 15, 2016 meeting, Lindy Roberts-Ivy reported for the Gender Equity subcommittee. She informed the Council that the athletics department was in year two of the "Five Year Plan." Each year the subcommittee interviews four head coaches and this year the interviewees included track and field, soccer, softball, and baseball. The goal, Mrs. Roberts-Ivy reported, is to gain information on how the programs are doing in regards to gender equity with travel, facilities, equipment, etc. The only issue that needed to be addressed was a transportation issue with the track student-athletes.

Mrs. Roberts-Ivy reported that the designated support staff area interviewed this year was the academic staff. The subcommittee met with Mike Meade, Senior Associate Athletics Director/Academics, and his full-time staff. They were asked various questions to ensure there is equal access for student-athletes based on their academic need. There were no potential action items seen by the subcommittee in the area of academics. The next item

the subcommittee focused on was in the area of coaches. Mrs. Roberts-Ivy informed the Council that across the board the coach's salaries, hiring practices and retention were equitable. The last item the subcommittee covered was facilities. Mrs. Roberts-Ivy reported that the subcommittee toured all of the athletics facilities and created a grading system to grade each one based on set criteria. She spoke about the department's desire to not only provide the student-athletes with the best facilities, but to also keep up with what other institutions in the Big 12 and in the nation are providing. The only issue reported to the Council was with the Oklahoma City rowing facility. The student-athletes are still traveling to Oklahoma City and that facility needs to be kept up-to-date.

Dr. Damphousse asked Mrs. Roberts-Ivy what are the issues other athletics departments are dealing with in regards to gender equity. She responded that facilities are being built at such a fast pace that coaches continually come to the administration with concerns about recruiting because our facilities may not be as new as other programs. She said gender equity will always be a work in progress, but that the OU Athletics Department does a great job at making sure things are equitable for their male and female student-athletes. As long as the department is making it a priority, it will continue to be successful.

Dr. Damphousse explained that one of his duties, as Faculty Athletics Representative on the Athletics Council, was to orient the new Council members and remind the returning members what the Council's charge is. He reminded the Council that it is designed to provide advice from various areas of the University to the Athletics Director and the President. He expressed to the Council how fortunate the University was to have an Athletics Director as transparent as Joe Castiglione. Dr. Damphousse encouraged them to use the access they have as a Council member and ask questions.

Dr. Damphousse discussed that at each meeting he would bring articles or information about national issues going on in college athletics. The first article he brought to the Council's attention was about the academic fraud case at the University of North Carolina. He explained that a staff member and a faculty member created "no show" classes that non student-athletes as well as student athletes were receiving grades for as an independent study. The article is about the accrediting agency putting the University of North Carolina on probation. Dr. Damphousse expressed his worry in the serious consequences when issues are overlooked or people turn a blind eye.

The second handout Dr. Damphousse gave the Council was regarding academic misconduct cases at universities across the country. It summarizes what happened and how the case was discovered. He informed the Council after looking at all the cases he compiled a list of areas of concern and how we can ensure that these issues do not happen at OU. The first area of concern he spoke about was online courses and monitoring practices. The second category that created concern was nontraditional independent study course. The third area that was brought up was in regards to traditional courses and class clustering. The next category in which Dr. Damphousse looked into was grade changes with student-athletes. The last area he touched on was faculty members that are considered "friendly" or not friendly enough. He reminded the Council that these issues are not student-athlete issues they are student issues. Chair-elect Kevin Butterfield brought up that all of these issues were brought about by scandals, was there another way for athletics to discuss these issues. Sr. Associate Athletics Director/Academics, Mike Meade, informed the Council that the National Association of Academic

Advisors for Athletics created an ad hoc committee that put together a best practices document for institutions to use as a template on how to approach and prevent certain issues.

Dr. Damphousse required the Council to vote on changes in the Faculty Handbook as well as the Regents Policy. He explained that the previous Faculty Athletics Representative had the Council approve changes to the handbook and policies, but that the Regents never approved those changes. One of the changes Dr. Damphousse highlighted were changes from 3 year to 4-year terms for Council members. The other change had to do with missed class time being approved by the Provost or the Athletics Director. It was agreed upon by the Provost and Dr. Damphousse that it should only be the power of the Provost to approve these absences. Dr. Damphousse wanted the Council to vote to delete the previously approved change “or Director of Athletics approved.” The Council approved this measure unanimously.

Mr. Castiglione began by stating that the Athletics Department desires to operate with transparency. He reminded the members of the Council’s charge to give advice on concepts, issues, and ideas. Mr. Castiglione welcomed their feedback, perspectives, and questions, explaining it would only make the department better.

Mr. Castiglione wanted the Council members to be aware of updates to the South end zone expansion. He informed them that the Development department would be contacting season ticket holders person-by-person to give them the chance to fully understand what is going on with expansion and to see if they want to be involved. Some of these season ticket holders will be affected by the new suites, loge boxes, and club seats going in and they will be given the option to stay or relocate at the same price. Mr. Castiglione discussed within this section there is a capital gift donation that goes along with the season tickets. He went further addressing that within this group are faculty, staff, and members of the general public. In the faculty and staff category, there is a one to one match for any gift that faculty or staff member makes to the athletic program. If the annual per seat cost were \$1,000, the faculty or staff member would only be asked to give a minimum of \$500. Mr. Castiglione wanted the Council to be aware that they are not being required to make a donation. He wanted them to know the athletics department is genuinely concerned about the fan base and are trying to accommodate everyone the best they can.

Devin Barrett, of Women’s soccer, reported that the Student-Athlete Advisory Committee (SAAC) executive board had their first meeting the previous week. She informed the Council that the goal for SAAC this year was to bridge the gap between the student-athletes and the general student body. This year there will be executive members in charge of committees so they can get more people involved with SAAC. Ms. Barrett also spoke about SAAC’s desire to have a freshman and junior leader on each team so that the next year ideas and concepts would not be lost when senior leaders left.

Dr. Damphousse encouraged the Council to visit the Soonersports.tv website. They have features on student-athletes that show what is going on in their lives on and off the field.

November 2, 2015

At the November 2, 2015 meeting, the Academic Integrity chair, Dr. Kevin Butterfield, let Senior Associate Athletics Director for Academic Services Mike Meade speak on behalf of the subcommittee. The first area of the report Mr. Meade touched on was the area of admissions. He explained the admission data was in reference to student-athlete regular admission, special admission numbers, and the total student-athlete population and how it compares to the student body. For the 2015-2016 student-athlete academic profile the GPA went up from 3.39 to a 3.40 and percentile rank went up from 66% to 67%. Mr. Meade then explained to the Council the role of the Academic Review Committee. It is made up of the faculty members from the Academic Integrity Subcommittee, representatives from the admissions office, and the dean or designee from the University College.

The Academic Review Committee reviews applicant academic profiles whether those individuals should receive and NLI or a financial aid agreement. Academic profiles are reviewed by anyone who has below a 2.5 NCAA core GPA, or an 18 ACT or 820 SAT test score. These individuals are referred to as special admits. These reviews happen twice a year, one during early signing period as well as late January. Mr. Meade pointed out at the end of the admissions section is a breakdown academically of those admitted in the Fall 2015. The next section of the report Mr. Meade highlighted is graduation. He explained to the Council that there are two graduation metrics, the Federal Graduation Rate (FGR) and the Graduation Success Rate (GSR). The Federal Graduation Rate (FGR), Mr. Meade described as all first year students enrolled in the fall semester and if they graduate within six years. This does not include transfer students or those who enroll in the spring semester.

He pointed out that the data compiled for those who enrolled in 2008-2009 and should have graduated in August 2014, the student-athlete number was at 70% while the entire student body at the University of Oklahoma was 67%. The second metric, the Graduation Success Rate (GSR) is an NCAA metric that includes transfer students and spring semester enrollees. It is only published as a four-year average. So, the fall 2008 group would include fall 2007, 2006, and 2005. It provides relief for those student-athletes who leave the institution with eligibility remaining and in good standing. An example Mr. Meade gave the Council was a football student-athlete who decides to go pro after their third season of play if they were eligible and returned the following semester, they would be removed from the GSR. Mr. Meade informed the Athletics Council that the University of Oklahoma's rate this year is at a record high of 84%.

Dr. Damphousse wanted the Athletics Council to take into consideration that the six-year graduation rate for the student body as a whole is 68% in comparison to the student-athlete number of 70%. The four-year graduation rate is 34% for the entire student body.

Mr. Meade pointed out to the Council that there is one more metric, the Academic Progress Rate (APR), used by the NCAA as a real time assessment of how student-athletes are performing academically. It is broken down by sport-by-sport, team-by-team, and student-by-student. The student-athlete is held accountable to eligibility, retention, and graduation. It is within a five-year period instead of GSR's six-year period. Mr. Meade informed the Council that the cut off score for APR is 930, while the highest score is 1000.

The last issue in the area of graduation Mr. Meade discussed with the Council was post eligibility scholarships. The numbers of these scholarships utilized are declining because student-athletes are graduating at a higher

rate. He explained that student-athletes have to apply for these scholarships and they have to be within thirty hours of finishing their degree.

The next area in the report that Mr. Meade touched on is team academic performance. He informed the Council that in the Fall 2014 they matched the record high GPA of 3.06 and in the Spring 2014 the GPA was a cumulative 3.02. Over the last ten years, cumulative GPA's have consistently risen. Mr. Meade then went on to discuss the next section of academic performance that pertained to student-athlete majors for the fall 2015 semester. He explained that major clustering has been an issue nationally. He assured the Council that by the data collected major clustering does not seem to be an issue at the University of Oklahoma.

The last sections of the report Mr. Meade discussed with the Council included Athletics Council awards, student-athlete development and community service, and Headington Hall. These sections highlighted the achievements and activities of the student-athletes throughout the academic year. The role of the Student-Athlete Advisory Committee (SAAC) and its officers were highlighted in the student-athlete development section.

Craig St. John, chair of the Fiscal Integrity Subcommittee, discussed the report with the Council. He explained that the report showed what happened during fiscal year 2015 and what is proposed for fiscal year 2016. He explained in the inflows section that more money came in than went out so the department operated within its budget leaving a net of \$90,954. He pointed out to the Council that the University of Oklahoma athletics department is one of the few departments in the country that can boast that accomplishment. The total inflows expected for fiscal year 2016 is about the same as fiscal year 2015 around \$120,000,000. The question was asked of Craig St. John of what Pour Rights were, and he explained they were the agreement that Coca-Cola has with the university. He told the Council the budget for fiscal year 2016 is expected to be a balanced budget.

Craig St. John discussed that the outflows are broken down into subcategories such as academic services, external operations, facilities operations, internal operations, sports programs, support services, and miscellaneous. Within the report, the categories are broken down in their individual departments. The first subcategory Dr. St. John discussed was academic services. Dr. Natale asked what student-athlete accountability consisted of and Luther Lee, Senior Associate Athletics Director/Chief Financial Officer, explained it consisted of class checking, note taking, and other student labor. The next subcategory Dr. St. John discussed was external operations and the expectation that the spending in fiscal year 2016 would be less than fiscal year 2015. He went on to discuss the next subcategory of facilities operations. He explained one of the largest items within the budget was depreciation, which is the department's physical property that is depreciated year by year.

The council did not have any questions about the budget of internal operations so Dr. St. John went on to the subcategory of sports programs. He explained salaries, scholarships, travel, and all the direct costs related to the specific sports are included in the budget of the sports programs. The last page of the report that Dr. St. John discussed was the commitment of the athletics department to the university. This is done through the academic enhancement fee. The department gives \$5,242,694 back to the university, specifically into the general operating budget, the library, and the admission to the Fred Jones, Jr. Museum of Art. Luther Lee shared with the Council that the business office works closely with Chris Kuwitzky and Nick Hathaway to ensure

that the athletics department is conducting business in accordance with other units on campus. He explained that there are several internal and external audits throughout the year.

Mr. Castiglione thanked the subcommittees for their service and time commitment to the Council. He updated them on the stadium construction and some of the rumors that surrounded construction. He assured the Council that construction continued and had not missed a day. Despite low oil prices, Mr. Castiglione told the Council that fundraising for the project was going well. The development office is ahead of schedule on commitments for the amenities of the south end zone such as suites, loge boxes, and club seats. He reiterated that staff is going through each season ticket holder who will be affected by changes and offering them the opportunity to pay for club seats and waiving the capital gift that is required. If they decline this offer there are other seat locations for the same price point they are paying right now.

Mr. Castiglione touched on a brochure that premium-seating donors would be receiving explaining the modifications of the premium-seating program. It will include a change to the minimum contribution necessary to sit in those premium-seating areas. He wanted the Council to know that this has not changed in eighteen years and the department is giving the donors three years to move up to that new minimum level. Mr. Castiglione assured the Council that the department is trying to accommodate the fans as much as possible.

February 22, 2016

Professor St. John shared that the subcommittee met at the Preview Center, where the Athletics Department promotes all of the south end zone renovations to season ticket holders and donors. He explained to the Council that there are three types of seats available to purchase, corporate boxes, loge boxes, and club seats. He reported to the Council that almost everything that has been built has been sold. Professor St. John informed the Council that the area the subcommittee focused on was External Operations of the athletics department. This area consists of ticket sales, Sooner Club, multimedia rights, and licensing. He explained to the Council that the amount of revenue generated by external operations is on track to be equal if not better than the previous year. Professor St. John wanted to remind the Council that the University of Oklahoma Athletics department is still one of six universities that do not receive subsidies from student fees.

Francene Weatherby explained to the Council that the Governance and Compliance report is a summary of NCAA major violations from the past year and the measures OU has taken to ensure these infractions do not take place here. Over the past year, there has been an increase in complaints related to academic integrity and an increase in the responsibility of head coaches for infractions. Professor Weatherby thanked those on her committee: John Ross, Breion Rollins, and Ayana O'Neal. She handed over the report to Director of Compliance, Jason Leonard. He explained this is the report compliance would submit to the NCAA while they were under probation, but they are no longer under probation. Mr. Leonard informed the committee that the compliance department is audited several times a year by inside and outside entities. He explained there have been more infractions over the past year than there ever has been in the NCAA. He reiterated what Professor Weatherby said about most of them having to do with academic integrity. The last issue has to do with head coach control. He explained to the Council that anything that happens within a program for which the head coach is liable.

Mr. Leonard went through the report by sections. He explained rules education and monitoring are two key components to athletics compliance. He reported that they not only have to educate traditional boosters, but others on their radar such as agents, runners, and game day assistants. He reminded the Council that social media is an area they have to monitor more than ever because of the large presence of coaches and recruits. He brought to the Council's attention the Todd Gurley case from Georgia. In response to the NCAA infractions Georgia received, the legislature of Georgia made a law to help the institution. Mr. Leonard said their office helped draft House Bill 2016 that prohibits persons from giving money or a thing of value to a student-athlete or family member for certain purposes, prohibiting persons from entering into or soliciting a transaction with a student-athlete that would result in certain sanctions. He informed the Council that the interesting thing about this legislation is it gives a cause of action to the institution. If someone causes the institution to have a major infraction, the institution can file a civil action against the individual.

Mr. Leonard informed the Council that every summer he invites nine other schools with similar issues to compare notes and best practices. This benchmarking conference has helped their compliance office become successful.

Mr. Castiglione gave the Council an update on the process of contacting season ticket holders concerning their seats in the south end zone project. They are in the middle of contacting them and letting them know about the renovations and seeking their interest in the new options. Around 30-40% of the south end zone season ticket holders have decided to take the club seat option. This unique opportunity waives the capital gift requirement. The visiting team seats are being relocated to the upper eastside and the ticket holders there are being contacted at the moment. Mr. Castiglione reiterated to the Council that they have been transparent with the season ticket holders as well as the media. The athletics department is now going to the general public about opportunities to purchase season tickets and have already sold 500 new season tickets to those who have never purchased them before. There is a waiting list of about 2,000 who are trying to purchase season tickets. He wanted the Council to know that the athletics department is here to serve and with the transition of higher donations per seat, they understand this is difficult for some. He expressed this was the first time in fifteen years they had raised these donation prices. Mr. Castiglione wanted the Council to be aware they interact with those with questions to bring it to the athletics department's attention. He informed them he would be in front of the Faculty Senate on May 9.

Mr. Castiglione gave an update on the athletics teams' progress academically. Another semester with the average GPA above a 3.0 and the department actually tied its all-time record.

Professor Anthony Natale suggested to Mr. Castiglione that when he met with the Faculty Senate he lead with the information that the athletics department uses its own budget and donations to fund the department as well as projects like the stadium renovation. Mr. Castiglione went further to suggest that there be a breakdown of the money that flows back into the university.

Professor Damphousse touched on the issue of academic misconduct and how the athletics department tends to handle issues with student-athletes. He told the Council that issues of academic misconduct for student-

athletes are handled through the office of academic integrity just as any other student on campus. He is notified when something comes up, but the athletics department does look into issues to ensure that the issue is not systematic with any athletic department staff member involvement. He informed the Council he does look into grades of student-athletes compared to nonstudent-athletes in the same class to see if there is a discrepancy.

Professor Damphousse reported to the Council that at convention some legislation was brought to the table about the amount of time actually being involved in a sport for student-athletes. The proposal did not meet criteria for all sports so it was sent back to be rewritten and will be voted on next year.

He mentioned to the Council a program called the Dean's Challenge. He explained the purpose is to engage the colleges more with the department. The Deans would meet with Mr. Castiglione and talk about the challenges they face with the students in their colleges. He also spoke about how the Deans have adopted women's basketball games to attend for the faculty and staff of individual colleges.

April 18, 2016

Professor St. John shared that his report deals with the 2014-2015 audits. He explained that every year the athletics department is audited by an external and internal audit. The Fiscal Integrity subcommittee met with the auditors and went over the audits they performed. Professor St. John informed the Athletics Council that an external audit was performed by the firm RSM. They looked at the NCAA agreed upon procedures and compared what was done to what the department said was done. Some examples of these procedures are comparing coach's salaries from contracts to W-2 forms, and comparing scholarships awarded to student-athletes and what was on their award letter. A few of the NCAA policies they looked at are the recruiting expense policies as well as travel expense policy. Professor St. John informed the Council that the firm found nothing wrong with 27 out of the 28 procedures. On one of the procedures, they found a discrepancy, which was a summer camp that covered two fiscal periods, so the revenue was reported in 2015, the wrong fiscal year. The internal audit, Professor St. John shared with the Council, is to make sure the department complies with its own policies and procedures. They chose several to look at it in depth every year.

For the 2014-2015 audit, they found one discrepancy. The problem had to do with athletic equipment and apparel. The department has policies dealing with the distribution of equipment and gear. There were travel bags for the Track team that should have been logged in and distributed to the coaches, but they were not logged in or distributed. This was a small quantity of apparel.

The last update Mr. St. John informed the Council on was the capital improvements that took place. Baseball and softball both have new turf fields. The women's rowing team finally has a new practice facility in Oklahoma City. Concerning the stadium renovation, almost all the tickets in the south end zone are accounted for. The athletic department budget is on track to balance for the fiscal year, even with the expenditures being greater than what they were originally reported. Professor St. John also spoke to upcoming concerns in FY 2017, including a potential tuition increase as well as the Fair Labor Standards Act.

Anthony Natale informed the Council that the chair for 2016-2017 would be Kevin Butterfield, but they would be taking nominations for the chair-elect for next year. He reminded them that it would need to be someone who would be in at least their second term during 2016-2017. He listed those who would be eligible. Nominations would need to go to Dr. Natale; self-nominations are acceptable, along with a bio statement. An email poll will then be sent out to the voting member of the council with the candidates and the Council would then vote on them. Dr. Natale mentioned nominations would be due by April 25 and then the candidates would be sent out by May 4.

Mr. Castiglione thanked the Council for their attendance at the scholar athlete breakfast. This year there was a record number of student-athletes who received awards.

**BUDGET COUNCIL (NORMAN)
2015-16 ANNUAL REPORT
SUBMITTED BY ROBERT LIFSET, CHAIR**

As a result of our discussions in 2015-2016, the OU Budget Council developed the following conclusions:

- 1) OU should lobby the State Regents to end the tax imposed for bringing in out-of-state students; this tax is approaching \$15 million per year.
- 2) OU should lobby the State Regents to restore the traditional funding formula whereby the University receives 16% and not 15% of the state appropriation for higher education.
- 3) OU Outreach contributed \$23.8 million to the University in 2015. The University administration needs to recognize that taxed at these levels, Outreach will not have the funds to compete for new business. As a result, the amount of money Outreach will be able to contribute will decline over time. The University should consider allowing Outreach to retain the funds necessary to winning new business.
- 4) With an increase from \$90 to \$120 million budget, Athletics is now the biggest unit on campus. Traditionally, OU has taxed Athletics at about 5.5%, which is comparable to other NCAA Division I football powerhouses (Alabama is taxed at 5.7%). Given the increase in Athletics income, the University should increase the tax on Athletics from \$5 million to \$6.6 million.
- 5) Increasing the student freshman retention rate by 1% will net the University an additional \$600,000. Because a significant percentage of students who drop out do so for financial reasons, the University should pursue a renewed effort to fund need-based scholarships.
- 6) University College employs 10 advisors who have on average 250-300 students each. The industry standard is 150 students per advisor. Investing in additional advisors should more than pay for itself by retaining more tuition through a higher retention rate.
- 7) There needs to be a renewed effort by Development to push items off the E&G Budget and onto the Endowment. This should include naming and/or renaming buildings. It should also include endowing smaller Colleges (i.e. Honors, IAS, and Architecture) where a mid-eight figure contribution can effectively remove these units from a reliance on the central budget.

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 3rd Monday of the month in the Senior Vice Provost’s Conference Room (Evans Hall, Rm. 103). The Council usually has six to eight meetings per academic year.

In 2015-2016, the OU Budget Council focused its efforts around three broad areas of focus, established as a result of discussions in the previous academic year. These three areas were:

- a. Admissions/retention
- b. Research
- c. Athletics and Development

To facilitate discussions and to engage in conversations with OU administration officials as well as faculty and staff members, the OU Budget Council invited nine speakers to visit with us in 2015-2016.

The OU Budget Council presented two reports about its work to the Faculty Senate, one in Fall 2015 and one in Spring 2016. Copies of the report can be found at

http://www.ou.edu/content/budgetcouncil/annual_reports.html

Prakash Vedula was elected to chair the Budget Council for the 2016-17 academic year.

**CONTINUING EDUCATION COUNCIL
2015-16 ANNUAL REPORT
SUBMITTED BY RANDA SHEHAB, CHAIR**

The Continuing Education Council spent AY15-16 discussing Continuing Education Programs as well as the national outlook for University Outreach. The schedule of meetings is shown below:

October 26, 2015: Ken Carson on OU Aviation, Matt Esker on Sooner Flight Academy, election of Council Chair

OU's Aviation is a nationally acclaimed program with a Bachelor of Science (all students have a minor in Business), has four degree concentrations (Professional Pilot, Air Traffic Control, Aviation Management, Non-Flying Aviation Management) and is AABI Accredited (one of thirty-three in the nation). Aviation has approximately 200 students and they anticipate flying 10,000 hours in 2016 (which is about 80 flights a day). Students who graduate with at least a 3.0 grade average, and no accidents, are guaranteed an interview for a "right seat" with American Eagle (Envoy). The program's Unmanned Aircraft Systems (UAS) Certificate of Authorization was reapproved (Aviation was the first in the nation approved to fly UAS).

OU's Sooner Flight Academy was established to inspire kids, ages 6-18, to be leaders in the aviation industry in STEM. The 2015 summer camp was the largest with 337 students (144 were first year, 193 returning). The goal is for the kids to learn the principles of flight using science and math. The National University Aviation Association (NUAA) states OU's Sooner Flight Academy is one of the nation's premiere k-12 aviation/aerospace STEM programs.

Randa Shehab was nominated and elected to serve as Council Chair for AY15-16.

January 27, 2016: Chris Elliot on OSHER Lifelong Learning Institute and Pre-Collegiate Programs

OSHER Lifelong Learning Institute (OLLI) supports the community service mission of OU. OLLI is in its 10th year offering non-credit classes on the Norman and HSC campus for participants aged 50+ years. Courses are taught by some of our best OU faculty and administrators. Other OLLI programs include Mornings with the Professor and Senior Seminars. OLLI has 927 members with an average of 50 students per class and an average of 50 classes per semester. OLLI was established with a \$2M gift from the Osher Foundation – 1\$M to set-up and \$1M for ongoing costs.

At the other end of the learning spectrum, CE offers K12 education through Pre-Collegiate Programs. Almost all classes are focused on STEAM (STEM + Arts + Computer Coding). Summer programming is the largest piece. We work with academic departments to offer 12-15 courses every year in chemistry, engineering, aviation, architecture, geology. Students are recruited and apply from across Oklahoma. The programs are funded with grants and are mostly free. Pre-Collegiate programs also offers a summer mini-college, STEM focused, for grades 1-6 and taught primarily by graduate assistants. Pre-Collegiate Programs also supports Model UN, offers PSAT and ACT test preparation courses.

March 28, 2016: Dr. Pappas on Emerging Issues in Continuing Education and University Outreach and the State of OU Outreach

Announced Dr. Pappas received President's Award from American Association for Adult and Continuing Education (AAACE).

Dr. Pappas made a PowerPoint presentation on emerging issues in higher and continuing education. Universities are being challenged with the idea of "Return on Investment Accountability – Is college worth it?" Universities are challenged regarding the subjects that should be taught, the method of teaching, preparing students for work and life, aggressive accountability, and performance based funding. Emerging interest in graduate student debt – 40% of all student borrowing comes from graduate students (who only make up 15% of the graduates). Adult students now account for about 40% of postsecondary enrollment.

Continuing Education facing budget issues along with rest of campus. Also facing reduced State grants/contracts, downsizing of the military, the broken grant submission environment, highly competitive online programs, etc. CE continues to make up one-third of the university's grant and contract expenditures. Enrollments, conferences, and events are still strong. CLS was ranked #30 by U.S. News & World Report for Best Online Bachelor's Programs and Advanced Programs was selected as a Top School by Military Advanced Education & Transition.

April 18, 2016: Shad Satterthwaite and Rod Clark on Advanced Programs, election of AY16-17 Council Chair

Advanced Programs (AP) supports voluntary military education through an intensive seminar-teaching format specifically for the military/adult learner. OU faculty educate the students on military bases with a compressed and intense week of classes, including evenings and weekends. There are 23 site locations in North American and Europe on 21 military installations. Seven different degree programs are offered. AP accounts for over 25% of OU's Graduate students (1,390 Master's students; 26 doctorate students). AP is facing uncertainty due to DoD and military services education policy changes, current military drawdown, an expensive business model (travel, housing, etc.), and increased competition with online providers.

Marjorie Callahan was nominated and elected to serve as Council Chair for AY16-17.

AY15-16 Outreach Highlights:

- "Outreach" formed from merging Colleges of Continuing Education and Liberal Studies to build business oriented, self-supported division responsible for engagement for OU
- Budget exceeds \$100 million; Less than 2% state allocated
- \$45 million in grants and contract awards
- Serves more than 100,000 students, participants, and professionals

- Hosts more than 2000 activities and events across the globe
- College of Liberal Studies rankings
 - #30 US News and World Report ranking for Best Online Bachelor's Programs
 - #6 BestColleges.com ranking for Criminal Justice Program
 - #6 SuperScholar.org ranking for Lifespan Care Administration Bachelor's program
- Selected as a Top School by Military Advanced Education and Transition Magazine

**COUNCIL ON FACULTY AWARDS AND HONORS
2015-16 ANNUAL REPORT
SUBMITTED BY SHIVAKUMAR RAMAN, CHAIR**

The University Council on Faculty Awards and Honors met on Friday, January 22, 2016, to consider nominees and recommend recipients of awards. Approximately all the nomination packages were made accessible to the Council five weeks prior to that. All the files were maintained on-line and hard copy printouts were significantly minimized.

The following are members of the University Council on Faculty Awards and Honors were present at the meeting on January 22, 2016:

Shivakumar Raman (Chair)	Industrial and Systems Engineering	College of Engineering
Alan McPherson	International & Area Studies	College of International Studies
Kevin Haney	Developmental Dentistry	College of Dentistry
Satish Kumar	Medicine Nephrology	College of Medicine
Christopher Sadler	Drama	College of Fine Arts
Katherine O'Neal	Pharm Clin & Admin Science	College of Pharmacy – Tulsa
Elyssa Faison	History	College of Arts and Sciences
Mitch Burrus	Alumnus	

The following members were absent:

Thubi Kolobe	Physical Therapy	
Melissa Craft	Nursing Academic Programs	College of Nursing

An outstanding group of 35 highly qualified nominees were evaluated by the Council and awardees selected. The members of the Council are to be commended for the difficult challenge of selecting from such a distinguished group of nominees. The award categories were:

- David L. Boren Professorship (4 Nominations Received)
- David Ross Boyd Professorship (5 Nominations Received)
- Regents' Professorship (1 Nomination Received)
- Regents' Award for Superior Professional and University Service and Public Outreach (4 Nominations Received)
- Regents' Award for Superior Research and Creative Activity (4 Nominations Received)
- Regents' Award for Superior Teaching (8 Nominations Received)
- General Education Teaching Award (No Nominations Received)
- Good Teaching Award (7 Nominations Received)
- Merrick Teaching Award (2 Nominations Received)

Biographical sketches were prepared on each awardee submitted in nomination dossier, which will be used for their introduction at the appropriate award ceremonies and/or media releases.

The Council elected Kevin Haney, College of Dentistry, Health Sciences Center, as Chair of the University Council on Faculty Awards and Honors for the 2016-17 term.

All recommendations and deliberations of the Council were communicated with the Provost.

**INFORMATION TECHNOLOGY COUNCIL (NORMAN)
2015-16 ANNUAL REPORT
SUBMITTED BY PATRICK LIVINGOOD, CHAIR**

Goals for the Year

In first meeting of the year, ITC discussed that there was little interest in attempts at major policy rewrites this year. However, the group felt that IT was making organization decisions without the input of ITC and therefore policy was being decided by default. Faculty and students clearly needs to have a voice and that is a role to be served by ITC. We deeply believe that IT would benefit, as would OU, if such input is provided, and shared with ITC, via various vehicles such as focus groups. The co-chairs (Patrick Livingood and Carl Grant) met separately with Loretta Early to discuss the concerns. This year, major projects such as the Portal replacement did involve much broader input from ITC and others, and represents a positive model.

Classroom Scheduling

Mark Morvant reported working on the classroom-scheduling problem. The current software system is very slow and only accessible to a few. He has identified another software system that is more responsive and would make classroom-scheduling functions available to more users across campus. IT is working with a vendor on a new cloud platform, and early indications are showing much improved performance.

Office 365

Jeralyn Woodall, Eddie Huebsch, and others reported on the transition to Office 365 that took place over 2015-16. Email storage has been increased to 50 GB. IT has developed articles on ask.it.ou.edu on how to migrate different devices and software. New system uses an alias rather than 4+4 login.

ITC member Chris Cook noticed in the spring that there was a message in the configuration options for the Office 365 email that users should consult the OU Email Retention Policy. It was confirmed that there was no such policy, and the message was changed. This prompted a discussion with OU Legal about the rules surrounding email use (see below).

Under Office365, deleted emails are kept for 30 more days. Users who manage sensitive data that are supposed to be retained longer are responsible for maintaining it.

Security

ITC received a report from Ken Kurz on ITC's current security capabilities. IT currently scans ingoing and outgoing emails for some types of threats, including viruses and sharing of credit card and SSN. IT is looking into deploying more inspection of traffic to extend monitoring and security to IT resources other than just email. Some of this is currently already taking place with firewall intrusion detection.

IT has concerns that certain threats like those of the malware at Sony might not be preventable with current system. Current lack of ability to detect breaches or detect if vulnerable data is moving in or out. IT currently stores logs about network traffic. Would ideally like to move towards storing packets for 7 days or so. Intent is not to take action unless HR or Legal instructs them to or if software alerts them to possible threats.

Portal Replacement

Eddie Huebsch and his team presented to ITC several times. The software supporting Ozone is no longer supported, so a replacement is necessary. The goal is not to simply re-skin oZONE but to use this as an opportunity to dramatically improve the user experience by focusing on personalization. The system should be informational, highly functional and timely to increase student's access to OU resources and programs with the goal of saving them time and keeping them on pace to graduation. The project scope will ultimately include updating the faculty, advisor, and staff user experience as well.

Throughout the year the team presented updates on the current system, including mock-ups of interface. The initial deployment will focus on making better user experiences for students to interact with financial aid, enrollment, and advising.

A steering committee was created which includes the chairs of ITC and various interested parties across campus. Progress has been rapid and a minimal product launch is scheduled to be in time for fall 2016, with more features to be added over time.

Data Governance

Members of ITC also sit on committees related to Data Governance on Campus. Carl Grant sits on the Data Governance Coordinating Committee (DGCC), founded in Fall 2015, which is charged with creating a more formal system of data governance on campus. Patrick Livingood sits on the Data Access and Reporting Team (DART), founded spring 2016, which reports to DGCC. This committee provides support of data and reporting initiatives on campus. Patrick Livingood has been especially involved in pushing for better reporting tools for faculty on student data.

Identity Management

Dave Shields presented to ITC on efforts to replace the Identity Access Management (IAM) system on campus. This is the system that handles verifying login credentials.

According to Dave Shields:

“By implementing a modern Identity and Access Management tool at OU, the University will be able to provide a faster, more effective way to create new accounts, change account access, terminate access and reduce the amount of wait time for students, faculty, and staff to get the tools they need to succeed. Additionally, the use of a modern IAM Platform will allow OU to reduce the risk of security issues by providing effective tools to determine potential security violations before they happen. Lastly, the tool will allow the university to create an audit trail of activities that occur in our technological resources that is nonexistent today; this will aid in compliance and regulatory matters.”

The new system will eventually allow for a single sign-on for OU services and allow more complex and granular permissions and could also allow multi-factor authentication. This would also permit things like guest access, say allow for a guest to use Facebook or Google+ credentials to grant access to certain Library resources. An IAM roundtable has been meeting. They developed use-cases and evaluated possible commercial solutions.

NetIQ was the highest scoring system. ITC expressed concerns that it had not been consulted earlier in the process, especially for development of use cases. Dave Shields shared the current documentation with ITC. ITC followed up with questions to ensure that care was being taken in the rollout to not disrupt other systems and that the academic calendar was being considered.

Learning Management System

Mark Morvant presented on the Learning Management System on campus. OU currently uses Desire to Learn (D2L). In 2014, OU did a study of LMS options, mostly between D2L and Canvas. Online instructors favored D2L and students and large courses preferred Canvas. The decision was made at time to stay with D2L through Summer 2017, and to add top tier 24/7 support for D2L.

As of this semester, needs have changed. Data integration is essential and mobile has increased in importance. Looking at Canvas as replacement, which has a revamped UI, enhanced analytics, rubrics, a new quiz and grade module, and peer-grading and anonymous grading. Canvas has open data standard so we can access our own data, even if it is hosted on cloud. Canvas has increased implementations at peer universities; 32% of Top 25 schools on Canvas: 30-50% of Top 5 Conference schools.

Canvas appears superior, and in April 2016 the decision was made to begin transitioning to Canvas in Fall 2016. During the 2016/17 academic year, both Canvas and D2L will be used and then D2L will be retired.

Academic Tech Expo

Mark Morvant discussed next year's Academic Technology Expo. There is a desire to add a workshop component either before or after the event so that people can drill deeper into subjects that will be discussed at the Expo. We would also like to use the opportunity to showcase some of OU's new spaces such as the Innovation Hub. There was a discussion regarding the best date to hold the Expo and it appears that there is no better time than the current January slot but we may need to adjust it based on the Martin Luther King holiday.

OU Legal

James Murray and Caleb Muckala from OU Legal office presented to ITC on the intersection of law and IT, especially as it relates to email. They stated best practice is to retain any email related to state business for 3 years. Exceptions exist for certain administrators, if there is a legal hold, or if the employee determines it needs to be kept longer. Emails that are forwarded or involve state business that is conducted on private email accounts are still subject to state laws and can be subject to discovery.

There are several main legal avenues by which emails can be accessed. In an Open Records Act request, the requesting party must provide name of individual whose emails they want searched, a timeframe, and keywords. Open Records will then contact person involved. All subject emails are reviewed by an OU attorney. Among other things, they review it because the Open Records Law stipulates several exceptions such as personnel records, donation records, research records, and privileged communication. The attorney also redacts personally identifiable information. Before distributed, it is reviewed by another attorney. The threshold for an open records request is any state business.

Another method that emails can be accessed is during litigation. The threshold during litigation is any non-privileged data that is relevant.

A third method discussed is an Administrative request. An administrator can request to review emails of someone at OU, but there is a high bar and several checks are in place. The request must come from a supervisor, Dean, Provost, etc. A higher executive officer (Department chair, Provost, etc.) is immediately involved to see if there is a legitimate business need. Generally, with faculty it involves students. The example provided is when a faculty member has died and the Department needs to access grades and correspondence. Another example mentioned originated with a student complaint. The review is limited to business functions. OU Legal stated that faculty do have an expectation of privacy, but since these are state resources and public servers, the expectation of privacy has limits.

IT System Improvements and Changes

IT presented on a new, better method for accessing information about IT resources. The site is at <http://itscnorman.ou.edu>

IT also deployed a new system for handling support, including a chat tool accessible through the website. OU IT is averaging 117,000 customer support interactions per year via phone, tickets, and walk up. OU IT is increasingly using social media to support campus users. New services to be rolled out in the coming year will give our support representatives better customer relationship management (CRM) capabilities and an improved software catalog.

IT has also created a new dashboard to help provide information about current system outages. People can elect to get notifications about outages.

Password Policy

The Password Policy voted on from ITC in Spring 2015 was discussed in Faculty Senate this year but not voted on. It is hoped it will be revisited in Faculty Senate in the fall.

Chair Election

Patrick Livingood was elected to chair ITC for the 2016/17 academic year.

**RESEARCH COUNCIL (NORMAN)
2015-2016 ANNUAL REPORT
SUBMITTED BY JANE WICKERSHAM, CHAIR**

Membership

The members of the 2015-2016 Research Council, their departments and terms:

Sarah Ellis*	Music	2013-15
Sesh Commuri*	Electrical & Computer Engineering	2014-15
Douglas Gaffin	Biology	2013-16
Cecil Lewis	Anthropology	2013-16
Jennifer Saltzstein	Music	2013-16
Jane Wickersham (Chair)	History	2013-16
Kendra Williams-Diehm	Educational Psychology	2013-16
Michael Ashby	Chemistry/Biochemistry	2014-17
Nickolas Harm	Architecture	2014-17
Lance Lobban*	Chemical Biological & Materials Engineering	2014-17
Ronald Schleifer	English	2014-17
Anthony Stoops*	Music	2014-17
Richard Cifelli	Biology/Sam Noble OK Museum of Natural History	2015-18
Pamela Genova**	Modern Languages Literatures & Linguistics	2015-18
Susan Hahn	University Libraries	2015-18
James Shaffer	Physics/Astronomy	2015-18
Norman Wong	Communication	2015-18

Ex-Officio Members:

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

Secretary:

Susan Dubbs	Center for Research Program Development & Enrichment
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* Professor Sarah Ellis joined the Council from August-December 2015 to cover a leave of absence for Professor Jennifer Saltzstein. Professor Anthony Stoops joined the Council in August 2015 to complete Professor Eugene Enrico's term. Professor Lance Lobban joined the Council in January 2016 to complete Professor Sesh Commuri's term.

Professors Gaffin, Lewis, Saltzstein, Wickersham, and Williams-Diehm completed their terms at the end of the 2015-2016 academic year.

**The 2016-2017 Chair of the Research Council was elected at the April 2016 meeting and will be Dr. Pamela Genova, Department of Modern Languages, Literatures, & Linguistics.

The Faculty Senate Appointments to replace Nickolas Harm, Jennifer Saltzstein, Jane Wickersham, and Kendra Williams-Diehm, and the Presidential Appointments to replace Michael Ashby, Douglas Gaffin, and Cecil Lewis 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 at the end of the 2015-2016:

- Engineering, Energy, Mathematical and Physical Sciences (3 members): Michael Ashby, Lance Lobban and James Shaffer
- Social and Behavioral Sciences (3 members): Cecil Lewis, Kendra Williams-Diehm, and Norman Wong
- Life Sciences (2 members): Richard Cifelli and Douglas Gaffin
- Humanities (3 members): Pamela Genova, Jane Wickersham, and Ronald Schleifer
- Education/Professional/Other (2 members): Susan Hahn and Nickolas Harm
- Fine Arts (2 members): Jennifer Saltzstein and Anthony Stoops

Activities (2015-2016)

The primary activity of the Research Council during the 2015-2016 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)
- George Lynn Cross Research Professorship (recommendation to President)

A summary of the Research Council funding and award recommendations approved by the VPR for the period July 1, 2015 through June 30, 2016 will be available on the Research Council's website. Statistics concerning the programs supported by the Research Council as of May 31, 2016 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. FIP projects are not necessarily expected to lead to external funding; but each application is carefully evaluated to consider how the project will advance the applicants' research, scholarship, or creative activity in a significant way. The maximum award under the FIP is \$15,000, and proposals are welcome in any amount up to the maximum. During fiscal year 2016, there were 53 FIP requests submitted to the Research Council, and 22 awards were funded for a

total of \$291,535.

- There were 17 more FIP submissions than last year. This brings the number of submissions back to a similar level as previous years. The number of JFF proposal submissions also increased, but only by 3.
- The Council continues to discuss how to handle summer funding requests that are included as a part of FIP proposals. It was decided to continue allowing PIs to apply for summer salary for the next year to better analyze the practice's utility; although, it should be emphasized that summer salary should be justified as integral to the project in the application, rather than stated as a "norm."
- The Council also discussed differential disciplinary practices in funding undergraduates who are engaged in research. For example, the University has increased its emphasis on Undergraduate Research and students have additional resources to support their own research ideas. However, when working on a faculty member's research, is this a training opportunity (e.g., like taking a class for credit) or is this work for which the student should be compensated (e.g., comparable to work study)? At this time, the Council allows undergraduate research assistance costs to be requested within FIP and JFF budgets and the details are left up to the faculty member to determine based on disciplinary, departmental, or lab/studio practices. Faculty applicants to the FIP and JFF programs are advised to give insight into established or customary practices to justify including undergraduate research assistance in their proposals.
- The Research Council has expressed a concern regarding the quantity and quality of final reports completed by faculty who have received funding. The discussion did lead to a change in the information being sent to award recipients stressing the importance of the final reports. However, there are plans for additional discussion regarding an efficient method of tracking and evaluating the final reports.
- 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. The \$7,000 (plus fringe benefits) awards can be used as summer (June and July) stipends to enable faculty members to carry out full time research during that period. However, the awards also can be used to support research travel, equipment, and personnel costs; faculty members are urged to use the awards in a manner that provides maximum benefit to their research programs. 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 2016, 16 proposals were selected from 69 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 or research travel, resulting in differing award amounts. The amounts ranged from \$7,000 to \$9,310 and the total funding amount for the program was \$133,014.

- The Council reviewed nominations and made recommendations to the Provost for the George Lynn Cross Research Professorship. The Council recommended the following faculty for recognition of their success and accomplishments: Professor Hugh Benson and Professor Caryn Vaughn.
- Throughout the year, Research Council members make suggestions and recommendations for clarification and additional information to be included on the Research Council's website. Changes to the website occur each Summer in time for faculty to begin thinking about proposals in early Fall. The Research Council Secretary keeps track of those changes and works with Dr. Knoedler to make the necessary changes to the website. Examples of recommendations from the 2015-2016 Research Council year include: providing additional guidance to investigators about justifying and describing methods and statistics in proposals; including additional diversity data about Research Council funding recipients; performing an analysis of when proposals are submitted and their success rates.

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, Executive Associate Vice President for Research and Executive 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 Douglas Gaffin (served 2013-16), Cecil Lewis (served 2013-16), Jennifer Saltzstein (served 2013-16), Jane Wickersham (served 2013-16), Kendra Williams-Diehm (served 2013-16), Michael Ashby (served 2014-16) and Nickolas Harm (served 2014-16) with clocks to show their appreciation for the members' service.

Academic Year 2015-2016 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	8	2	\$14,713	25%	20%	9%
Physical Sciences	15	5	\$14,120	33%	24%	23%
Social and Behavioral Sciences	7	4	\$11,613	57%	16%	18%
Life Sciences	7	2	\$14,938	29%	10%	9%
Humanities	5	4	\$10,163	80%	14%	18%
Fine Arts	6	3	\$9,968	50%	10%	14%
Education/Professional/Other	5	2	\$7,599	40%	5%	9%
Totals	53	22	\$11,873	42%	100%	100%

Academic Year 2015-2016 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	3	0	\$0	0%	0%	0%
Physical Sciences	16	3	\$8,845	19%	20%	19%
Social and Behavioral Sciences	21	5	\$8,492	24%	32%	31%
Life Sciences	0	0	\$0	0%	0%	0%
Humanities	17	6	\$8,014	35%	36%	38%
Fine Arts	2	1	\$7,000	50%	5%	6%
Education/Professional/Other	10	1	\$8,933	10%	7%	6%
Totals	69	16	\$8,257	23%	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	\$225,00	\$175,000	\$400,000	\$301,738	\$151,1	\$452,926	\$225,0	\$175,000
2013-2014	\$275,00	\$150,000	\$425,000	\$278,107	\$149,2	\$427,383	\$275,0	\$150,000
2014-2015	\$275,00	\$150,000	\$425,000	\$257,377	\$182,7	\$440,097	\$275,0	\$150,000
2015-2016	\$275,00	\$150,000	\$425,000	\$291,535	\$133,0	\$424,549	\$275,0	\$150,000

**FACULTY SENATE
FACULTY COMPENSATION COMMITTEE (NORMAN)
2015-2016 ANNUAL REPORT
SUBMITTED BY MOLLY MURPHY, CHAIR**

2015-2016 Faculty Compensation Committee Members (FCC):

- L Molly Murphy, Document Delivery Librarian, University Libraries
- Samir Barman, Price College of Business
- Marcia Haag, Modern Languages, Literature, and Linguistics
- Patrick Livingood, Anthropology
- Juanita Vargas, Rainbolt College of Education

The Faculty Compensation Committee met and discussed ongoing concerns/implications of faculty compression and inversion issues throughout the university. A recent survey (December 2015) conducted by the Oklahoma State Regents for Higher Education (OSRHE) found that Oklahoma salary compression remains at the top of the list of concerns among faculty throughout Oklahoma. Realistically, given the budget situation in the state, we fully realize that this issue is not a priority for the university administration. However, we will continue to explore the implications of the situation as it pertains to faculty quality and morale. It is important to review the current academic research to illustrate the importance of this issue not only to faculty but to the university administration as well. In the future, we feel that this issue should be addressed and corrective funding be applied to the situation, wherever necessary.

Molly Murphy was re-elected to chair the FCC for the 2016-17 academic year.