ANNUAL REPORTS
2017-18

ACADEMIC PROGRAMS COUNCIL (Norman)

ATHLETICS COUNCIL (University)

BUDGET COUNCIL (Norman)

CAMPUS PLANNING COUNCIL (Norman) [inactive]

CONTINUING EDUCATION COUNCIL (University) [inactive]

COUNCIL ON FACULTY AWARDS AND HONORS (University)

INFORMATION TECHNOLOGY COUNCIL (Norman)

RESEARCH COUNCIL (Norman)

FACULTY COMPENSATION COMMITTEE (Norman)

FACULTY WELFARE COMMITTEE (Norman)

FACULTY DIVERSITY, EQUITY, AND INCLUSION COMMITTEE (Norman)

Distributed by the Faculty Senate Office
University of Oklahoma (Norman campus)
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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 AY2017-18 are listed in Table 1. Due to a sabbatical leave, Prof. Ben Alpers replaced Prof. Chris Sadler beginning January 2017. Throughout AY2017-18, Prof. Keith Strevett served as APC Chair, Prof. Al Schwarzkopf chaired the Policy and Program Subcommittee, and Assoc. Prof. Somik Ghosh chaired the Course and Curriculum Subcommittee. During the AY2017-18 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)  Subcommittee
Somik Ghosh          Construction Science     2015-18  Courses Lead
Keith Strevett (Chair 17-18) Civil Engineering & Envir. Sci.  2015-18  Programs/Courses
Ben Alpers*          Honors College               2016-19  Programs
Darren Purcell       Geog. & Environmental Sust. 2016-19  Courses
Al Schwarzkopf       Management Info Systems   2017-20  Programs Lead
Kendra Williams-Diehm Educational Psychology     2017-20  Courses

Presidential Appointment (3 faculty/3 yr terms & 2 students/1 yr term)  Subcommittee
Karen Hayes-Thumann  Visual Arts                2015-18  Programs
Ann-Marie Szymanski  Political Science          2016-19  Courses
Chris Sadler         Drama                        2017-20  Programs

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 two student representation on the Council this academic year.

APC utilizes a paperless procedure. Canvas 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 129 programs were processed in AY2017-18. This represents a five percent increase in program reviewed in AY2016-17. Of the 129 program proposals reviewed this year (Figure 1), the majority (58%) of the program proposals submitted were classified as substantive viz., changes that impact what a student must do to earn a degree or new program request. Approximately 28% of the program proposals reviewed were classified as Administrative/Internal changes. All substantive proposals must be approved by the Oklahoma State Regents for Higher Education. Of the program proposals submitted in AY2017-18, 100% of the proposals were reviewed, comments addressed and processed for approval. The top two colleges submitting new program proposals in AY2017-18 included the College of Arts and Sciences and College of Business (Figure 2). This trend is mirrored in the submission of 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](image-url)
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 374 course proposals submitted within the AY2017-18. 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 33% of the new course proposals (Figure 3b) followed by the College of Business (17%).
Two policy changes were implemented this year by APC. The first is based on program reviews that are associated with accelerated program. It was determined that these reviews be completed by the Chair as well as the Program Sub-Committee lead. The recommendation was to develop streamline the review process. The second policy change relates to course reviews. It was recommended that the course proposals that are only changing the prerequisites be review by only the Chair and the Course Sub-Committee lead. Professor Strevett’s term is completed and the Council voted Professor Al Schwarzkopf as the 2018-2019 Chair. In addition, Professor Ben Alpers will be the Program Sub-Committee lead and Professor Sadler will be the Course Sub-Committee lead. The Council will continue to meet the first Friday of each month at 10 am.
This Athletics Council met four times in 2017-2018. Meeting Dates were September 28, 2017; November 28, 2017; February 8, 2018; and April 24, 2018. The Council completed all its required business and this is the Chair’s annual report for those meetings.

2017-2018 Athletics Council membership:

- Faculty members: Aiyana Henry, Kevin Butterfield, Michael Crespin, Carol Dionne, Siduri Haslerig, Satish Kumar, Rachel Sheldon, Craig St. John
- Staff Members: David Goodspeed and Lindsey Mitchell
- Student members: Luke Hudson and Kasey Ford
- Student-athletes: Liam Meirow and Emily Parker
- Alumni: Linda Young and Jason Clark
- Ex-Officio: Joseph Castiglione (Athletics Director), Gregg Garn (Faculty Athletics Representative to the NCAA), Brooklynn Nichols (Administrative Assistant to the Senior Associate Athletic Directors), Chanel Glasper (Graduate Assistant), Tori Nirschl (Graduate Assistant)
- Athletics Department: 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), and Larry Naifeh (Executive Associate Athletics Director)

September 28, 2017

At the September 28 meeting, Lindy Roberts-Ivy reported for the Gender Equity subcommittee. She informed the Council that the Athletics department was in year four of the “Five Year Plan.” Each year the subcommittee interviews head coaches and this year the interviewees included Men’s Tennis, Women’s Tennis, and Wrestling. In addition to the head coaches, the committee conducted interviews with the sports medicine and strength and conditioning teams as well as athletics participation in numbers and financial aid distribution among athletes. This year, the committee also looked at the support staff for each sport in the department. The goal, Mrs. Roberts-Ivy reported, is to gain information on how the programs are doing regarding gender equity with travel, recruiting, staff, facilities, equipment, etc. She stated that not only is this report finding equality from gender to gender but from sport to sport as well.

Mrs. Roberts-Ivy reported that when the subcommittee met with sports medicine and strength and condition, they were asked various questions to ensure that the student-athletes were given equal access to these things.
Based on the review of substantial proportionality, financial aid review, and coaches interviews the committee reported no gender equity issues or action items past continuing review on staffing numbers for Nutrition.

Mr. Castiglione began by stating how happy he was to see new and familiar faces. He then went on to rave about the success the Athletics department had over the past year. Mr. Castiglione said that the success was amazing from an athletics standpoint but also academically. He made the council aware that he was very open to answering any questions and wanted to be as transparent as possible.

Mr. Castiglione praised that for the 18th straight year the budget was balanced within the Athletics department. He praised the people we have working within the department for their dedication to making us successful financially.

Mr. Castiglione wanted the Council members to be aware of the success the Athletics programs have had over the years. The past semester was the tenth straight semester for Student Athlete GPA being 3.0 and above. The department also holds an 85% grad rate which is remarkably good.

Mr. Castiglione expressed that Athletics Council is simply an advisory group and not a policy making group. He also expressed that the department is always looking out for the student athletes and keeping their best interests in mind.

Kevin Butterfield asked Mr. Castiglione what his thoughts were on taking a knee during the national anthem. Mr. Castiglione responded by saying that there is always an open dialog about these sorts of issues between student athletes and their coaches. He also informed the council that it has been practice for many years that most teams are not out on the field during the playing of the national anthem.

Dr. Gregg Garn introduced himself as the new Faculty Athletics Representative and introduced his graduate assistant, Tori Nirschl. Dr. Garn expressed how excited he was for this opportunity. Dr. Garn then went on to state two action items for the year. These actions items were to be thinking about the mental health of our student athletes and the new class schedule that the university is moving to. Dr. Garn brought a hand out over the book ‘What Made Maddie Run’, the track and field athlete that committed suicide. He explained that The University of Oklahoma Athletics Department is already ahead of the game when providing resources to our athletes because we have the psychological resources department located inside of the stadium. Dr. Garn then went on to explain how the university is moving to a new class schedule that is likely to impact the student athlete more than the regular student. This is because of the fewer amount of class times that will be offered. This could potentially cut into practice times and the selection of classes a student athlete must pick from. Dr. Garn also made the announcement that the Athletics department has a former student athlete, Jenny Carmichael up for NCAA Woman of the Year.

The president of SAAC, Liam Meirow gave the committee’s report. He announced that they have changed their name to Student Athlete Innovative Leaders (SAIL). Liam expressed that their mission is to influence and create a culture that captivates engagement and that will impact as many people as possible. Liam explained that there are two representatives for each and it is mandatory for them to attend the meetings. Liam also expressed that SAIL will be taking in the Bridge Builders committee as a part of SAIL.
The Academic Integrity committee explained an issue that is starting to happen more and more as the years go on. There has been an issue with class misses due to sports travel. A student athlete is not allowed to miss more than 10 class days for competition. The rules that go into play are; returning after 1:00 a.m. on a school night counts as a missed class day, even if the student athlete attends class. If the student-athlete is not on campus during a class day, because of competition but does not have class, it will still count as a missed class day. As an athletics department we had six teams that went over the 10 absences this past year. The committee, along with academics, is working to develop a structure that will help monitor this better.

November 28, 2017

The Academic Integrity Report was given my Mike Meade. Mike started by thanking his subcommittee for all their hard work and willingness to meet so often. Mike reported that a 3.39 average GPA was recorded for the 2017 freshman class. The average ACT score was a 21.7. Mike then informed the council that this included special admits that might have had reasonably lower scores in these areas.

Mike also explained to the council was GSR or graduation success rates were and how they were factored. Our GSR was at 83% which is a slight decrease but is still among one of the highest. We are ranked 6th in the Big 12 for GSR. The national GSR is at 86% currently so we are trending will with other top academic and athletic schools. Mike also then explained that there is a lag time in GSR and it is not reported in real time. He also reported that we measure GSR sport by sport.

Mike also explained to the council the Academic Progress Rate or APR. This is measured in real time and within a five-year window. A perfect score is 1,000 and 930 is the lowest an institution can get without some sort of penalty. The post eligibility scholarship program was also discussed. This is where student athletes can request funding to finish a degree, even if their playing eligibility is up. Donors or student assistant fund is where the money comes from for these scholarships. The number of student athletes who do this has dropped over time but this could be due to more students graduating on time. Mike also hit on major and class clustering but ensured the council that this is still not an issue here.

Mr. Castiglione began by stating how great of a job both Mike Meade and his staff, as well as, the business office does day in and day out. He stated that both offices were consistent and improving the culture of the Athletics department. Mr. Castiglione informed the council that the athletics department keeps a very close eye on every operation that is produced from our department. Mr. Castiglione stated that we are one of the last institutions that is self-sustaining and not only that, but gives back to the University.

Mr. Castiglione then went on to discuss how the future tax laws and implications could impact out budget and revenue. If the law passes then tax deductions will go away for seat donations which in turn would impact the athletics department greatly.

Finally, Mr. Castiglione announced to the council that it has been approved to hire architects for the baseball, softball, and Jenkins/Lindsey streets project. He also announced that the tennis facilities and gymnastics facilities are being looked at for potential updating.
Craig St. John gave the Fiscal Integrity Report for the committee. Craig stated that the athletics department is completely self-sufficient and does not rely on the University to meet any financial needs. He also stated that the department gives back a significant amount to the university each year. Craig stated the inflows of monies to the Athletics department exceed the outflows of the department. He also informed the council that an external audit is coming up.

Craig informed the council that the conference distribution is less in FY18 than it was in FY17 which is due in part to TV contracts and things that were foreseen. This was all accounted for in the budget. Donor contributions in FY18 is up by a considerable amount and that out inflows were greater than the outflows by $100,000.

Dr. Greg Garn gave the FAR report. He started by saying how great of a job SAIL is doing with their quality and thought that they put into all their projects. Dr. Garn stated that the positive interactions student athletes are getting while here at OU greatly outweigh any negatives they might have. Dr. Garn stated that as a department, we are always looking out for our student athlete’s best interest. An example he gave was that athletics tutors went through a professional development training to help identify learning disabilities and to know how to approach the situation if one is found.

Emily gave the SAIL report as Liam could not be with us at the meeting due to class. Emily reported that each sport has three to six representatives on SAIL and that the goals was to create relationships among all sports and to plan community service events for them all to participate in. Participation has increased this year from the last few years and they are hoping this continues. One of the event SAIL has put on their year was the hurricane relief at the home football game against Iowa State. This fundraiser raised $4,500. SAIL also hosted a lunch at Headington Hall for the employees who are always serving them. Roles were reversed and the student athletes served the employees.

The Academic Integrity Subcommittee has met multiple times to go over the current class miss policy and help put a new one in place. The current policy that the regents have put in place specific to Athletics is that a student athlete should miss no more than 10 days of classes a semester due to competition. There are date and time restrictions that make this requirement harder to meet. A solution to this is a form that the subcommittee has developed that the director of ops or head coach for each sport must fill out.

The Athletics Department will be holding their second annual Martin Luther King Jr. Day event in conjunction with the university. This will take place on January 15. This event will use the arts to convey the messaging and will be a 3-part series. All of campus will be invited and this event is not exclusive to Athletics.

February 8, 2018

Jason Leonard from the Athletics Compliance office delivered the Governance and Compliance Report. He explained that our compliance department looks at both ourselves and other schools to see what we are doing as well as other schools. Our compliance department here at The University of Oklahoma has grown tremendously over the last few years and so has the workload. Jason went on to explain how we are fortunate here to maintain institutional control regularly and how that is the main job of the compliance department.
Jason explained that throughout the NCAA this year, there have been many major violations committed by assistant coaches that lead to major infraction cases. This is when head coach control comes to importance because the head coaches are liable for anything their staff does under them that may be considered a violation. We are currently not on probation.

Another trend Jason expanded on was academic misconduct, which started in North Carolina. This has caused compliance office to become more involved than ever. Jason let the council know that OU is one of three schools in the Big 12 who conduct background checks on every student athlete before any aid is given. Here at OU we also do social media checks and choose to be audited to ensure we are doing everything correctly. Jason also mentioned to the council that we file a number of level three and four violations each year which is not a bad thing because it means we are monitoring our activity actively.

Mr. Castiglione began addressing the council by expressing how happy he was at the progress in diversity and spirit of inclusiveness and the progress we are making as a department and institution. Mr. Castiglione also announced the new volleyball head coach, Lindsey Gray-Walton who was named the national assistant coach of the year last year. He informed the committee that all but two of our women’s sports are coached by a woman. Mr. Castiglione also announced the new strength and condition coach for football, Bennie Wylie, as well as, the new 10th assistant coach, Shane Beamer.

He informed the council about the Martin Luther King Jr. Day event that the athletic department put on and how big of a success that was. Mr. Castiglione stated that the Athletics department is planning to hold more events like this. This event used the arts to portray a message of diversity.

He then went on to address how football season ticket prices went up this upcoming year because of the addition of a seventh home football game and new upgrades on the stadium. Mr. Castiglione went on to explain the new tax laws that are being sat in place and what that might mean for the department. The annual giving for our development department might be impacted, as well as, any donation regarding seat location.

Members of The Fiscal Integrity Subcommittee met with the CFO of the university upon giving the report for the council. The subcommittee reported that external audit was looking for how money is classified and that it was the appropriate way, financial information from employment contracts, account variances, and how student athlete scholarships were being awarded. The audit did not produce any findings. The internal review stated that we needed to have 15,000 people present to conduct a football game. The CFO of the university would like for athletics to operate as a department of the university and do things the same all around.

Dr. Garn gave the Faculty Athletic Representative Report. He began by discussing student athlete clustering and grade variances. He stated that if there are ever large presences of athletes to non-athletes in any given class this is due to when the class is available. The main goal behind this is to ensure that athletes are being treated the same as other non-athletes. The GPA average this year was 3.09 on a 4.0 scale. He also went on to describe how he is working on connecting better with the student athletes and is encouraging all faculty and staff to do the same. They have started a book study in SAIL and hopes this brings more dialog to the table.
April 24, 2018

Craig St. John gave the Fiscal Integrity Subcommittee Report. He stated that the subcommittee met last week to finalize the last section of the report. He then reported that there will be a ribbon cutting ceremony for the dedication of the south end zone spaces on May 5, 2018 and a May 11, 2018 ribbon cutting ceremony and dedication for the gold course. There will also be a fall 2018 ribbon ceremony and dedication for the Griffin Performance Center on south campus. Craig reported that the north end zone scoreboard is due to be finished by the fall 2018 football season. The gymnastics practice facility is having improvements made to it and the old bud dorm will be turned into a student athlete academic center. Craig then went on to explain the actual budget and what was spent this past year. He revealed that each team spent more than what they had budgeted for but this was largely due to travel and unforeseen expenses.

Mr. Castiglione thanked the Council for their continuing hard work. Mr. Castiglione went on to talk about the unique culture that is developing here at OU and within our athletics program. He stated that we are working hard on raising funds that we need to better our department. Mr. Castiglione shared that he will be meeting with the faculty senate in May. He revealed to the council that when he first was hired, he asked to attend these meeting to try and improve the relationship between athletics and main campus. He stressed that his focus on this was to be transparent. He also informed the council that when he first started attending these meeting athletics was not seen as a part of campus and people did not have a good outlook on athletics and this has all drastically improved since then. He also told the council that they were welcome to sharing what they think his message should be to the faculty senate and he would work on sharing this message. Craig St. John backed up Mr. Castiglione and stated that the first time he was on the council in the late 80’s, things were a lot different in the athletic department and Mr. Castiglione is a big part of why things have changed so much.

Rachel Shelden asked Mr. Castiglione about the new basketball facilities that will be built on north campus and his opinion on it. He stated that the OU Foundation is who owns the land that the area will be built on. He also shared that people are starting to realize how outdated the Lloyd Noble Center is so he thinks this will be a great change. The city is also on board with this project and has approved the area to be built in this area in hopes this will create a new atmosphere for the city of Norman.

Liam gave the SAIL report and started by thanking everyone for allowing him the opportunity to work with SAIL and Athletics Council both. He also shared how wonderful of an event Sooner Choice Awards was and thanked everyone for their hard work on that. He stated how he had been to every Sooner Choice Awards since the first one and he thinks it is a wonderful thing for the student athletes.

Liam spoke to the council at the beginning of the year how his goal was to have higher attendance rates at the SAIL meetings and events and was happy to announce they reached this goal. Liam also talked about all the positive things that SAIL did this year. They hosted a meal for the Headington Hall staff and served the people who serve the athletes each day. They also participated in mental health awareness by wearing some sort of green at, at least one home event for each sport. He also shared that one big thing that happened this year is they started serving coffee to the student athletes in the academic center. Mr. Castiglione then mentioned how great Liam has been and how much of a treasure he has been to the athletics department and SAIL group.
Dr. Garn stated the FAR report by thanking everyone for a great first year. He then went on to state some of the exciting things they have started to do to improve the student athlete experience with their professors. Breakfast with the Deans was in March and discussed the advantages and disadvantages of being a student athlete here at OU. After the breakfast and discussion, there was a tour of Headington Hall for any of the deans that had not seen it. He said that there was some real interest from the Deans in connecting more with the student athletes and getting into deeper conversation. He also said it made him think deeper on how we could get more department chairs and professors involved since these are the people that work with the students each day.

Dr. Garn also talked about how they started a lunch and learn book study with SAIL. He then went to discuss how student athlete transfers is the major topic of discussion right now in the Big 12 and across the NCAA. He also talked about how this was his first time attending the Sooner Choice Awards and how great of an event he thought it was to celebrate all the success of the athletics department with all the people who make it happen.

Aiyana Henry informed the Council that the chair for 2018-2019 would be Siduri Haslerig. She thanked everyone for a great year and for their service.
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 purpose of the Budget Council is to provide continuity and balance in OU budgetary planning and execution. Based on a series of meetings held during the 2017-18 academic year, the OU Budget Council developed the following recommendations:

- The university should continue to pursue the establishment of online professional graduate degrees to generate income and support working professionals in the pursuit of advanced degrees.

- The proposed shared services center offers the potential for significant cost savings and an increase in faculty productivity through economies of scale, particularly in light of the recent losses in staff positions through the Voluntary Retirement Incentive Program. We support the pilot test program and recommend expansion of the center as soon as possible.

- The university should consider increasing the budget for the Office of the Vice President for Research. Investing in the OU research enterprise offers a significant return on investment. Unlike state funding and tuition increases, there is a significant potential for growth in research funding, which will also increase the reputation of the university.

These recommendations were derived through a series of six (6) meetings held during the 2017-18 academic year. The invited guests for these meetings included the following:

- Linda Anderson, Director, OU Budget Office
- Thomas Wavering, Executive Director, Tom Love Innovation Hub
- Nicole McPhetridge, Associate Director, Budget & Financial Planning
- Stewart Berkinshaw, Director, OU Budget Office
- Kelvin Droegemeier, Vice President for Research
- Kyle Harper, Senior Vice President and Provost

The members of the Budget Council for the 2017-18 academic year included the following:

- Ryan Echols, Undergraduate Student
- Sarah Little, Architecture
- Harold Mortimer, Musical Theatre
- Linda Patison, Student Affairs Financial Services
- Edward Sankowski, Philosophy
- Jacob Schilling, IT Community Experience
- Vassilios Sikavitsas, Chemical, Biological & Materials Engineering
- Beth Stetson, Accounting
- Anna Vakulick, IT Evans Hall
- Jeffery Volz, Civil Engineering and Environmental Science (chair)
• Kyle Harper, Senior Vice President and Provost (ex-officio)
• Nicholas Hathaway, Executive Vice President (ex-officio)
• Stewart Berkinshaw, OU Budget Office (ex-officio)

Harold Mortimer was elected to chair the Budget Council for the 2018-19 academic year.
The University Council on Faculty Awards and Honors met on Friday, January 19, 2018, to consider nominees and recommend recipients of awards. Approximately all the nomination packages were made accessible to the Council six 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 19, 2018:

- Pradeep Yadav (Chair) — Norman - Finance
- Rui Q. Yang — Norman – Electrical & Computer Engineering
- Marie Hanigan — HSC – Cell Biology
- Katherine O’Neal — HSC - Pharmacy
- Carol Rogers — HSC - Nursing
- Satish Kumar — HSC - Medicine
- Thubi Kolobe — HSC – Rehabilitation Sciences
- George Richter-Addo — Norman – Chemistry & Biochemistry

The following members were absent:

- Elyssa Faison — Norman – History
- Kirsten Edwards — Norman – Educational Leadership & Policy Studies
- Mike Adams — Alumnus

An outstanding group of 56 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 (7 Nominations Received)
- David Ross Boyd Professorship (10 Nominations Received)
- Regents’ Professorship (1 Nomination Received)
- Regents’ Award for Superior Professional and University Service and Public Outreach (5 Nominations Received)
- Regents’ Award for Superior Research and Creative Activity (9 Nominations Received)
- Regents’ Award for Superior Teaching (10 Nominations Received)
- General Education Teaching Award (No Nominations Received)
- Good Teaching Award (12 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 Katherine O’Neal, College of Pharmacy, Health Sciences Center, as Chair of the University Council on Faculty Awards and Honors for the 2018-19 term.

All recommendations and deliberations of the Council were communicated with the Provost.
The Information Technology Council had an active year covering a wide variety of topics. Minutes are available on the ITC website (http://ou.edu/itc/minutes).

Multi-Factor Authentication

IT Security is examining the possibility of deploying multi-factor authentication to accounts on the Norman campus. Multi-factor authentication requires users to provide more than just a password to be authorized. Possible authentication methods include using a phone app, a unique USB key, or entering a code received via text or phone. The combination certifies the user not only knows the password, but is also in possession of a unique device. This has already been deployed on the Health Science campus.

Central IT is currently doing internal testing involving IT employees. ITC had a discussion with IT in the fall and spring about this initiative, and expressed an interest that if and when this gets deployed, that it start as an opt-in service; that the window of time between multi-factor authorizations be longer (say 30 days) rather than shorter; accessibility requirements need to be considered and that IT needs to take into consideration cost-of-access to students, faculty, and staff that may not have smart phones; and this needs to be a system still usable to faculty, staff, and students in remote and international locations.

Central IT is continuing testing, and ITC asked for IT to continue to communicate with us and Faculty Senate before any major deployment of the system across the university.

Central IT Audit

In summer 2017, consultants from IBM evaluated central IT services. ITC reviewed a summary of the findings and discussed these with Eddie Huebsch, Interim CIO. The report rated Central IT well on quality of the delivery of services. The report also identified that OU has a very decentralized IT structure. In discussions, Eddie indicated that Central IT would like to collaborate with, not subvert local IT. And that this decentralization helps with strategizing because Departments prioritize requests.

Purchasing Initiatives

Byron Millsap reported to ITC on IT-related purchasing initiatives at the University. These include hearing about the now announced change in contract to a digital bookstore. The prices of the new arrangement will be set so OU it not making money, but passing savings to students. OU is also looking at contracting with an Identity Protection service for use by employees.

One Portal Updates

The team behind the One portal reported to ITC twice this year. After an initial deployment in 2017, the team has been working on infrastructure to facilitate upgrades and updates to the service. Students will see the first major refresh of the portal in the fall. Goal is to make this not a collection of links, but a console for engagement
with critical University services. The accounts.ou.edu page and services will get migrated also to One. After these are complete, the One team will be reviewing the Faculty/Staff functions. They are reviewing the link page and will be considering adding class waitlist management tools.

Security Updates

ITC had several discussions with IT about security. These included a report in fall 2017 on the summer 2017 breach in Delve and Sharepoint that was reported in the Daily. It also included a threat assessment on Internet of Things vulnerabilities to the campus.

Communication

ITC talked with Eddie Huebsch about communication from central IT, including how IT communicates with users and how IT communicates with stakeholders about the decision-making process concerning new initiatives. IT is interested in guidance on the timing of communication with users to avoid too little or too much. ITC encouraged IT to do more to communicate about upcoming strategic directions and initiatives. Also, many new cloud services are being purchased for the campus by non-central-IT units, and ITC suggested that central IT could facilitate this process and help make these units aware of best-practices in deciding on vendors and communicating with the campus before making major purchases.

Other topics of discussion

- IT is doing network upgrades to many buildings on campus that will increase bandwidth and should improve connectivity for all users
- ITC heard a report on a survey of OU faculty and grad students on research computing needs from Mark Laufersweiler, OU Libraries. The survey showed that people want more high computing resources, and also that people asked for software licenses that OU has, indicating a need for more communication.
- At the prompting of ITC and others, IT has been looking into whether there might be a better system for onboarding and providing information to OU faculty and researchers on available IT resources and other policies and resources on campus

Chair Election

Patrick Livingood was re-elected to chair ITC for the 2018-19 academic year.
Across six years of Research Council funding, there have been 308 awards with an investment of $2,481,907. The external funding return came through 47 awards amounting to $8,950,163 – at least 3.5 times what was invested (this figure is based on the reports received, from only 56% of the awards).

The research scholarly and creative works that resulted are impressive as well: 160 presentations, 80 publications, and 25 artistic creations.

Membership

The members of the 2017-2018 Research Council, their departments and terms:

- Richard Cifelli  Biology/Sam Noble OK Museum  2015-18
- Pamela Genova, Chair  Modern Languages Literatures & Linguistics  2015-18
- Susan Hahn  University Libraries  2015-18
- Deborah Trytten *  Computer Science  2015-18
- Norman Wong  Communication  2015-18
- Julia Ehrhardt *  Honors  2016-19
- Michael Givel *  Political Science  2016-19
- Gary Hoover  Economics  2016-19
- Allison Palmer  Visual Arts  2016-19
- Scott Russell  Microbiology & Plant Biology  2016-19
- Stuart Asprey  Visual Arts  2017-20
- Lee Fithian  Architecture  2017-20
- Rebecca Huskey  Classica & Letters  2017-20
- Li Song  Aerospace & Mechanical Engineering  2017-20
- Stephen Westrop **  Geology & Geophysics / Sam Noble OK Museum  2017-20

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

* Professor Deborah Trytten joined the Council in August 2017 to complete Professor James Shaffer’s term.
Professor Michael Givel joined the Council in January 2017 to complete Professor Claude Miller’s term.
Professor Julia Ehrhardt joined the Council in August 2017 to complete Professor Su Fang Ng’s term.

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Professors Cifelli, Genova, Hahn, Trytten, and Wong completed their terms at the end of the 2017-2018 academic year.

**The 2018-2019 Chair of the Research Council was elected at the April 2018 meeting and will be Dr. Stephen Westrop, Department of Geology & Geophysics/Sam Noble Oklahoma Museum of Natural History.**

The Faculty Senate Appointments to replace Stuart Asprey, Richard Cifelli, Susan Hahn, Deborah Trytten, and Norman Wong, 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 at the end of the 2017-2018:

- **Engineering, Energy, Mathematical and Physical Sciences (3 members):** Li Song, Deborah Trytten, and Stephen Westrop
- **Social and Behavioral Sciences (3 members):** Michael Givel, Gary Hoover, and Norman Wong
- **Life Sciences (2 members):** Richard Cifelli and Scott Russell
- **Humanities (3 members):** Julia Ehrhardt, Pamela Genova, and Rebecca Huskey
- **Education/Professional/Other (2 members):** Susan Hahn and Lee Fithian
- **Fine Arts (2 members):** Stuart Asprey and Allison Palmer

**Activities (2017-2018)**

The primary activity of the Research Council during the 2017-2018 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)**
- **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, 2017 through June 30, 2018 will be available on the Research Council’s website. Statistics concerning the programs supported by the Research Council as of May 31, 2018 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 2018, there were 55 FIP requests submitted to the Research Council, and 23 awards were funded for a total of $314,968.

- **Junior Faculty Fellowship Program (JFF)** – 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 more than two JFF awards, and faculty who have other sources of summer salary support receive lower priority. In February 2018, 17 proposals were selected from 54 submissions to receive Junior Faculty Fellowships (one award was subsequently declined due to the applicant leaving the University). Most requested the funds to be used for salary; however, there were a few faculty who submitted budgets that included supplies or research travel, resulting in differing award amounts. The amounts ranged from $6,055 to $9,310 and the total funding amount for the program was $133,323.

- There were 9 fewer FIP submissions than last year. The number of FIP submissions has varied since the program’s inception, ranging from 35 to 64. However, the number of JFF proposal submissions remained the same at 54 submissions.

- The Council has been very focused on budget appropriateness and the amount of detail provided within the budget and budget justification. During the Summer of 2018, the budget guidance for both the FIP and JFF programs will be updated and refined to reflect Council members’ concerns and to aide applicants.

- A clarification was made to the Research Council information regarding representation to account for interdisciplinary departments. The clarification is as follows: Tenured faculty from interdisciplinary programs such as African and African-American Studies, Environmental Studies, Native American Studies, Religious Studies, Women’s & Gender Studies, and the Honors College, and any additional programs that serve as the academic home for tenure-line faculty are eligible to serve on the Research Council. However, their primary scholarly approach and/or research methodology will determine their appointment area; given the programs above, faculty will typically fit within the Social and Behavioral Sciences or the Humanities areas.
• In July 2016, the Council shifted to a reimbursement system for distributing funds to for FIP and JFF awards. The reimbursements are made to the award recipient’s department once the final report has been completed. This change has increased the completion rate of final reports for the FIP and JFF programs and has resulted in the return of unused funds to reinvest into funding future FIP and JFF proposals. The final report requirements will be reviewed and clarified using information gathered during first two years of implementation.

• Dr. Alicia Knoedler presented information to interested faculty during the Fall at the Faculty Investment Program (FIP) Reality Check Meeting, the Junior Faculty Fellowship (JFF) Reality Check Meeting, and the George Lynn Cross Award Meeting. These informational sessions were well attended with 53 registrants for the FIP Meeting, 40 registrants for the JFF meeting, and 29 registrants for the GLC meeting.

• 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 Wayne Thomas, Professor Xiangming Xiao, and Professor Ming Xue.

• There were no nominations received for the Henry Daniel Rinsland Memorial Award for Excellence in Educational Research.

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 Stuart Asprey (served 2017-18), Richard Cifelli (served 2015-18), Pamela Genova (served 2015-18), Susan Hahn (served 2015-18), Deborah Tryptten (served 2017-18), and Norman Wong (served 2015-18) with clocks to show their appreciation for the members’ service.
<table>
<thead>
<tr>
<th>Academic Year 2017-2018 Discipline</th>
<th>Faculty Investment Program</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of Proposals Submitted</td>
</tr>
<tr>
<td>Engineering/Physical Science</td>
<td>17</td>
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<tr>
<td>Social and Behavioral Sciences</td>
<td>9</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>9</td>
</tr>
<tr>
<td>Humanities</td>
<td>8</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>9</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>3</td>
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<tr>
<td>Totals</td>
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<table>
<thead>
<tr>
<th>Academic Year 2017-2018 Discipline</th>
<th>Junior Faculty Fellowship Program</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of Proposals Submitted</td>
</tr>
<tr>
<td>Engineering/Physical Sciences</td>
<td>14</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>21</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>3</td>
</tr>
<tr>
<td>Humanities</td>
<td>9</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>3</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>4</td>
</tr>
<tr>
<td>Totals</td>
<td>54</td>
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<table>
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<tr>
<th>Year</th>
<th>FIP Budget Allocation</th>
<th>JFF Budget Allocation</th>
<th>Total VPR Budget Allocation</th>
<th>FIP Funding Awarded</th>
<th>JFF Funding Awarded</th>
<th>Total VPR Funding Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>$225,000</td>
<td>$175,000</td>
<td>$400,000</td>
<td>$301,738</td>
<td>$151,188</td>
<td>$452,926</td>
</tr>
<tr>
<td>2013-14</td>
<td>$275,000</td>
<td>$150,000</td>
<td>$425,000</td>
<td>$278,107</td>
<td>$149,276</td>
<td>$427,383</td>
</tr>
<tr>
<td>2014-15</td>
<td>$275,000</td>
<td>$150,000</td>
<td>$425,000</td>
<td>$257,377</td>
<td>$182,720</td>
<td>$440,097</td>
</tr>
<tr>
<td>2015-16</td>
<td>$275,000</td>
<td>$150,000</td>
<td>$425,000</td>
<td>$291,535</td>
<td>$133,014</td>
<td>$424,549</td>
</tr>
<tr>
<td>2016-17</td>
<td>$250,000</td>
<td>$150,000</td>
<td>$400,000</td>
<td>$289,690</td>
<td>$145,980</td>
<td>$435,670</td>
</tr>
<tr>
<td>2017-18</td>
<td>$250,000</td>
<td>$150,000</td>
<td>$400,000</td>
<td>$314,968</td>
<td>$142,633</td>
<td>$457,601</td>
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</table>
The Faculty Senate Committee on Faculty Compensation is charged with reviewing and recommending policy on questions related to the economic welfare of the faculty. The purpose of the Committee is to monitor salary increases requested by the University administration, gather information on salaries within and without the University, and suggest appropriate proposals for advancing the economic position and needs of the faculty.

Table 1 presents the average faculty salaries for each college as a percentage of peer average salaries based on Central U.S. peer universities (source: Special Faculty Salary Survey, Office of Institutional Research, Oklahoma State University). Table 2 consists of a breakdown of these values for each college/department.

Table 1: OU Average Faculty Salaries as a Percentage of Peer Average Salaries

<table>
<thead>
<tr>
<th>College</th>
<th>Percentage of Peer Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture</td>
<td>102%</td>
</tr>
<tr>
<td>Arts &amp; Sciences</td>
<td>87%</td>
</tr>
<tr>
<td>Atmospheric &amp; Geographic Sciences</td>
<td>94%</td>
</tr>
<tr>
<td>Price Business</td>
<td>91%</td>
</tr>
<tr>
<td>Mewbourne Earth &amp; Energy</td>
<td>103%</td>
</tr>
<tr>
<td>Jeannine Rainbolt Education</td>
<td>82%</td>
</tr>
<tr>
<td>Gallogly Engineering</td>
<td>88%</td>
</tr>
<tr>
<td>Weitzenhoffer Family Fine Arts</td>
<td>86%</td>
</tr>
<tr>
<td>McClendon Honors</td>
<td>106%</td>
</tr>
<tr>
<td>International Studies</td>
<td>104%</td>
</tr>
<tr>
<td>Gaylord Journalism &amp; Mass Comm.</td>
<td>85%</td>
</tr>
<tr>
<td>All Colleges (excluding Law &amp; Library)</td>
<td>89%</td>
</tr>
<tr>
<td>Law</td>
<td>79%</td>
</tr>
<tr>
<td>All Colleges (excluding Library)</td>
<td>89%</td>
</tr>
<tr>
<td>College/Department</td>
<td>Percentage of Peer Average</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>Architecture</td>
<td></td>
</tr>
<tr>
<td>Architecture</td>
<td>92%</td>
</tr>
<tr>
<td>Construction Science</td>
<td>104%</td>
</tr>
<tr>
<td>Interior Design</td>
<td>115%</td>
</tr>
<tr>
<td>Landscape Architecture</td>
<td>115%</td>
</tr>
<tr>
<td>Regional &amp; City Planning</td>
<td>101%</td>
</tr>
<tr>
<td>Total Architecture</td>
<td>102%</td>
</tr>
<tr>
<td>Arts &amp; Sciences</td>
<td></td>
</tr>
<tr>
<td>Humanities</td>
<td></td>
</tr>
<tr>
<td>Classics &amp; Letters</td>
<td>90%</td>
</tr>
<tr>
<td>English</td>
<td>91%</td>
</tr>
<tr>
<td>History</td>
<td>90%</td>
</tr>
<tr>
<td>History of Science</td>
<td>88%</td>
</tr>
<tr>
<td>Modern Languages, Lit. &amp; Ling.</td>
<td>89%</td>
</tr>
<tr>
<td>Philosophy</td>
<td>85%</td>
</tr>
<tr>
<td>Religious Studies</td>
<td>105%</td>
</tr>
<tr>
<td>Subtotal - Humanities</td>
<td>90%</td>
</tr>
<tr>
<td>Interdisciplinary Programs</td>
<td></td>
</tr>
<tr>
<td>African &amp; African American Studies</td>
<td>79%</td>
</tr>
<tr>
<td>Film &amp; Media Studies</td>
<td>87%</td>
</tr>
<tr>
<td>Native American Studies</td>
<td>69%</td>
</tr>
<tr>
<td>Women's &amp; Gender Studies</td>
<td>78%</td>
</tr>
<tr>
<td>Subtotal - Interdisciplinary Programs</td>
<td>78%</td>
</tr>
<tr>
<td>Social Sciences</td>
<td></td>
</tr>
<tr>
<td>Anthropology</td>
<td>95%</td>
</tr>
<tr>
<td>Communication</td>
<td>86%</td>
</tr>
<tr>
<td>Economics</td>
<td>79%</td>
</tr>
<tr>
<td>Political Science</td>
<td>84%</td>
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<tr>
<td>Psychology</td>
<td>81%</td>
</tr>
<tr>
<td>Sociology</td>
<td>77%</td>
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<tr>
<td>Subtotal - Social Sciences</td>
<td>84%</td>
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<tr>
<td>Professional Schools</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Exercise Science</td>
<td>87%</td>
</tr>
<tr>
<td>Human Relations</td>
<td>80%</td>
</tr>
<tr>
<td>Library &amp; Information Studies</td>
<td>77%</td>
</tr>
<tr>
<td>Social Work</td>
<td>81%</td>
</tr>
<tr>
<td>Subtotal - Professional Schools</td>
<td>82%</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td></td>
</tr>
<tr>
<td>Biological Station</td>
<td>-</td>
</tr>
<tr>
<td>Biology</td>
<td>94%</td>
</tr>
<tr>
<td>Chemistry &amp; Biochemistry</td>
<td>84%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>79%</td>
</tr>
<tr>
<td>Microbiology &amp; Plant Biology</td>
<td>101%</td>
</tr>
<tr>
<td>Oklahoma Biological Survey</td>
<td>65%</td>
</tr>
<tr>
<td>Physics &amp; Astronomy</td>
<td>82%</td>
</tr>
<tr>
<td>Subtotal - Natural Sciences</td>
<td>89%</td>
</tr>
<tr>
<td>Total Arts &amp; Sciences</td>
<td>87%</td>
</tr>
<tr>
<td>Atmospheric &amp; Geographic Sciences</td>
<td></td>
</tr>
<tr>
<td>Geography &amp; Environ. Sustainability</td>
<td>97%</td>
</tr>
<tr>
<td>Meteorology</td>
<td>93%</td>
</tr>
<tr>
<td>Total Atmospheric &amp; Geographic Sciences</td>
<td>94%</td>
</tr>
</tbody>
</table>
It is clear from the data that OU faculty are underpaid in comparison to our peer institutions. Furthermore, in examining the available data in more detail, there are also issues of wage compression and inversion. The problem of wage compression and inversion is primarily due to a combination of lack of raises over a number of years combined with the necessity to offer competitive salaries for incoming assistant professors. The degree of wage compression and inversion varies between departments.

The committee also met with Stewart Berkinshaw and Nicole McPhetridge, Director and Associate Director, respectively, for the OU Office of Budget and Financial Planning, to discuss the costs associated with salary increases to alleviate these shortfalls. They provided the following information:

- A 1% salary increase for all employees (faculty and staff) would cost approximately $2.3M.
- The cost to raise all faculty to the level of our peer institutions would cost the university approximately $17.3M.

The Faculty Senate Executive Committee indicated a desire to address the issues of lagging faculty salaries. In a letter from the Faculty Senate Chair, Sarah Ellis, to President Boren, she requested an increase in the minimum pay increase for promotion to associate professor and promotion to professor. She also requested a minimum of $500,000/year to be used to address the following issues:

- Resolving the most egregious instances of wage inversion in academic units as a function of years of service and rank
- Resolving the most egregious instances of wage compression in academic units as a function of years of service and rank
- Evaluating and addressing the lowest paid faculty in each position across all academic units, including tenured/tenure track faculty and long-term faculty in renewable term, lecturer, instructor, and visiting professor positions.

The Faculty Senate Executive Committee also met several times with President-Designate Gallogly to discuss a variety of issues. During those meetings, he indicated that one of his top priorities involves faculty salaries.

Jeffery Volz was re-elected to chair the Faculty Compensation Committee for the 2018-19 academic year.
I. Membership
The members of the 2017-2018 Faculty Welfare Committee, academic units, and terms:

- Anthony Natale (Social Work) (1/2018-19), Chair, anatale@ou.edu
- Dan Kimball (Psychology) (2016-19)
- Michael Kramer (Communication) (2015-18)
- Michael Bemben (Health & Exercise Science) (2017-20)
- Lori Jervis (Anthropology) (2017-20)
- Keri Kornelson (Mathematics) (8/2017)

II. Meetings
The Faculty Welfare Committee met six 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
1. As a suggestion from a number of faculty, we are addressing the high cost for faculty to use the OU Tennis Club. There is a discount for students each semester, but faculty have to commit to a whole year, with cost around $1100. There is a big disparity both in flexibility and cost.
   **Outcome:** We have sent a proposal to go to Faculty Senate Exec, asking for them to work with the Athletic Director to negotiate a reduced-price package for OU Faculty.

2. A Faculty Senator suggested we ask to have ID Theft protection as part of our OU Benefits. One of our members who is also on the Employee Benefits Committee looked into this and were told that this is already under discussion, and in fact, was about to happen with a contract with Equifax. Given recent Equifax problems, though, they are moving to a new vendor.
   **Outcome:** Once a new vendor is decided on, we understand the ID theft protection will be rolled out to faculty.

3. Promotion and Tenure policies. Last year’s committee was asked to look over the promotion and tenure guidelines, and in particular, to compare them with OUHSC. There was some belief that the OUHSC guidelines were more clear, and there may be ways to make the Norman guidelines similarly clear. We identified 3 issues that we believe should be discussed by the Senate.
   a. It is sometimes vague who should vote on P&T cases, and we hear that different departments use different rules. This should be uniform. We will propose some modification of the language to make it clear that tenured faculty in the unit vote for tenure and promotion to associate professor, and those full professors in the unit vote for promotion to full professor.
b. Currently, the Department Chair and Committee A members vote as faculty members as well as separately. This means a Chair actually gets 3 votes, while the other Committee A members get 2 each. OUHSC does not have this practice – they have a statement that administrators who will vote in another way are not included in the eligible voting pool in the unit. We know of units on Norman Campus doing things both ways. We wish to bring this to Faculty Senate to decide, and they will disseminate the policy so that all units know the correct procedures.

c. Small departments may have only 1 or 2 members at the given rank to vote on a promotion or tenure case. Other universities allow faculty from closely related units to serve so that a critical number of voting faculty will consider the file. We wish to bring this to Faculty Senate to decide, and they will disseminate the policy so that all units know the correct procedures.

**Outcome:** A proposal has been drafted to address issues b and c and moved forward to the Faculty Senate Executive Committee. It was decided that current policy allows for academic units to determine who votes and that infringement of this might violate faculty governance at the unit level. The proposal will need to be considered by the executive committee in fall of 2018, with the policy recommendation moving its way to the faculty senate when ready.

4. A survey on civility and bullying was sent to the faculty last spring. We will re-establish the ad-hoc committee on campus bullying (the committee that wrote the survey) to analyze the responses and make recommendations to Faculty Welfare for possible actions.

**Outcome:** The response rate did not allow for a clear analysis to occur. The members of the civility and bullying subcommittee continue to meet to review current policies at peer and fellow Big 12 institutions to determine, what if any policy recommendations can be made. This work will continue in the fall of 2018.

5. The Faculty Senate brought us the suggestion to explore a change to the Regent's policy requiring OU employees to resign from office when they run for political office at the county, state, or federal level.

**Outcome:** a proposal was drafted and reviewed by OU Legal Counsel and the Faculty Senate Executive Committee. The proposal was then forward to the Faculty Senate for passage and adoption.

6. We invited representatives from OU Concur and HR to give information about Concur’s operations, responses to complaints, and information about the associated travel policies.

**Outcome:** We were able to troubleshoot some of the issues with Concur, and learned that Concur is moving to a new vendor for travel. The new vendor is said to be experienced in supporting academic institutions that the previous one was not. It was agreed in the fall that the Faculty Senate would be queried to determine at the academic unit, who had staff support for Concur. A series of recommendations for those without any support will be forthcoming to help inform Concur training and training materials.

**IV. Chair Election**

Anthony Natale was unanimously supported for the Chair position effective immediately on 4/26/18 to replace Dan Kimball who was unable to complete his term due to unforeseen circumstances. It was affirmed that he would serve as Chair for the 2018-2019 academic year.
The Faculty Senate Diversity, Equity, and Inclusion Committee (hereafter FSDEI) was constituted by the Faculty Senate in the fall of 2017 and given the following charge:

1. Investigate, discover, and promote best practices for faculty recruiting and retention.
2. Gather and review information on the allocation of university resources (awards research grants, prizes, etc.) and advancement (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
3. Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
4. Work with the Office of University Community to set priorities, advance policy, and follow up on the progress of proposed initiatives.
5. Report at least yearly to the Senate and, upon approval, the President and the Provost.

At the first committee meeting, we decided reach out to faculty and staff members on campus officially tasked with issues related to “university community”. Our interest was in discovering measures that specifically impacted faculty.

On October 9, 2017 a letter was sent to the following areas:

- College of Arts and Sciences (two emails sent; no response received)
- College of Journalism and Mass Communication (received information)
- College of Business (received information)
- College of Education (received information)

Summary of Charge #1

- There are few best practices pertaining to recruitment and retention of marginalized faculty on the Norman Campus. The Philosophy Department stands out as an exception as it has a set of comprehensive and inclusive hiring practices centered on fairness and equity. These practices include:
  - reaching out to diverse faculty and inviting them to apply;
  - reaching out to senior scholars in the field and asking them to share information with their networks;
  - inviting candidates to meet with different groups on campus and encouraging frank, open, and honest dialogue;
  - making questions available to candidates before they come to campus thereby helping to mitigate the possible implicit preference for candidates who may speak faster.
Summary of Charge #2

- A list of University allocations of awards is attached.
- As well as data from the OU Factbook related to faculty diversity

The data speaks for its self. Departments and Colleges as a whole need to do a better job nominating a diverse pool of faculty for awards. Additionally, the University needs to do a much better job recruiting and retaining diverse candidates and faculty. Without a comprehensive recruitment plan, experienced leadership, and resources it will be impossible to move the needle on faculty diversity.

Summary of Charge #3

- Communicate to Colleges, Deans, and those charged with diversity initiatives the importance of sharing information and data with the FSDEIC.
- See the Committee as a partner.
- Use the expertise of various committee members.

Summary of Charge #4

Office of University Community Faculty Diversity Initiatives

- The Office of University Community has thus far focused its attentions mainly on student recruitment. It also works with the Southwest Center for Human Relations to provide the Freshman Diversity Experience. The FDEIC did not request data on how many students have participated in the training or student feedback.
- The Office of University has produced no initiatives geared toward the faculty. Or, if it has, the FDEIC is unaware of such initiatives.
- For the past two years, a group connected in some way to the Office of University Community has been working on a Theory of Change plan that assumingly spans the entire university.
- Dr. Belinda Biscoe, Interim Associate Vice President of University Outreach, Public and Community Services, and Jabar Shumate, Vice President for the Office of University Community spoke to the Faculty Senate members during the 2017-2018 Academic Year with information about the Theory of Change process and the work groups.
- The following remains unclear and is potentially of some concern:
  o What is the committee’s charge? Perhaps there is a document that can be shared?
  o Other than members of the Diversity and Inclusion Academic Council (under the Office of University Community) how were other members selected? Is the Council representative? For example, there are no tenured or tenure track black women faculty on the Council (per the Office of Community website). And, the list of Council members is out of date.
  o There are four (4) working groups specific to (1) undergraduate students, (2) graduate students, (3) faculty, and (4) staff. What specific issues are the subgroups working on? Is there a working document that can be shared?
  o When it comes to faculty related issues, how many faculty (faculty of color in particular) are a part of the discussion?
  o How can the process be made more inclusive?

It is rumored that the plan will be presented to the new President sometime this summer.
Summary of Norman Colleges’ Faculty Diversity Initiatives:

- The College of Arts and Sciences conducts a mandatory workshop for faculty serving on hiring committees. Since the College of Arts and Sciences never responded to the request for information and no information is listed on its website it can be assumed that the College of Arts and Sciences does not have a diversity plan, nor has it implemented any significant or impactful diversity related programs or activities focused on faculty recruitment, retention, mentorship, etc.
- Gaylord College has a diversity plan see attached (dated 2015). It is unclear what has been initiated from the plan. Gaylord’s website does not feature its plan, nor does it highlight faculty diversity.
- The College of Education supplied us with the 2016 JCORE Diversity Report. The report is fairly comprehensive. It is not clear if there is a 2017 report.
- The College of Business’s diversity plan focuses primarily on students and is not comprehensive.
- The faculty member charged with university community issues in College of International Studies left the university after the spring 17 semester and to our knowledge was not replaced.
- The College of Engineering has a robust diversity plan for students, but it is not clear that one is in place for the faculty.

The committee found that there is a scarce communication among various OU colleges with respect to faculty diversity, equity and inclusion. Most of the time the information is provided by request, but it may not be reaching the intended audience.

Recommendations

Leadership and Funding

- It is critical that any diversity, equity, and inclusion plan geared toward faculty be led by a faculty member with the background and skills to be successful. There needs to be a senior level, qualified person leading diversity issues related to the faculty.
- The University and Colleges needs to create a plan and commit resources to faculty diversity initiatives.

Some Initial Steps: Plan and Training

- Develop a comprehensive diversity plan for the University. Revisit plan each year updating when necessary.
- Work with colleges to develop local diversity plans.
- Create benchmarks for success.
- Work with colleges to support mid-career faculty (especially women).
- Diversify college and university leadership.
- Initiate a robust and comprehensive faculty diversity training that is well resourced.

Conclusion

Based on our assessment, the University of Oklahoma does not at present have a strategy to promote diversity, equity, and inclusion among the faculty. Nevertheless, we believe the resources and talent are present to greatly improve the situation.
Appendix—Letter sent to colleges soliciting information about diversity efforts

I hope this message finds you well. I am writing in my capacity as a member of the Faculty Senate Diversity, Equity, and Inclusion Committee (FDEIC). Established by vote of the Faculty Senate during the 2016-2017 session, the FDEIC’s charge is to:

- Investigate, discover, and promote best practices for faculty recruiting and retention.
- Gather and review information on the allocation of university resources (awards research grants, prizes, etc.) and advancement (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
- Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- Work with the Office of University Community to set priorities, advance policy, and follow up on the progress of proposed initiatives.
- Report at least yearly to the Senate and, upon approval, the President and the Provost.

I ask that you assist the committee in meeting its charge by sending the following information:

- CAS’s inclusive excellence report from 2015-present;
- the diversity goals and objectives for your office and how you communicate these goals to faculty, students, and staff;
- a list of activities and trainings related to diversity, inclusion, and equity for the current academic year.

Thank you for working to make our campus community more diverse, equitable, and inclusive. I look forward to receiving this information.