ANNUAL REPORTS
2018-19

ACADEMIC PROGRAMS COUNCIL (Norman)

ATHLETICS COUNCIL (University)

BUDGET COUNCIL (Norman)

CAMPUS PLANNING COUNCIL (Norman) [inactive]

CONTINUING EDUCATION COUNCIL (University)

COUNCIL ON FACULTY AWARDS AND HONORS (University)

INFORMATION TECHNOLOGY COUNCIL (Norman)

RESEARCH COUNCIL (Norman)

FACULTY COMPENSATION COMMITTEE (Norman)

FACULTY WELFARE COMMITTEE (Norman)

FACULTY DIVERSITY, EQUITY, AND INCLUSION COMMITTEE (Norman)

Distributed by the Faculty Senate Office
University of Oklahoma (Norman campus)
September 2019
The Academic Programs Council (APC) is charged to serve as an advisor to the President, Provost, and the Faculty Senate on matters concerned with the instructional programs and curricula of the University of Oklahoma, Norman Campus. Its main responsibility is the evaluation of existing or proposed programs with regard to their educational value.

The 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 AY2018-19 are listed below. These members were active in assessing proposals electronically and in communicating deficiencies.

**Ex-officio, nonvoting members**

- Kyle Harper  Sr. VP and Provost (Grey Allman attends as designate)
- Breck Turkington  Associate Registrar
- Matt Hamilton  Registrar
- Karen Rupp Serrano  Assoc. Dean for Scholarly Communication & Resources

**Faculty Senate Appointees (6 faculty for 3-yr terms, 1/3 to retire each year) Subcommittees**

<table>
<thead>
<tr>
<th>Faculty Senate Appointees</th>
<th>Subcommittee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ben Alpers  Honors College</td>
<td>Programs Lead 2016-19</td>
</tr>
<tr>
<td>Darren Purcell  Geog. &amp; Environmental Sust.</td>
<td>Programs 2016-19</td>
</tr>
<tr>
<td>Al Schwarzkopf (Chair 18-19) Management Info Systems</td>
<td>Programs/Courses 2017-20</td>
</tr>
<tr>
<td>Kendra Williams-Diehm  Educational Psychology</td>
<td>Programs 2017-20</td>
</tr>
<tr>
<td>Deborah Tryptten  Computer Science</td>
<td>Programs 2018-21</td>
</tr>
<tr>
<td>Richard Lupia  Geology &amp; Geophysics</td>
<td>Courses Sub1 2018-21</td>
</tr>
</tbody>
</table>

**Presidential Faculty Appointees (3 faculty 3 yr terms, 1/3 to retire each year) Subcommittees**

<table>
<thead>
<tr>
<th>Presidential Faculty Appointees</th>
<th>Subcommittee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ann-Marie Szymanski  Political Science</td>
<td>Courses Sub2 2016-19</td>
</tr>
<tr>
<td>Chris Sadler  Drama</td>
<td>Courses Lead/Sub1 2017-20</td>
</tr>
<tr>
<td>Christina Miller  Social Work</td>
<td>Courses Sub2 2018-21</td>
</tr>
</tbody>
</table>

In addition, the SGA appoints two students for 1-year terms and the President appoints two students to 1-year terms.

The Council is organized into two subcommittee, Courses and Programs. Guidelines for the subcommittees are as follows:

The Course and Curriculum Subcommittees is charged to:

1. Look for conformance to University standards and practice in form and procedure with all significant information provided on the form by the department submitting the request.
2. Look for proper prerequisites and course numbers; match level of instruction.
3. Check the course description to make sure it is compact, clear, and indicates the level of instruction to ensure that it would make good sense to the general student.
4. Look for duplication of courses in the same or other departments.
5. Note the impact of the course on degree programs.
The Policy and Program Subcommittee is charged to:
1. Protect the rights of students in program deletions.
2. Review for duplication of programs.
3. Are there adequate resources for the program?
4. Look for logical prerequisites.
5. Does the program make sense?
6. Are University rules satisfied?
7. Review checksheets for correctness and clarity.
8. Assess the impact on other programs, of program deletions and course changes.
9. Are course changes coordinated with program changes?
10. Does the program have faculty academic review?

The Graduate Council reviews courses and programs offered for graduate credit and has the final say regarding the academic content of graduate offerings. The APC reviews these for clarity and faculty control.

The APC meets monthly to review changes in programs and courses proposed by individual departments. Program changes include Substantive changes, which must be approved by both the OU and State Regents, and Non-substantive changes, which are finally approved by OU Regents.

Figure 1. APC Meetings for 2018-19 and Items Processed this Academic Year:

<table>
<thead>
<tr>
<th>Meeting</th>
<th>Programs</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 7, 2018</td>
<td>4</td>
<td>28</td>
</tr>
<tr>
<td>October 19, 2018</td>
<td>22</td>
<td>133</td>
</tr>
<tr>
<td>November 16, 2018</td>
<td>13</td>
<td>64</td>
</tr>
<tr>
<td>December 14, 2018</td>
<td>42</td>
<td>133</td>
</tr>
<tr>
<td>February 8, 2019</td>
<td>18</td>
<td>51</td>
</tr>
<tr>
<td>March 8, 2019</td>
<td>16</td>
<td>54</td>
</tr>
<tr>
<td>April 12, 2019</td>
<td>15</td>
<td>77</td>
</tr>
<tr>
<td>May 10, 2019</td>
<td>25</td>
<td>43</td>
</tr>
<tr>
<td><strong>TOTAL:</strong></td>
<td><strong>155</strong></td>
<td><strong>583</strong></td>
</tr>
</tbody>
</table>

As shown in above, we reviewed 155 programs and 583 course changes this year. The distribution of work by months is shown in Figures 2 and 3. The heaviest load was observed in December with departments trying to get new programs approved in time for the next academic year.

While we have not proposed any new policies we would note the following issues:
• We are concerned that varying course lists (guided electives, courses selected from a list, etc.) need to be recorded so that students are not dependent on advisor preference for graduation. The next catalog will contain lists of approved courses for these selections, which we applaud. While departments can always make exceptions, a recorded list provides an assured approved option.

• Faculty governance requires that all programs have identified faculty oversight, which is normally provided by Committee A. In those cases in which there is not an identified Committee A, we expect to see a comparable faculty oversight structure.

Prof. Schwarzkopf was re-elected as the Chair for 2019-2020.
The Athletics Council met three times in 2018-2019, due to unforeseeable scheduling conflicts with our primary presenters for our last meeting. Meeting dates were September 27, 2018, November 7, 2018, and February 19, 2019. The Council completed all its required business, and this is the Chair’s annual report for those meetings.

Although we initially elected Rachel Sheldon as the incoming council chair, she left the university at the end of the spring term. Dr. Aiyana Henry was subsequently appointed to fulfill the last two years of Dr. Sheldon’s term and assumed the role of council chair for 2019-20.

Lastly, the concerns expressed by faculty senate leaders at the expanded executive council meeting in fall 2018, regarding the status of our Faculty Athletics Representative (FAR) as a Dean rather than solely a faculty member, were not fully addressed this year. Although I shared the concern from faculty senate with the council, there was no meaningfully discussion and my untenured position (and the FAR being the dean of my college) prevented me from pursuing it further at the time.

2018-2019 Athletics Council faculty membership:

   Siduri Haslerig (Chair), Aiyana Henry, Michael Crespin, Rachel Sheldon, David McLeod, and Daniel Larson

September 27, 2018

The meeting was called to order at 2:05 pm. Chair Haslerig called for introductions. A motion was made by Carol Dionne and seconded by Michael Crespin to approve the April 2018 minutes. The motion was passed unanimously.

A motion was made and seconded to approve the Fiscal Integrity Subcommittee Report given at the April 2018 meeting. The motion was passed unanimously.

Athletics Director’s Report: Mr. Castiglione was not able to be present at the September meeting due to unforeseen circumstances.

Gender Equity Report:

   Lindy Roberts-Ivy reported for the Gender Equity subcommittee. She informed the Council that the athletics department was in year five of the “Five Year Plan.” This year was the summary year of the plan. Each year during the report the committee would interview head coaches, support staff and visited facilities. 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. 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
in regard to 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 went over the full five-year report thoroughly with the council. She then went over the new numbers for this past year and the summary of all the reports.

Based on the review of substantial proportionality, financial aid review, and coaches interviews the committee reported no gender equity issues or action items for the fifth year. Lindy did mention that the only major updates that were done because of gender equity issues over the past five years were updates to the rowing facilities to make them up to standards with our other sports.

Mrs. Roberts-Ivy informed the council that The University is looking to have Janet Judge come in to review the five-year report and give us further instruction on what next steps are. Michael Crespin then spoke on the true professionalism of the report and his experience working on the gender equity subcommittee.

**Faculty Athletics Representative Report and Council Orientation:**

Dr. Gregg Garn introduced himself and stated that this was his second year as the Faculty Athletics Representative.

Dr. Garn informed the council that the two main things that he is tasked with being the FAR is academics and working on class and degree clustering. He also stated that he works very hard on improving the views of student athletes and helping faculty understand them and their schedule better.

Dr. Garn also spoke that he was very interested and worked a lot on the student athlete well-being. He starts by dropping in on practices and having a meeting with each team at the beginning of the year so they know his face and feel comfortable approaching him. He wants the athletes to know that they can come to him with any issues. Dr. Garn told the council that the PROs staff here at OU is also a big help in this. He said we are very lucky to have one of these because not every school has one.

Carol Dionne purposed a question about unsafe practicing and the athletes feeling like they need work through the pain. Larry Naifeh stated that we at OU have extensively educated our sports medical staff and he is certain our staff is not influencing our athletics to be unsafe. In fact, there is a specific reporting line when it comes to sports medicine and the coaches do not have any say in playing time due to an injury.

**Student-Athlete Innovative Leaders:** There was not a SAIL Representative present at the September meeting.

**Old business:** Mike Meade updated the council on the class miss policy. He stated that some teams went over because of unavoidable circumstances and because of this the subcommittee put in place a policy that would help with this, this upcoming year.
New business: Larry Naifeh announced to the council the potential of alcohol being served at athletics events. Carol Dionne then gave a presentation on a new facility at OU HSC that measures human performance. The Council adjourned at 3:02 p.m.

November 7, 2018

The meeting was called to order at 11:45 am. Michael Crespin made a motion to approve the September 2018 minutes. The motion seconded by Jason Clark and passed unanimously.

A motion was made and seconded to approve the Gender Equity Report given at the September 2018 meeting. The motion was passed unanimously.

Academic Integrity Report:

Mike Meade gave the Academic Integrity Report. Mike started by thanking his subcommittee for all of their hard work and willingness to meet so often. The academic integrity subcommittee prepared a booklet with all finding from the last year. In this booklet, there is a ten-year summary that helps us when comparing statistics from year to year. The numbers included in this book are both scholarship and non-scholarship athletes. There is also a section over special admit and the rules and reviews the committee must meet on when admitting these students. The incoming class in fall 2018 has a GPA of 3.4, which was higher than the fall 2017 class. Spring 2018 GPA was 3.13 and there were multiple teams with a 3.5 GPA and above.

Mike also explained to the council what GSR or graduation success rates were and how they were factored. The GSR is very inclusive to all scenarios athletes might be in. Our GSR was at 85% which ties our record. The GSR has risen from 71% since 2001. 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 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 APR was developed by the NCAA and measures the progress of each individual athlete. Here at OU we have multiple teams that have excelled over what is required of them. If a team falls below a certain threshold, they are prohibited from participating in certain things.

Dr. Garn asked Mike if there were any rewards or consequences for coaches if their team did not meet academic standards. Joe answered that there was head coach accountability when it came to this. Joe did mention that there were financial rewards if they exceeded what was set for them for the GSR. It was also mentioned that our football GSR should be the best we have ever had this past year.

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.

Dr. Garn asked what the policy was for when student athlete missed a pop quiz due to being gone for competition. There has been a considerable amount of confusion from professor to professor on what should be done about this. Michael Crespin stated that he averages the rest of the quiz grades that student has taken and gives them that score. David McLeod said that he has the athletes come into his office and take the quiz. Members of the council also decided that documentation needed to be given to each professor about who the athletes are in their class and when they can expect them to be gone.

**Fiscal Integrity Report:**

Carol Dionne and Luther Lee gave the Fiscal Integrity Report together. They stated that their subcommittee met last week and reviewed the operations and revenues. In the handout that was passed around, there is a comparison of budgets and debts across the Big 12. The athletics department works closely with main campus and all departments within athletics to develop budgets that work best with everyone.

Carol and Luther reported on the tax law changes that impacted the athletics department the past year. These changes made it to where it is no longer tax deductible when a person donates to the foundation in order to get priority seating.

Michael Crespin asked if the athletics department’s debt was rolled in with the university debt as a whole and Luther answered that this was the case but that we paid our own debt. Luther also informed the council that the athletics department works entirely on its own and does not take money from the university. Instead, athletics supports the university, giving back money to it each year.

**Athletics Director’s Report:**

Mr. Castiglione began by stating how he was sorry he was not able to attend the September meeting. Mr. Castiglione assured the council that the athletics department operates with full transparency. This council serves as an advisory committee that can give feedback on the many things that are happening around the athletics department.

Mr. Castiglione thanked Mike Meade and the academic staff for their hard work on continually making a positive impact on the student athlete experience, as well as, helping us excel each and every year. Joe explained the exit interview strategy in the athletics department and how each student athlete has the opportunity to meet with their sport oversight and share their experiences as a student athlete at OU. Mr. Castiglione then went on to speak about the change in the alcohol policy during athletic events. He informed the council that there is not a certain brand that will be sold and there will be a variety.

Carol Dionne asked a question on our medical services for student athletes and how we could best encourage them to not play through pain. Mr. Castiglione answered by assuring the council that we always have an ongoing review of all medical services provided to our student athletes. He also assured that the medical staff is always the one who makes the decisions on return to play after an injury. Not
the coaches or players. He also mentioned that in football specifically, there is a medical replay camera that helps our trainers and medical staff more educated on how specifically an injury happened.

Siduri Haslerig asked about the alcohol roll out policies and what that looked like. Larry Naifeh answered by stating that we would initiate the roll out at the Lloyd Nobel Center for the men’s and women’s basketball games. He spoke on the policies that would be in place limiting the sales and when sales should shut down. He also informed that there will be a safe driver program and if you sign up you get free refreshments. Larry also ensured the council that there will be staff present at these events that are trained on how to identify alcohol related issues and when services needs to be stopped certain people. He also shared that you will only be allowed to purchase two alcoholic beverages at a time.

**Faculty Athletics Representative Report and Council Orientation:** Dr. Garn present the FAR report. He stated that the transfer rules have changed as of October. In the past the process was notification of “permission to contact” and now it is a “notification of transfer.” Student Athletes no longer must ask to contact other schools. There will be a database of all athletes that have an interest in transferring. All coaches have access to this database daily. Dr. Garn also informed the council that the technicalities of this were still being worked through but it was passed.

**Student-Athlete Innovative Leaders:** No representative present.

**Old business:** Larry addressed the Gender Equity Report and the addendum that was added and provided at today’s council meeting. The addendum covers all of the upgrades that have been done to the rowing facilities. Larry also updated the council that Janet Judge had visited the athletics department to reevaluate the department.

**February 19, 2019**

The meeting was called to order at 11:39 am. A motion was made to approve the November 2018 minutes. The motion was seconded.

A motion was made to approve the both the Academic Integrity Subcommittee Report as well as the First half of the Fiscal Integrity Subcommittee Report that were delivered at the November meeting. A motion was made to accept and was seconded.

**Governance and Compliance Subcommittee Report:**

Jason Leonard from the Athletics Compliance office delivered the Governance and Compliance Report. Both a booklet and print out were passed around for the council to look at. The booklet was the compliance report for the OU Athletic Department, and the printout was over a recent violation case at another institution. 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 ensured the council that OU is not currently on probation and has not been the last few years. OU is also no longer on the repeat offender status.

The printout that was passed around covered the Missouri case. At this institution, an academic tutor gave impermissible academic assistance to twelve student athletes. Jason also discussed the Adidas case and how there were still investigations going on. In this case, Adidas would pay high profile perspective student athletes to go to certain schools. Coaches as these schools would then push that student athlete to sign with Adidas once they turned professional.

Jason then went on to discuss the OU compliance report. The report included the 2017-2018 violations. OU had 44 level four violations which are considered unintentional violations. Jason stated that the majority of our violations come from recruiting. He also reported that many of the level four violations are self-reported which shows how wonderful our coaches and staff are.

Jason explained that throughout the NCAA this year, there have been a number of major violations committed by coaches that led 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. Siduri thanked the compliance office for all of their hard work.

Fiscal Integrity Subcommittee Report: Members of The Fiscal Integrity Subcommittee met and discussed how uniquely business operations were handled in the athletics business office but how we also do our best to stay consistent with university policy. The subcommittee discussed how the department has just brought in the in-house travel agency, Anthony Travel, to better assist in our high demand of travel. It was also stated that there is always an internal audit happening to insure we are doing things the right way. The audit that is currently taking place is the Sooner Club deposit process and ticket office transactions.

Faculty Athletic Representative Report: Dr. Garn gave the Faculty Athletic Representative Report. He discussed the University’s decision to stop offering 1000 level classes before 8:30 AM. Dr. Garn said that as a result from this there was an unintended consequence of impacting the student athletes and their schedules. He stated that we need to continue to work on changing the culture between athletics and faculty members so that they keep these things in mind when making big decisions. Dr. Garn discussed the options that were available for the student athletes that were impacted by this. One option was to utilize the extended campus more. The idea behind this campus is the flexibility of the class’s sine they are mainly online. Dr. Garn asked the council to please let him know if they had any ideas to solve this issue. Erin Wolfe asked Dr. Garn if the University has reevaluated this since the decision was made since there has been so many major changes around the university.

New Business: Scholar Athlete Breakfast is on April 2nd, 7:30-9 AM in the Molly Shi Boren Ballroom.

The Athletics Council chair for 2019-2020 will be Aiyana Henry.
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.

The members of the Budget Council for the 2018-19 academic year included:

- Beth Stetson, Accounting (Chair)
- Ying Wang, Mathematics
- Amy Pepper, Law
- Kirsten deBuers, Geography & Environmental Sustainability
- Jeffery Volz, Civil Engineering & Environmental Science
- Sarah Little, Architecture
- Anna Vakulick, IT Evans Hall
- Linda Patison, Student Affairs Financial Services
- Jacob Schilling, IT Community Experience
- Lauren Patton, Undergraduate Student
- Taylor Wilson, Undergraduate Student
- Sam Quick, Undergraduate Student
- Kyle Harper, Senior Vice President and Provost (ex-officio)
- Ken Rowe, VP for Administration and Finance (ex-officio)
- Stewart Berkinshaw, OU Budget Office (ex-officio)

In Fall 2018, the Budget Council met three times.

On October 1, 2018, Stewart Berkinshaw, Associate Provost and Director, Academic Financial Operations, provided a presentation regarding OU’s past budgeting process and planned changes thereto. He also discussed OU’s FY19 Budget situation.

On October 29, 2018, Megan Elwood Madden, Chair of the Faculty Senate, discussed the President’s Advisory Committee formed by President Gallogly. Stewart Berkinshaw and Jake Schilling (Senior Technology Strategist for the College of Earth and Energy) advised regrading proposed cost savings and IT budget changes.

On November 21, 2018 the Budget Council met and further discussed the matters discussed at the previous meeting.

In Spring 2019, the meetings failed to constitute a quorum. Email discussions were held regarding the potential for transition to Responsibility Centered Management (RCM).

Due to a lack of quorum at the spring meetings, the Budget Council did not elect a chair for the 2019-20 academic year.
The Continuing Education Council (CEC) has been inactive for the last few years but is resurging. The faculty membership of the CEC for 2018-19:

<table>
<thead>
<tr>
<th>Member</th>
<th>Department</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bruce Hoagland</td>
<td>Geography &amp; Environmental Sustainability</td>
<td>2016 - 19</td>
</tr>
<tr>
<td>Logan Whalen</td>
<td>Modern Languages, Literatures, &amp; Linguistics</td>
<td>2016 - 19</td>
</tr>
<tr>
<td>Mary Anna Evans</td>
<td>Professional Writing</td>
<td>2017 - 20</td>
</tr>
<tr>
<td>Harold Mortimer</td>
<td>Musical Theater</td>
<td>2017 - 20</td>
</tr>
<tr>
<td>Jeffrey Maiden</td>
<td>Educational Leadership &amp; Policy Studies</td>
<td>2018 - 21</td>
</tr>
<tr>
<td>Matthew Stock</td>
<td>University Libraries</td>
<td>2018 - 21</td>
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Prof. Harold Mortimer from Musical Theater has been elected as the CEC Chair for 2019-20.
COUNCIL ON FACULTY AWARDS AND HONORS  
2018-19 ANNUAL REPORT  
SUBMITTED BY KATHERINE O’NEAL, CHAIR

The University Council on Faculty Awards and Honors met on Wednesday, January 16, 2019, to consider nominees and recommend recipients of awards. The Council had an orientation session on November 26, 2018. Nomination packages were made accessible to the Council on December 12, 2018. All the files were maintained on-line through a secure website.

The following are members of the University Council on Faculty Awards and Honors were present at the meeting on January 16, 2019:

- Katherine O’Neal (chair)  HSC - Pharmacy
- Rozmeri Basic  Norman – Visual Arts
- Marie Hanigan  HSC – Cell Biology
- Marissa Mangrum  HSC – Allied Health
- Peter Nelson  HSC – Medicine, Tulsa
- George Richter-Addo  Norman – Chemistry & Biochemistry
- Carol Rogers  HSC - Nursing
- Kristen Edwards Williams  Norman - Educational Leadership and Policy Studies
- Pradeep Yadav  Norman - Finance
- Rui Q. Yang  Norman – Electrical & Computer Engineering

An outstanding group of 43 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 (2 Nominations Received)
- David Ross Boyd Professorship (6 Nominations Received)
- Regents’ Professorship (1 Nomination Received)
- Regents’ Award for Superior Professional and University Service and Public Outreach (8 Nominations Received)
- Regents’ Award for Superior Research and Creative Activity (9 Nominations Received)
- Regents’ Award for Superior Teaching (7 Nominations Received)
- General Education Teaching Award (2 Nominations Received)
- Good Teaching Award (6 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 George Richter-Addo, College of Arts and Sciences, Norman Campus, as Chair of the University Council on Faculty Awards and Honors for the 2019-20 term.

All recommendations and deliberations of the Council were communicated with the Provost.
The Information Technology Council (ITC) had an active year covering a wide variety of topics.

**Administration and Personnel Changes**

Many changes in personnel at OU in 2018-19 directly affected the ITC and partially defined its mission this year. President Gallogly started his term in summer 2018, and the ITC discussed many of his new initiatives, such as PC Standardization, over the course of the year. Four of the fifteen attendees at the first meeting of the academic year no longer worked at OU by the end of the year (Eddie Huebsch, Interim CIO; J Quyan Wickham and Alicia Knoedler, VPR’s Office; and Ron Fehlauer, IT). There was also a change in Interim CIO mid-year from Eddie Huebsch to David Horton. Also, the CIO position was moved from a Presidential-report to a CFO-report.

Currently, the CIO is performing a major census of distributed IT resources and personnel on the Norman campus. The ITC has asked the CIO to involve the ITC in as many discussions as possible on the centralization or streamlining of IT resources.

**PC Standardization**

In September 2018, Central IT reported to the ITC that there was going to be a significant change to the way that units at OU purchased PCs. Between then and when the policy was implemented in January 2019, there were monthly discussions in the ITC about the evolving policy. Following its implementation there were further discussions about the impact of these rules. In short, OU now requires all units on campus to purchase new PCs from a select list of models that OU has contracted to purchase under discount, or obtain a waiver for the purchase of another machine. Additionally, OU now restricts employees to a single PC.

The ITC, along with the Faculty Senate Executive Committee, helped funnel many concerns about the policy to Central IT, some of which made an impact on the final implementation. Central IT created a dashboard to track the PC purchases (http://www.ou.edu/ouit/computer_standardization/data), and as of this writing, there are very few denied exception requests. The largest faculty complaints about this process currently are that some units are being blocked from purchasing multiple computers (both a laptop and desktop) for certain employees and that as of April 2019, the reported time for delivery of a standard option PC was more than a month.

IT reports significant savings because of the contracts with Dell and Apple and expects savings in the future with being able to support and monitor standardized hardware.

**Printer and Server Standardization**

In March 2019, Burr Millsap reported that OU was finalizing an agreement with a company to be the sole provider of printers and copiers, and that OU was going to shift to purchasing instead of leasing. This is expected to be implemented in the spring or summer. Also in March, Nick Key reported that there are ongoing
discussions with the units that maintain servers on campus about whether there could be cost savings in standardizing some server hardware purchases moving forward.

**Campus IT Policies**

In September 2018, the Security Governance Council shared three IT-related policies (IT Risk Management Policy, IT Exception Policy, and Information Security Policy) with the ITC for comment. The ITC returned several comments, especially on the Risk Management policy. The ITC was told at the time by the Security Governance Council to expect many more IT-related policies to be generated over the 2018-19 academic year. In December 2018, the Data Governance Committee shared a draft of a Data Governance Policy with the ITC, and the ITC returned comments and discussed the policy in the January 2019 meeting. Most of these comments concerned how this policy defined and prohibited “shadow systems” and suggestions to provide more guidance to OU employees on how to interpret parts of this policy before it is implemented.

Over the fall of 2018, the ITC officially passed ownership of several older IT policies that had been generated between 2003-2009 to the Security Governance Council (SGC). The reason for this was that the SGC had become the clearinghouse for all IT-related policies and the ITC thought the SGC would be in the best position to judge which portions of the old policies had been superseded by newer policy.

In 2019, the ITC was informed that the policy-making initiatives of the Security Governance Council was being paused. Instead, there is a new initiative to synchronize policies between Norman, HSC, and Tulsa campuses. The ITC was informed that a University-Wide Policy Steering Committee had been created in March 2019 to establish a structure for creating IT, Research, HR, and other policies system-wide. Unfortunately, it did not appear that this Steering Committee had any faculty representation, and the Faculty Senate Executive Committee worked with OU’s Legal Office to get a faculty representative on the taskforce before its business was complete. The ITC was told to expect that once this structure is in place, that ITC will be consulted on efforts to synchronize Norman campus and HSC policies. Currently, the Norman campus has about 10 IT-related policies and HSC has 44, so that synchronization will take some work.

It is expected that this policy synchronization work will be a major part of ITC business in the fall of 2019. The ITC expressed a number of concerns to David Horton possible problems with a synchronization process. For starters, there is concern that the most restrictive policies from the most restrictive corner of the most restrictive campus will become system-wide norm. We were informed that this does not have to be the outcome and that credential-based access to data would be the technological solution to this. The ITC Chair also expressed to the Faculty Senate Executive Committee that there is a danger that this new office that produces and maintains system-wide policies on a range of issues may end up insulated from faculty, and that the Faculty Senate, the ITC, and others will need to monitor what structure and procedures get established to make sure the system has the right level of accountability and access.
**Acceptable Use Policy**

One of the cornerstone IT policies on the Norman and HSC campuses is the Acceptable Use policy. In short, it makes it clear that the hardware and most data at OU are owned by the University, and that users should have limited expectations of privacy on these systems and on the OU network. But in practice, Central IT and The Office of the Legal Counsel (OLC) have frequently talked about the fact that they have numerous internal controls that govern the requests for emails and data, that there is an internal philosophy that fights for academic freedom and employee privacy when possible under the law, and there is a strong stance against fishing expeditions. Another related issue is that the Acceptable Use Policy establishes very broad rights for the "Institution", but does not specify procedures, such as which office is tasked with what decision-making power or oversight. According to Legal Counsel, HR and the OLC do have many of these procedures in place, but they are not easily discoverable to anyone outside of those offices as far as we know.

Some real problems and dangers can occur because the Acceptable Use policy and other policies are highly visible, but the internal controls and the philosophical underpinnings of those controls are not. Faculty and staff can only see the most restrictive versions of IT policy, which may give a distorted view of the institution, its procedures, and its values. In addition, because the Acceptable Use policy describes the broad right of the "Institution" there is potential danger that a middle-manager level employee could feel empowered to do more than would be permitted under the internal controls that the OLC has described.

The ITC will need to be active when the Acceptable Use policy is synchronized between campuses to help close this gap between policy and practice. We suggested to the Security Governance Council and the OU Legal Counsel in spring 2019 that this might be managed as a statement of principles to live alongside the Acceptable Use Policy.

**Multi-Factor Authentication**

In past years, OU IT has been making progress on rolling out multi-factor authentication for a larger number of users, and the ITC has provided feedback on implementation details. Not much progress was made on deploying this over the 2018-19 academic year, but this is likely to be a technology IT will deploy in the future.

**One Platform**

The One platform made technological improvements behind the scenes this year and is expected to roll out a significant user experience upgrade for students in the next few months.

**Chair Election**

Prof. Andrew Fagg from Computer Science was elected ITC Chair for the 2019-20 academic year.
Membership

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 2018-2019:

- Engineering, Energy, Mathematical and Physical Sciences (3 members)
- Social and Behavioral Sciences (3 members)
- Life Sciences (2 members)
- Humanities (3 members)
- Education/Professional/Other (2 members)
- Fine Arts (2 members)

The faculty members of the 2018-2019 Research Council, their departments, and terms:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julia Ehrhardt</td>
<td>Honors</td>
<td>2017-19</td>
</tr>
<tr>
<td>Michael Givel</td>
<td>Political Science</td>
<td>2017-19</td>
</tr>
<tr>
<td>Gary Hoover</td>
<td>Economics</td>
<td>2016-19</td>
</tr>
<tr>
<td>Allison Palmer</td>
<td>Visual Arts</td>
<td>2016-19</td>
</tr>
<tr>
<td>Scott Russell</td>
<td>Microbiology &amp; Plant Biology</td>
<td>2016-19</td>
</tr>
<tr>
<td>Dan Schwartz</td>
<td>Music</td>
<td>2018-20</td>
</tr>
<tr>
<td>Lee Fithian</td>
<td>Architecture</td>
<td>2017-20</td>
</tr>
<tr>
<td>Rebecca Huskey</td>
<td>Classica &amp; Letters</td>
<td>2017-20</td>
</tr>
<tr>
<td>Li Song</td>
<td>Aerospace &amp; Mechanical Engineering</td>
<td>2017-20</td>
</tr>
<tr>
<td>Stephen Westrop, Chair 2018-19</td>
<td>Geology &amp; Geophysics / Sam Noble OK Museum</td>
<td>2017-20</td>
</tr>
<tr>
<td>Xun Ge</td>
<td>Educational Psychology</td>
<td>2018-21</td>
</tr>
<tr>
<td>Piers Hale</td>
<td>History of Science</td>
<td>2018-21</td>
</tr>
<tr>
<td>Lee Krumholz</td>
<td>Microbiology &amp; Plant Biology</td>
<td>2018-21</td>
</tr>
<tr>
<td>Tina Dothard Peterson</td>
<td>Social Work</td>
<td>2018-21</td>
</tr>
<tr>
<td>Yan (Rockee) Zhang</td>
<td>Electrical and Computer Engineering</td>
<td>2018-21</td>
</tr>
</tbody>
</table>

The 2019-2020 Chair of the Research Council will be Dr. Piers Hale from the Department of History of Science.

Budget

A total of $400,000 was split between the Faculty Investment Program ($250,000) and Junior Faculty Fellowships ($150,000). This amount is unchanged from FY 18 and down slightly from FY 17 ($235,000). Funds were exhausted after the April 2019 meeting, and proposals submitted for consideration at the May 2019 meeting will be deferred until the September 2019 meeting.
Activities (2018-2019)

The primary activity of the Research Council during the 2018-2019 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

Faculty Investment Program (FIP)

From September 2018 to April 2019, 21 proposals were funded out of a total of 54 submissions (39% success rate). Fifteen proposals were funded on the first attempt; of nine revised submissions, six were funded (67% success rate). The overall success rate has not changed appreciably over the last three years (Figure 1).

The funding by PI gender is 11 women and 10 men. The funding by discipline:

- Science & Engineering: 12/22 (55%)
- Social and behavioral science: 3/11 (27%)
- Humanities & Fine Art, 5/14 (36%)
- Education, Professional & other, 1/7 (14%)

The relatively high success rate of proposals from science and engineering is a feature of the last three years (Figure 2) although, unsurprisingly, proposals funded in discipline categories during this period is strongly correlated to the number submitted in each category ($r$, 0.96; $r^2$ from least squares regression, 0.92).
Figure 2. Stacked bar charts showing FIP proposals funded by discipline group over the last three years. Roughly half of the funded proposals were in science and engineering.

**Junior Faculty Fellowship (JFF)**

Submissions were lower in FY–19 (35) than in FY–18 and FY–17 (54 in both years). In FY–19, 14 proposals were funded (40% success rate; Fig. 3), with some residual funds transferred to the FIP program, which was running short of money.

![Number of JFF proposals funded over the last 3 years.](image)

Figure 3. Number of JFF proposals funded over the last 3 years.

The funding by PI gender is 10 women and 4 men. The funding by discipline (Figure 4):

- Science & Engineering, 7/10 (70%)
- Social Sciences, 5/12 (42%)
- Humanities, Fine Art, Education, & Professional 2/13 (15%)
Figure 4. Stacked bar charts showing JFF proposals funded by discipline group over the last three years. Roughly half of the funded proposals were in science and engineering.

Awards

For the George Lynn Cross Research Professorship (recommendation to President), the council selected Prof. Helen Zgurskaya of Chemistry & Biochemistry from three candidates.

For the Henry Daniel Rinsland Memorial Award for Excellence in Educational Research, the council selected Prof. Curt Adams of Educational Leadership and Policy Studies from two candidates.
The Faculty Senate Committee on Faculty Compensation is charged with reviewing and recommending policy on questions related to the economic welfare of the faculty, including fringe benefits. The purpose of the Committee is to monitor salary increases requested by the University administration, gather information on salaries and fringe benefits from within and without the University, and suggest appropriate proposals for advancing the economic position and needs of the faculty.

The Faculty Compensation Committee (FCC) met several times during the academic year. The primary focus for the committee this year involved the midyear faculty salary program as well as ideas for moving forward with future salary increases.

**Thursday, September 27, 2018:** The FCC held its first monthly meeting of the academic year and welcomed three (3) new members: Tassie Hirschfield, Anthony Natale, and Ying Wang. Continuing members from last year included Jeffery Volz (chair) and Susan Hahn. After introductions, the committee discussed the status of faculty salaries, particularly the issues of compression and inversion. The problem of wage compression and inversion is primarily due to a combination of lack of raises over several years combined with the necessity to offer competitive salaries for incoming assistant professors. The degree of wage compression and inversion varies between departments.

In addition, the Faculty Senate Executive Committee (FSEC) in conjunction with the Faculty Welfare Committee would like the FCC to consider a change to the charge of this committee. They would like to transfer issues involving fringe benefits from the Faculty Welfare Committee (FWC) to the FCC. The two primary reasons being that the FWC has been hard pressed to keep up with the myriad issues brought before their committee, and that salary and fringe benefits are intimately tied together. The FCC voted in favor of a change to the committee’s charge. This change was approved by the full Faculty Senate later in the academic year.

**Friday, November 2, 2018:** Megan Elwood Madden, Faculty Senate Chair, and Jeffery Volz, FCC Chair, met with Marcy Fleming, Interim Vice President for Human Resources, to discuss a potential faculty salary program that President Gallogly was considering. The discussion included issues such as compression and inversion, merit raises, comparative measures, and timing. The President is targeting a January 1, 2019 effective date for the faculty raise program.

**Tuesday, November 20, 2018:** The FCC and the FSEC officers met with Provost Harper and Human Resources to discuss the proposed midyear faculty salary program. The Provost presented the proposed faculty raise program, which will range between 1.5% and 6.0% depending on comparative measures for each faculty member. The aim of the raise program is to bring faculty salaries more in line with our peer institutions. As a result, higher raises will be targeted to those individuals furthest from their comparative measure. At this time, no merit raises are being considered.
Thursday, November 29, 2018: The FCC met to discuss the proposed faculty salary program and a draft of proposed modifications. Both the FCC and the FSEC exchanged emails on potential recommendations for the plan during the previous week. The FSEC and the FCC sent a letter to the Provost and HR outlining our recommendations, which is attached to this report. The result of the letter was a revision to the raise program to include a $1,000 minimum increase.

Wednesday, December 19, 2018: The raise program generated several questions from faculty, and the FCC and FSEC requested a breakdown of the specific process for determining raises. The Provost and HR shared the following steps that were used to determine individual raise amounts:

- A compa-ratio was calculated for each faculty member, where the compa-ratio is equal to the faculty member’s current salary divided by their benchmark salary. (The benchmark salary was determined from a very detailed analysis of salary data from peer institutions.)
- A compa-deficit was calculated for each faculty member, which is equal to 1.0 minus their compa-ratio. A positive value indicates the faculty member’s salary is below their benchmark.
- With the available funds, it was determined that the raise program could provide a 20.3% decrease in each faculty member’s compa-deficit.
- If the resulting salary increase was less than 1.5% of a faculty member’s current salary, then the raise was increased to 1.5%.
- If the resulting salary increase was more than 6% of a faculty member’s current salary, then the raise was decreased to 6%.
- No raise was less than $1,000.

Thursday, December 20, 2018: At the request of the FSEC, the FCC Chair, Jeffery Volz, met with Marcy Fleming to compare the Norman and HSC health insurance plans. The issue of separate plans for the two campuses has caused significant angst among the Norman faculty as many see the Blue Cross/Blue Shield plan as superior to the Cigna plan currently in place for the Norman campus. Marcy shared the fact that the HSC campus pays higher premiums for the Blue Cross/Blue Shield plan, and that it was a conscious decision for the HSC to agree to the higher rates. The University of Oklahoma will be soliciting bids for health insurance coverage in the coming months.

Friday, January 25, 2019: The FCC held its first monthly meeting of the new year and discussed the faculty raise program initiated last month. The committee agreed that it still needed to push for addressing issues of compression and inversion. However, the issue of merit-based raises was also discussed amid the concept of faculty retention. There needs to be a balancing of all three (3) issues: compression, inversion, and merit.

Thursday, February 7, 2019: The FCC met with Jackie Wolf, Senior Vice President and Chief Human Resources Officer, to discuss raise updates and plans for improving the annual faculty evaluation process.

Wednesday, March 6, 2019: The FCC met with Jackie Wolf to discuss the recent Compensation Guidelines for Norman Campus, Health Sciences Center, and Tulsa Campus, attached. The document contains guidelines for internal promotions, counteroffers, and retention increases as well as what approvals are required. This policy became effective March 1, 2019 and is meant to provide consistency across campus.
Friday, March 29, 2019: The FCC held a meeting to discuss any remaining compensation issues to bring before the Faculty Senate. The issues of compression, inversion, and merit-based raises were still the primary concern of the committee. It was noted that a special committee was formed to examine potential health insurance programs for next year.

Friday, April 26, 2019: The FCC held its final monthly meeting for the academic year, the primary purpose of which was to elect a new chair for next year. Prof. Susan Hahn of the University Libraries was elected to chair the Faculty Compensation Committee for the 2019-20 academic year.

In addition to the issues discussed in the meetings noted previously, the FCC also worked to resolve specific compensation issues between individual faculty and the administration as they occurred throughout the academic year.
To: Provost Kyle Harper  
Interim VP for Human Resources Marcy Fleming 

From: Megan Elwood Madden, Chair, Faculty Senate  
   Jeff Volz, Chair, Faculty Compensation Committee  

Date: November 29, 2018  

Subject: Recommendations Regarding the Faculty Salary Plan  

Thank you for meeting with the Faculty Compensation Committee and the Faculty Senate Executive Officers to discuss the proposed faculty raises. We appreciate the time, attention, and effort you have contributed to developing a transparent faculty raise program. As we discussed in the meeting, we have two main recommendations:

1. We recommend that this initial faculty raise program should focus on inversion and compression, not merit. Therefore, we agree with your plan that provides faculty whose compa-ratios fall below 1 would receive moderate-large percentage raise, up to 6% of their current salary. We also agree that those with compa-ratios less than, but approaching 1, should receive percentage raises that scale inversely with regards to their compa-ratios. Both of our committees recommend that merit adjustments should not be incorporated into this initial salary program, but should be considered in addition to cost-of-living and inversion/compression corrections in future years. We also encourage the administration to clearly communicate plans for future faculty compensation programs, particularly the potential role of faculty evaluation scores in determining merit raises.

2. We recommend that HR institute an across-the-board minimum salary increase of $1200 or 1.5%, whichever is greater. Including the $1200 minimum salary increase would positively affect those earning less than $80,000, including instructors, lecturers, and RRT faculty. Based on the salary data in the FY19 budget spreadsheet, provided to Faculty Senate in August, we estimate that this change would result in a relatively small increase in the total cost of the salary plan (<$165K).

Thank you again for working on this important project, soliciting our feedback, and engaging in productive discussions that strengthen shared governance at OU.

The Faculty Compensation Committee  
Jeff Volz, (Chair, CEES)  
Susan Hahn (Libraries)  
Tassie Hirschfeld (Anthropology)  
Anthony Natale (Social Work)  
Ying Wang (Mathematics)  

The Faculty Senate Executive Committee  
Megan Elwood Madden (Chair, Geol. & Geophys.)  
Joshua Nelson (FMS)  
Amy Bradshaw (Ed Psych)  
Lupe Davidson (WGS)  
David Hambright (ES)  
Hunter Hyeck (History of Science)  
Anthony Natale (Social Work)  
Ulli Nollert (CBME)  
Sarah Ellis (Music)  
Tassie Hirschfeld (Anthropology)  
Wayne Riggs (Philosophy)  

C.C.: President Jim Gallogly
Compensation Guidelines for Norman Campus, Health Sciences Center and Tulsa Campus

To provide further clarification on compensation treatment for internal promotions, counter-offers, retention increases, etc., please find below the University’s guidelines effective immediately (March 1 2019).

Please note, that this does not replace the current freeze form process and is meant to be supplemental.

Guidelines:

1. The University generally does not provide an annual “cost-of-living” increase, therefore, budgets should contemplate merit or market-based pay increases only as recommended by the CFO, CHRO and the President. Based on budget funding, from time to time, the University may elect to pay an across-the-board increase or a market based increase based on market comparative ratios (compa). Any exception will require Presidential approval.

2. Promotion, counter-offer, retention and market-based (equity) pay increases should follow the below guidelines:\(^1\):
   a. If an individual is above the market compa rate (midpoint rate) as determined by HR, increases cannot exceed 5% without the CHRO’s approval and the approval of the relevant executive officer responsible for such employee.
   b. If an individual is below the market compa rate (midpoint rate) as determined by HR, increases cannot exceed 15% without the CHRO’s approval and the approval of the relevant executive officer responsible for such employee.

3. Detailed justification is required for any pay raise, and in those cases where a counteroffer is requested, a copy (or visual verification) of the external offer letter should be provided.

4. In most cases, pay increases will not be retroactively paid. The effective date of the pay increase must be on or after the date of the Presidential approval or the date a counteroffer is accepted by the employee, whichever is later. Any exception will require the CHRO and President’s approval.

5. All pay changes where the annual salary is at or above $60,000 will continue to require approval by the President and the Board of Regents.

\(^1\) Excludes ranked faculty promotion policies pursuant to the Faculty Handbooks in Norman, HSE and Tulsa
I. Membership
The members of the 2018-2019 Faculty Welfare Committee, academic units, and terms:

- Anthony Natale (Social Work) (1/2018-19), Chair, anatale@ou.edu
- Dan Kimball (Psychology) (2016-Fall 2019)
- Julie Ward (Modern Languages, Literatures, and Linguistics (Spring 2019)
- Michael Bemben (Health & Exercise Science) (2017-20)
- Lori Jervis (Anthropology) (2017-20)
- Keri Kornelson (Mathematics) (2018 - 21)

II. Meetings
The Faculty Welfare Committee met eight times; four times during the Fall semester and four times during the Spring semester.

III. Issues
1. **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 clearer, and there may be ways to make the Norman guidelines similarly clear. We identified three issues that we believe should be discussed by the Senate.
   - **Outcome:** A proposal was drafted and passed by the committee and submitted to the Faculty Senate Executive Committee. Faculty Senate Chair Megan Elwood Madden tabled the proposal for further discussion by next year’s FSEC.

2. **Faculty Handbook Revisions:** The committee reviewed the faculty handbook and made a number of recommended changes.
   - **Outcome:** A proposal was been drafted and passed by the committee and submitted to the Faculty Senate Executive Committee. Faculty Senate Chair Megan Elwood Madden tabled the proposal for further discussion by next year’s FSEC.

3. **Student Evaluations of Teaching.** The committee established a working group with the Provost’s office to review student evaluations of teaching, and assessment of teaching for annual review more broadly. The workgroup included: Anthony Natale, Jill Irvine, Sean Hardwick (GRA for Jill Irvine), Aaron Biggs, Megan Elwood Madden, Lori Snyder, Julie Ward, Ulli Nollert, Amy Bradshaw, and Keri Kornelson.
   - **Outcome:** The committee accomplished a number of steps in this initiative.
     - I. Reviewed academic units’ policies relative to annual review of teaching.
     - II. Reviewed literature on promising practices for Student Evaluation of Teaching.
     - III. Drafted a serious of questions for a potential online vendor for SET
     - IV. Identified and meet with potential vendor for SET.
V. Received a presentation on an app to help students assess SET. This workgroup will continue in the fall under the leadership of Keri Kornelson.

4. We invited representatives from the libraries to discuss decisions related to the Elsmere contract. **Outcome:** We were better informed about the how the Elsmere decision unfolded as well as resources for faculty.

5. We invited representatives from the Goddard Health Center and Psychological Services Center to discuss issues related to wait times and staffing. **Outcome:** We discussed concerns regarding staffing, which had recently been addressed. We ended the conversation with a better sense of the systems of care provided and the ways the Faculty Welfare Committee advocate for additional resources.

IV. Chair Election

Prof. Keri Kornelson from Mathematics was elected unanimously to serve as FWC Chair for the 2019-2020 academic year.
The Faculty Senate Diversity, Equity, and Inclusion Committee (hereafter FDEIC) 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.

The membership for 2018-19 was:

- Kathrine Gutierrez (Educational Leadership & Policy Studies) (2018-21), Chair
- Alisa Fryar (Political Science) (1/2018-19)
- Vince Leseney (Musical Theatre) (1/2019-19)
- Heather Shotton (Native American Studies) (1/2019-20)
- Ben Keppel (History) (2017-20)
- Randa Shehab (Industrial & Systems Engineering) (2017-20)
- Tamera McCuen (Construction Science) (2018-21)

The Chair for the Spring semester was Kathrine Gutierrez, replacing Lupe Davidson who served during the Fall.

The Faculty Diversity, Equity, and Inclusion Committee (FDEIC) met monthly and by email as needed during the spring 2019 semester to discuss ideas and foster conversations on diversity, equity, and inclusion matters. One important item of the committee work included proffering suggestions for the Faculty Senate Diversity, Equity, Inclusion, and Belonging Resolution.

**Chair Election**

Prof. Heather Shotton from Native American Studies was elected to serve as FDEIC Chair for the 2019-2020 academic year.