

***JOURNAL OF THE FACULTY SENATE***

The University of Oklahoma (Norman campus)

Regular session – October 8, 2012 – 3:30 p.m. – Jacobson Faculty Hall 102

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The Faculty Senate was called to order by Professor Michael Bemben, Chair.

**PRESENT:** Apanasov, Ayres, Baer, Bemben, Bergey, Bisel, Burns, Chang, Duncan, Gramoll, Grasse, Hahn, Hewes, Hofford, Keresztesi, Kim, Klein, Knapp, Kosmopoulou, Kutner, Landis, Laubach, Leseney, Loon, Mackey, Mata, Minter, Morvant, Moses, Nelson, O’Rear, Palmer, Park, Ransom, Refai, Riggs, Smith, Snell, Stock, Strout, Zhang, Zhu

Provost’s office representative: Mergler

Graduate College liaison: Griffith

ISA representatives: Hough, Cook

**ABSENT:** DePew, Devegowda, Ellis, Fagg, Grady, Lucas, Pigott, Stoltenberg, Vehik

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***APPROVAL OF JOURNAL***

The Faculty Senate Journal for the regular session of September 10, 2012 was approved.

***ANNOUNCEMENTS***

The following faculty members were recently elected to the Faculty Senate and were introduced at the meeting: Mark Lucas (Music) is completing the 2012-15 term of Elizabeth Avery (Music) and representing the College of Fine Arts. Laurel Smith (Geography & Environmental Sustainability) is completing the 2012-15 term of Bret Wallach (Geography & Environmental Sustainability) and representing the College of Atmospheric & Geographic Sciences.

The following faculty will serve on the 2012-2013 Academic Program Review Committee, chaired by Associate Provost Doug Elmore: Eve Bannet (English), James Martin (Educational Psychology), Andrew Miller (Mathematics), and Ronald Peters (Political Science). The panel also will include Associate Dean Barry Weaver (College of Earth & Energy), Associate Dean Martha Banz (Liberal Studies), and Graduate Council representative Michael Kent (Journalism & Mass Communication). The units to be reviewed this year are Classics & Letters, Communication, Economics, History, History of Science, Philosophy, and Law.

Sonya Fallgatter, who has been the administrative coordinator of the Faculty Senate for 28 years, will retire January 1, 2013. The retirement reception for Ms. Fallgatter will be Friday, November 30, 2012 in Beard Lounge from 3:00 p.m. to 5:00 p.m. Members of the Faculty Senate will all receive invitations shortly. Her replacement is Stacey Bedgood, who started training with Ms. Fallgatter on October 1. Ms. Bedgood previously worked at OU in the offices of Interdisciplinary Perspectives on the Environment and the Center for Independent and Distance Learning.

***REMARKS BY GHISLAIN D'HUMIERES, DIRECTOR OF THE FRED JONES JR. MUSEUM OF ART***

Prof. d'Humieres was joined by Jessica Farling, Coordinator of Academic Programs for the museum. He indicated September had been an exciting month with the opening of the Bialac collection. More information about this exhibition is available at <http://www.ou.edu/content/fjjma/experience/exhibitions/currentExhibition/Bialac.html>.

This semester the museum is focused on Native American Art. A calendar of exhibits was handed out, and it is also available in the museum's e-newsletter and on its website. There are five exhibits on campus: two exhibitions at the Fred Jones, one downstairs and one upstairs, two exhibitions at the Sam Noble, one of which is of Kachina dolls, and one at the College of Law in the Law library. Over 350 Native American art items are on permanent display at Law, and the museum is working to do the same in Engineering. Colleges and faculty members may request an exhibition of the museum's art in their buildings, depending on insurance, logistics, and security issues.

The five exhibitions for spring 2013 are:

- 99<sup>th</sup> Annual School of Art & Art History Student Exhibition: January 18 - February 10
- "Into the Void," a student-curated exhibition about the optical art movement: February 8 - mid-September
- "Art Interrupted: Advancing American Art and the Politics of Cultural Diplomacy," the State Department Art Collection. OU owns 36 pieces of the original 117 paintings, which were purchased by Jacobson in 1948. The museum has located and will exhibit almost all of the original 117 pieces: March 1 – June 2. More information about the State Department Art Collection is available at <http://www.ou.edu/content/fjjma/experience/collections/americanArt/u-s--state-department-collection.html>.
- "Stirring the Fire," a collaborative exhibit about Iran with World Literature Today: April 12 – mid-September
- "Hopituyay: Kachinas from the FJJMA Permanent Collection," a Bialac exhibition of Kachinas: June 22 – mid-September

Ed Ruscha is a famous Oklahoma artist who now lives in California. He has no paintings in any Oklahoma public museums. The Museum of Art recently began a fundraising campaign to purchase the painting he has on loan to the museum, *No Man's Land*.

Ms. Farling spoke about the formulation of a Faculty Advisory Board for the museum, with about 17 members. This board will meet once per semester, and each college should be represented. Information about this board soon will be posted on the museum website.

Prof. d'Humieres is also striving to attract more student visitors to the museum. He encourages faculty to come to him with any ideas.

### ***DISCUSSION OF OPEN ACCESS (OA) JOURNALS BY UNIVERSITY LIBRARIES DEAN RICK LUCE***

Dean Luce has been the dean for University Libraries for about three months. Last week, he addressed the Faculty Senate Executive Committee on the topic of open access journals, and he is delighted to have the opportunity to talk to faculty about where OU is with OA. He introduced Karen Rupp-Serrano, the Director of Collection Development for the University Libraries.

Dean Luce stated that OA is online, free access to journals and publications without most copyright or licensing restrictions. It can be compatible with copyright protections, but unlike traditional scholarly literature, the subscription access barrier is removed.

OA is building a collection of openly available literature and using technology to serve it. Dean Luce noted that citation rates are higher for OA articles, so the author benefits from greater visibility and impact, while readers benefit from greater access. Additionally, teachers and students can access key resources, even at the high school level. Universities benefit from greater visibility of their faculty's research work.

The cost for access to journals is unsustainable at about a 7 percent increase per year. In addition, the federal government now requires researchers who receive grant money to publish "in the open," and OA allows citizens to access the research being done using government funds in higher education.

Many institutions have adopted campus-wide policy statements that support OA and have created institutional repositories, which preserve the results of their faculty's research in addition to making it more available. In addition, many institutions provide funds to support faculty who need to publish in journals that charge fees; he noted that OU does have a mechanism to address this through the Vice President for Research's (VPR) office.

Dean Luce recommended OA strategies which include:

1. Campus-wide dialog and discussion, and from that the formulation of instructional policy or best practices,
2. Authors have copyright rights that can be retained and not signed away, and one of those is for preservation (should the journal cease publication). He recommends authors retaining as many rights as possible. There is a Scholar's Copyright Addendum Engine at <http://scholars.sciencecommons.org/>,
3. Consideration of depositing data in an open data repository. This even applies to humanities, etc. Faculty should think about where their data are stored now,
4. OU needs to consider establishing support for OA publishing,
5. Faculty should consider publishing in OA journals and recommending it to their students as well,
6. Many journals offer OA options such as archiving pre-prints, post-prints, publisher version/PDF. Instead of submitting these publications to our library's institutional repository, "Sooner Scholar," (<http://digital.libraries.ou.edu/cdm/landingpage/collection/IR>) as just a PDF, send the underlying files as well.

Dean Luce stated that he wants to engage today and in the future with faculty to move forward in this area.

Prof. Burns said that publishing is a "moving target" and it would be helpful when doing a literature search to have greater access to articles online, versus having to get a hard copy from the library. More hyperlinking of articles from the library would increase efficiency. Dean Luce said today we are living in a patchwork of how we can connect to publishers, and some are more open than others. The library is

limited in what they can do, although we do have some tools available. But, as our contracts come up for renewal, we will try to get more electronic access to journals.

Prof. Riggs expressed concern that OA journals are not indexed in the database in his field and that people have to be able to find your work in order to access it. Dean Luce said that in order to be included in a secondary database, an OA journal has to rise high enough in stature to be included and that ISI (Web of Science) has a lag factor of several years. He stated that we tend to go to secondary databases, but our students go to Google, and OA journals will appear there.

Prof. Landis commented that he is concerned about copyright laws since he publishes much of his work on his website despite copyright. So far, no publishers have required him to take documents down. He asked Dean Luce if he is aware of anyone being required to take things off their website. Dean Luce said that all publishers have lawyers and they often go after the library at your institution instead of you directly, since it has deeper pockets. Dean Luce agreed that many people do post everything, but he does not directly encourage it.

Dean Luce asked the senators how to best engage the faculty in discussions about OA. Prof. Snell replied that it has to be made easy for faculty. For example, he wanted to know what OU will do about old or early articles that may not be in a preferred technological format.

Dean Luce wants the library to be a resource for faculty when trying to evaluate and understand legal documents from publishers. Prof. Snell asked for easier access to documents as they go off copyright. Dean Luce said the HathiTrust has digitized most of the pre-1923 materials that are out of copyright and OU expects to join this trust and thus have access to the documents they have already been digitized.

Prof. Mata asked about using the in-house repository with capstone and graduate students. He asked if this could provide a showcase for things like oral histories, making them more readily available to researchers. He suggested that the library should work directly with departments to share this type of information. Dean Luce indicated that a digital repository at OU should include these types of items.

Dean Luce announced that there will be an Open Access Conference hosted by OU on February 28 and March 1 at the Embassy Suites in Norman. National speakers will address the state of OA, metrics, etc. Dean Luce noted that at many universities, students are heavily involved in OA. Fliers were made available about Open Access Week, which starts October 22.  
([http://www.ou.edu/admin/facsen/OpenAccessWeekFlyer\\_Oct2012.pdf](http://www.ou.edu/admin/facsen/OpenAccessWeekFlyer_Oct2012.pdf))

Prof. Refai asked for advice on getting more of his research to come up in Google. Dean Luce answered that although the Google algorithm is secret, it may be possible to work with authors to increase the Google hits on their abstracts.

Prof. Ayres said that for an important journal in business, there is an OA option, but the author has to pay a \$3,000 fee to use that. She asked who would pay that fee. Dean Luce asserted that OU has to develop an institutional policy to determine which articles it wants to spend money on to publish OA. Prof. Ayres does not think faculty members would use their own professional development, travel, or research funds to pay for OA publication. VPR Droegemeier interjected that there are two options currently; one is directed towards book subvention fees that is a four-way split between the Dean, Provost, Chair, and VPR, and the OA program is similar to that. So, OU does currently have support mechanisms available, but not many have come seeking those. There is more information about the current program at the VPR website at <http://vpr-norman.ou.edu/funding/VPR-funding-opportunities>. Dean Luce is working to improve this process.

Prof. Kim said that in the social sciences, faculty members keep up with the number of citations to their work and that ISI journals are more honored than Google Scholar. She expressed concern that many OA journals are not respected in her field. Dean Luce answered that OA is only one part of a puzzle. Another part of the puzzle is how quality is determined and ensured, while yet another part is how status

and reward systems work within the university. All those parts have to interact. For faculty members, it is not just about OA, but how their works are valued when published in new journals and alternative formats.

Prof. Kutner asserted that what is considered the most effective exposure of faculty work is very discipline-specific and does not lend itself to one institutional policy. He suggested that OU should avoid giving faculty members the impression that they will lose control over where they publish. Dean Luce said it would benefit faculty to retain more of their publication rights, and across the landscape there has been a variety of different approaches to OA. One approach has been to give faculty the option of putting material in an institutional repository, while at other universities it is a requirement, unless you request a waiver. He agreed that OU needs a campus-wide discussion to determine how it should be handled here.

***REMARKS CONCERNING BENEFITS BY HUMAN RESOURCES (HR) DIRECTOR JULIUS HILBURN & ASSISTANT DIRECTOR NICK KELLY***

HR Director Julius Hilburn gave an update on the upcoming annual benefits enrollment. He remarked how competitive OU is on its benefits. OU employees make decisions on their insurance and other benefits annually; this year will be October 23 to November 9. Often rates will go up at this time, but we have negotiated a favorable renewal with Blue Cross Blue Shield (BCBS) with no change to the benefits. The PPO plan's premium will go up 2.5 percent this year, and there will be no change in the rate on the HMO. Employee utilization of the plan has been positive and that is likely a result of some of OU's wellness initiatives. Since what OU puts towards employee benefits is based on the cost of the PPO option, and that will go up slightly, this will essentially make the HMO cost less than last year. Community Care HMO in Tulsa has been discontinued due to a significant increase in rates. The basic dental rate will increase 3.6 percent and alternate dental rate will go up 8.5 percent. Medicare retiree rates will decrease 1.8 percent due to a decrease in the cost of prescription drugs, which are a major percentage of the cost for retirees. Mr. Hilburn stated that OU's long-term partnership with BCBS has provided stability in OU's medical insurance plans. There are also no increases to the other voluntary plans such as vision.

There is a change to OU-provided life insurance based on feedback from faculty and staff. In order to avoid leaving families without any coverage, employees can no longer opt out of life insurance. Employees can only opt out of coverage greater than \$50,000, and there are no imputed income or tax issues for the first \$50,000 of group term life insurance coverage.

Changes due to government health care reform: Beginning in 2013, the health care reimbursement limit was changed by the IRS to \$2,500 per employee. Mr. Hilburn noted that neither OU nor plan members will receive a refund or rebate based on Medical Loss Ratios for Blue Cross. This is because the amount of the premium we pay tracks closely to what BCBS spends on OU employees. There will be some additional benefits for women as a result of the Women's Health Act including no cost share for many preventive screenings and counseling services and birth control at no cost to the member. OU is continuing to monitor and evaluate how politics and lawsuits about health care may affect our plans for the future.

Competitive Contribution Strategy: Faculty Senate Executive Committee members had asked for more information on this. According to Mr. Hilburn, when we look at peer institutions, we are unique in what we pay and what the employee pays towards insurance. For employee coverage, the norm is that the employer pays 75-80 percent of the premium for the employee and, for dependent coverage, the norm is for the employer to pay 65-70 percent of the premium. OU has a unique salary-based plan for employees that has six tiers, whereas most universities that use a tier-based system only have two tiers in their plans. Over time, we are trying to move to a competitive contribution strategy for dependents, and as OU pursued this, more support for dependents has been added to OU plans. There has not been a significant change in OU contributions as a percent of premium since 2008. The problem with continuing this move to be more competitive is that we have lacked a salary program. It is easier to make changes to the

employee premium coverage when there is a salary program. On average, OU contributes 94 percent of employee-only costs, but OU only contributes about 58 percent of dependent costs. So, OU contributes 75 percent of costs overall. We are competitive generally, but other institutions support more of the dependent's coverage and less of the employee's.

Changes to retirement plans. In 2013, Medicare retirees will have a \$100 deductible and OU will provide a one-time option to opt out of the OU plan if they can prove they have other coverage. Starting in 2011, Fidelity became our record keeper for our defined contribution plan and in the first quarter of 2013 will be providing more information to employees on fees in response to disclosure requirements. In July 2013, OTRS will change how it credits part-time service; there will be more details in the spring on this.

Prof. Burns indicated that he appreciated the stability in the OU insurance program, but that he is concerned that alternative care is usually turned down by BCBS, and the appeal process is usually a failure for the employee. He is also concerned that the appeal process is handled in-house by BCBS and wanted to know if there is an ombudsperson who can handle this process. Mr. Kelly addressed this and agreed it is difficult to get approval for alternative therapies. OU HR can act as an advocate for our employees, and they are doing that now for a few employees. But, it often depends on the acceptance by the medical community of a particular alternative therapy.

Prof. Kutner asked about life insurance. He said that for many employees without dependents, there is no need for term life insurance. He is happy to learn that OU has reversed at least part of that from the tax perspective, but he stated that when employees could opt out completely, they could use those OU benefit dollars to pay for some of their other benefits. He would like OU to look at this again. Mr. Hilburn said that we have looked at it competitively. Prof. Moses asked why an employee with no dependents is required to buy life insurance. Mr. Hilburn said that employees are not required to buy life insurance. Instead, OU has decided to provide a base level of coverage to all employees.

### ***ELECTION, COUNCILS/COMMITTEES/BOARDS***

The Faculty Senate approved the Senate Committee on Committees' nominations to fill vacancies on university and campus councils, committees and boards and nominations for Faculty Senate standing committees ([attached](#)).

### ***PROPOSAL TO ADD TOBACCO VIOLATION APPEALS TO THE PARKING VIOLATIONS APPEALS COMMITTEE'S CHARGE***

The Faculty Senate approved the proposal to add the appeals of tobacco violations to the charge of the Parking Violations Appeals Committee ([attached](#)).

### ***SENATE CHAIR'S REPORT, by Prof. Michael Bemben***

“On Monday, September 17, from 3:00 to 5:00 p.m. in Meacham Auditorium, Vice President Kelvin Droegemeier presented the 3rd Annual State of Norman Campus Research Conversation. Vice President Droegemeier summarized the accomplishments for 2012, which included 93.2 million in research expenditures, 803 proposals being submitted, and 17.9 million in Indirect Cost Recoveries. He also talked about how state appropriations as a percentage of the total OU budget have declined from about 39 percent in 1985 to about 18 percent currently and what were the current needs for OU, which included the need to cut costs to OU students, how to diversify the funding portfolio of OU, how to create new opportunities at OU, and how to establish more collaborations with the private sector. Associate Vice President Alicia Knoedler provided an update of the Center for Research Program Development and Enrichment and the new initiatives that were being started.

“On Wednesday, September 19 from 2:00 to 3:00 p.m. at the Rawl Engineering Building, Jessie Zable, OU’s Apple representative, introduced Steve Wilson from Apple Corporation. Steve talked about iTunesU, an initiative that began at Duke University in 2004 as a way to use ipods as an educational device, and how this has evolved into iTunesU as an application on the ipad that can help faculty build courses with videos, books, documents, apps, and web links.

“The Faculty Senate Executive Committee was asked by President Boren to meet and discuss with Interim Dean Nicole Campbell her vision for University College if appointed as Dean. Her vision included the three goals of data analyses, program growth, and increased connectivity. The candidate had a very good sense of the big picture that University College plays for our students and has brought scientific rigor from her discipline into an administrative role that will help her provide data regarding the needs and successes of University College. The committee felt that Dr. Campbell was a good choice for the Dean’s position and passed that information on to President Boren.

“The Faculty Senate office has contacted units within OU that had multiple faculty senators, to explore if some of those senators would be willing to represent the academic units that did not have a faculty senator. The proposed senators and units are as follows:

Classics & Letters: Dan Ransom, English, [djransom@ou.edu](mailto:djransom@ou.edu);  
 History of Science: Meijun Zhu, Mathematics, [mzhu@ou.edu](mailto:mzhu@ou.edu);  
 Microbiology & Plant Biology: Liz Bergey, Biology, [lbergey@ou.edu](mailto:lbergey@ou.edu);  
 Physics & Astronomy: Kevin Grasse, Mathematics, [kgrasse@ou.edu](mailto:kgrasse@ou.edu);  
 Political Science: Gus Palmer, Anthropology, [gpalmer@ou.edu](mailto:gpalmer@ou.edu);  
 Social Work: Bing Zhang, Biology, [bing@ou.edu](mailto:bing@ou.edu).

“Provost Mergler also addressed the Executive Committee and talked about a workshop for Deans/Chairs/and Committee A members that the Provost and Faculty Senate would host and would be directed by Suzette Dyer (Disabilities Resource Center) to address issues associated with the ADA, and specifically with the issue of web access for students with disabilities enrolled in courses at OU. The workshop is tentatively scheduled for Friday February 8 from 2:30 to 5:00 p.m. Provost Mergler also spent some time reviewing the new forms that will combine disclosures for conflicts of interest, conflicts of commitment, external compensation, extra compensation, and nepotism that are expected out by the end of the fall semester, hopefully in the next month or so.

“On a final note, the University community was saddened by the unexpected death of Prof. J. Rufus Fears (Classics & Letters) on October 6, 2012. He will be missed by all.”

### ***ADJOURNMENT***

The meeting adjourned at 5:08 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, November 12, 2012, in Jacobson Faculty Hall 102.

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Stacey L. Bedgood, Administrative Coordinator

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Edgar O’Rear, Faculty Secretary, Outgoing

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Randall Hewes, Faculty Secretary, Incoming