

**JOURNAL OF THE FACULTY SENATE**  
 The University of Oklahoma (Norman campus)  
 Regular session - May 7, 1990 - 3:30 p.m.  
 Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Andy R. Magid, Chair.

**PRESENT:** Ahern (3), Baker (1), Blick (3), Christian (1), Farmer (3), Fife (2), Foote (2), Gabert (1), Gilje (2), Goodey (0), Harm (1), Harper (2), Hinson (0), Hopkins (3), James (2), Kenderdine (3), Kiacz (1), Knapp (1), Kutner (0), Levy (0), Magid (0), Minnis (1), Moore (1), Mouser (0), Nelson (2), Nicewander (3), Paolino (0), Rideout (0), Ryan (1), Salisbury (0), Sankowski (1), Schnell (1), Smith (2), Stoltenberg (1), Striz (1), Swoyer (1), Vestal (1), Weaver-Meyers (0), Wedel (1), White (3), Zelby (2), Zonana (3)

Provost's office representative: Wadlow, Nelson

PSA representatives: Barth, Boehme

**ABSENT:** Bergey (4), Flowers (1), Gudmundson (2), Herstand (2), Hill (3), Jaffe (3), McManus (2), Petry (1), Ward (3), Zaman (3)

(NOTE: During the period June 1989 - May 1990, the Senate held 9 regular sessions and no special sessions. The figures in parentheses above indicate the number of absences.)

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### **APPROVAL OF JOURNAL**

The Senate Journal for the regular session of April 9, 1990, was approved.

### **ANNOUNCEMENTS**

The regular meetings of the Faculty Senate for 1990-91 will be held at 3:30 p.m. in the Conoco Auditorium on the following Mondays: September 10, October 8, November 12, December 10, January 14, February 11, March 4, April 8, and May 6.

A list of the newly-elected faculty who will begin a 1990-93 term on the Faculty Senate was distributed at the meeting and will be included in the September Journal.

A following summary of the activities of the Speakers Service for the past year was distributed at the meeting.

Fifty-two presentations were given by twenty-eight faculty and staff. The most popular topics were Oklahoma's economy, political t.v. advertisements, and radiation-related issues.

Talks were given in 12 cities across the state (Duncan, Edmond, Enid, Holdenville, Lindsay, Marietta, Norman, Oklahoma City, Ponca City, Shawnee, Sulphur, and Tulsa), with the majority in Norman and Oklahoma City.

Speakers were requested by 21 organizations, representing a wide variety of civic, professional, church, and social groups. Many organizations requested speakers more than once, e.g. Rotary clubs--9 times and St. Luke's Methodist Church--8 times.

### **DISPOSITION BY THE ADMINISTRATION OF SENATE ACTIONS**

At the April 26, 1990 General Faculty meeting, President Van Horn was asked about the status of the proposed accounting software (see 4/90 Journal, page 7). The President said he would like to see a plan for the development of all computing at the University, both for administrative computing and research computing.

### **FOCUS ON EXCELLENCE: RETIRING FACULTY**

For the last Focus on Excellence for this academic year Prof. Rideout called attention to the faculty who are retiring at the end of this semester.

"Twenty-six fellow professors on the Norman Campus have chosen to end their teaching careers here at OU in pursuit of other professional and personal interests. In the last two weeks I have tried to call all of them and wish them well and ask two questions: how many years did you teach at OU and what awards and honors have highlighted your career? My intention was to present summary statistics to indicate the years and quality of service OU has received from these senior leaders, but I didn't reach everyone. Not all of them were available during that two weeks. And I must project some of the data.

As best I can tell, 572 years of teaching are represented collectively, over 2100 course offerings serving thousands of students, over 300 state, regional, national, and international offices were held in professional organizations, and several millions in grant money have been won for the University. Now after working on this for a few hours, I began to think of my interaction with several of the retirees and realized that these figures were meaningless to me at least, for they told me nothing of the essential contribution each of these individuals has made to my life, to the life of this University, to their professions, this community, the state, and the nation. For that I would have to measure their insight, their experience, and the loving care they have given to their students and their work. Like each of us here, I have had the honor of teaching with some of them. I've worked with many more of them on committees and have advised students to take their classes and seen the light in the eyes of those students as they return to tell me how their lives were changed by these professors.

In short, I cannot account for their work in years of service or course offerings, but in their leadership, their advice and counsel, their experience, their support and energy. OU's loss is incalculable, for it lies in their accumulated years of wisdom. As I read the list of names, I ask that you note those friends and colleagues with whom you have worked over the last decades, and when you see them around campus in this next week, let them know how much they are valued and how much they will be missed.

Our retirees this year: Marilyn Affleck (Associate Professor of Sociology and Women's Studies and Assistant Director of Women's Studies), Digby Bell (Professor of Music), Homer Brown, Jr. (Professor of Accounting and Associate Director of the School of Accounting), Paul Dannelley (Associate Professor of Journalism and Mass Communication), George W. England (Professor of Management and Director of the Meaning of Working Research Program at the Center for Economic and Management Research), Bruce Govich (Professor of Music), Maggie Hayes (Associate Professor and Director of Human Development and Associate Professor of Women's Studies), James Henkle (Professor of Art), James Hibdon (Professor of Economics and Director of the Leadership Programs in the College of Business Administration), Joe Hobbs (Professor and Director of Art), Murlin Hodgell (Professor of Architecture), Lloyd Iverson (Assistant Professor of Mathematics), Gerald Kowitz (Professor of Education), Matthew Kraynak (Professor of Human Development and Chemistry and Biochemistry), G. Russell Mathis (Professor of Music), Edmund Nuttall (Professor of Communication), Duane Roller (David Ross Boyd Professor and McCasland Professor of History of Science and Curator of the History of Science Collections), Donald Secrest (Associate Professor of Political Science), Thomas Sorey, Jr. (Professor of Architecture), Robert St. John (Professor of Physics and Astronomy), Patrick Sutherland (Professor of Geology and Geophysics and Head Curator of Earth Science and Curator of Invertebrate Paleontology at the Oklahoma Museum of Natural History), Melvin Tolson (Professor of Modern Languages, Literatures, and Linguistics), Richard Wells (David Ross Boyd Professor of Political Science), and Thomas Wiggins (Professor of Education and Human Relations). Join me in thanking them for their work and wishing them Godspeed in the years ahead."

#### **ELECTION, UNIVERSITY AND CAMPUS COUNCILS, COMMITTEES AND BOARDS**

The Senate approved the Senate Committee on Committees' nominations to fill end-of-the-year vacancies on University and Campus Councils, Committees and Boards (see Appendix II).

**FACULTY (WORKLOADS) TEACHING RESPONSIBILITIES POLICY**

As a result of last month's discussion, the Senate Executive Committee recommended some modifications to the Deans' Council faculty teaching responsibilities policy (see Appendix III): eliminate point 5 (12-hour base), point 7 (annual faculty evaluations based on productivity related to teaching load), point 9 (Committee A advisory to the chair/director), and point 12 (teaching load adjusted by the chair) and change the wording from "should" to "can" in point 1 and from "unit" to "instructor" at the end of point 6. The recommendations were approved unanimously by the Senate on a voice vote.

**(FAMILY) EXTENDED CARE LEAVE PROPOSAL**

At the previous meeting, draft #2 of the family leave proposal was distributed. Since then, the proposal was revised twice and subsequently entitled Extended Care Leave Proposal. The Senate's Faculty Welfare Committee recommended endorsement of draft #4 of the proposal (see Appendix IV). Prof. Susan Vehik (Anthropology), Chair of the Faculty Welfare Committee, and Prof. Pat Lurvey (Pharmacy), from the HSC Faculty Affairs Committee, explained the recommendations. Prof. Vehik explained that the Provost's office had sent some comments in reaction to draft #2. For instance, the Provost's office suggested that extended care of six weeks (recommendation 1) seemed too restrictive. The Welfare Committee believes that should be negotiated between the care-giver and the relevant administrator. This comment would also pertain to Recommendation 3. Recommendation 2 was expanded from the earlier version to include co-partners. A new sentence was added at the end of Recommendation 3: "Probationary extension may be requested more than once contingent upon approval of the academic unit, Dean, and Provost." Concerning Recommendation 4, the Provost's office believes there should be a limit on how long probation can be extended because of a reduced work load. The Welfare Committee decided not to state a limit because they believed faculty members would not abuse the option. The committees are contemplating whether to specify "tenured and tenure-track" faculty in Recommendation 5. Recommendation 6 calls for a plainly-written brochure that would explain these policies to current and prospective faculty members.

There was some discussion about the term "co-partner" — whether there could be more than one co-partner and whether the "partners" should have some kind of legal contract before the University pays out any money. Prof. Blick suggested using "partner" instead of "co-partner." Prof. Magid noted that the first sentence of Recommendation 3 stipulates that leave would only be granted to care for legal dependents. Prof. Lurvey explained that the recommendations were written to convey the intent to the administration, and that the committees expect the Legal Counsel to make any necessary changes in the language. She reiterated that it might be desirable to insert "tenured and tenure-track" in Recommendation 4; Prof. Magid suggested that the term "regular faculty" be used. The Senate voted to endorse draft #4 of the proposal, without making any changes, 40 to 0 with one abstention.

**SEXUAL HARASSMENT POLICY**

After receiving comments from various sources, including the Senate's February discussion, the administration developed new drafts of the sexual harassment and consensual sexual relations policies. The Senate Executive Committee recommended endorsement of the [revised 3-12-90] Sexual Harassment Policy (see Appendix V). Prof. Kenderdine pointed out that the proposed policy would be a departure from a peer review process to an administrative disciplinary process, that the hearing panel would change from primarily a faculty/staff panel to one with equal numbers of faculty, staff, and students, and that lodging the process in the Affirmative Action Office would dilute its minority recruitment and retention and affirmative action activities. Ms. Beth Wilson, Affirmative Action Officer, responded that it is important for the Affirmative Action office to have information about the environment in which it operates and that her office already receives complaints about sexual and racial harassment and age and sex discrimination. Related to the hearing panel, Ms. Wilson pointed out that the current Investigative Council is plagued by turnover, which leads to inconsistencies in how the charges are investigated. Prof. Kenderdine said the continuity problem could be alleviated by providing part-time staff support to the Investigative Council. He cautioned against making the Affirmative Action officer--a person who depends on goodwill and advisory kinds of interaction--a police officer and disciplinarian.

Prof. Zelby said the examples of prohibited conduct were so general that almost any comment could be taken as offensive. Prof. Kenderdine said the guiding interpretation is whether the person to whom the comment is directed finds it offensive. Ms. Wilson said it is difficult to be any more specific because it depends on individual perception. Furthermore, what distinguishes sexual harassment is the sexual nature of it. Other senators contended that the examples were too vague, that they did not take cultural differences into account, and that there should be a threshold. Prof. Gilje disagreed, saying it is time to become more sensitive to the kinds of statements that are offensive. He said he believed a reasonable committee would take cultural differences into consideration. Prof. Kenderdine said his experience on the Investigative Council had shown that usually there is a pattern, and charges are not brought because of a single comment. It is an agonizing decision for the complainant and one that is not made lightly.

Prof. Zelby said he thought the 180 day period for filing a complaint was too long and that the 30 day period for investigating and writing the report was insufficient. Prof. Kutner questioned why undergraduate students were being added to the hearing panel. Prof. Levy said the procedures should have every appearance of fairness. "A procedure in which we judge our own and no one else has a say in it is one that is going to be on the face of it a questionable procedure to the rest of the community." Prof. Kutner explained that his statement was not meant to question a student's fairness; merely that deciding very serious charges such as these requires more professional judgment and maturity. The Senate voted to endorse the policy by a vote of 21 to 16 with no abstentions.

**CONSENSUAL SEXUAL RELATIONS POLICY**

The Senate Executive Committee recommended endorsement of the [revised 3-12-90] Consensual Sexual Relations Policy (see Appendix VI). Prof. Magid explained that this policy was removed from the sexual harassment policy and made a separate policy. He noted that "division" should be changed to "policy" under the definitions section.

Prof. Weaver-Meyers asked whether students are considered staff when employed on campus. Ms. Wilson said a student employee could come under a staff or student category depending on the situation. There was some discussion on the question of a faculty member's spouse taking a class from that faculty member. Prof. Magid said he believed that would fall under the nepotism policy in the Faculty Handbook. Prof. Salisbury called the policy an unnecessary intrusion and recommended that such relationships be handled within the present framework. He cited the casual relationships that exist in field work and the number of faculty in his department who had married students. Prof. Weaver-Meyers said she was concerned about the issue of implied liability and whether a supervisor would be expected to enforce this policy. Prof. Kenderdine said the intent, in his opinion, was to prohibit consensual sexual relationships when there is a power issue. He said he believed that if there is a liability, it exists already. It is a violation of professional ethics when people are put at an evaluative disadvantage because their instructor or supervisor is having a relationship with someone else at their same level. Prof. Ryan said he believed the policy should address consensual sexual relationships between a supervisor and supervisee and should not be restricted just to faculty-student relationships. Prof. Fife suggested that pre-established consensual arrangements, such as marriage, ought to be exempt. Prof. Kenderdine pointed out that that would probably be covered under Definitions. The Senate voted to endorse the policy 21 to 13 with 2 abstentions.

#### **ELECTION OF SENATE CHAIR-ELECT AND SECRETARY FOR 1990-91**

Prof. Jay Smith (Educational Psychology) was elected as Chair-Elect and Prof. Patricia Weaver-Meyers (University Libraries) as Secretary of the Faculty Senate for 1990-91.

#### **ELECTION TO SENATE STANDING COMMITTEES**

The following faculty were elected to fill end-of-the-year vacancies on Senate standing committees:

Executive Committee (1990-91) [to replace Robert Knox, Cal Stoltenberg, and Bedford Vestal]: Trent Gabert (HPER), Anita Hill (Law), and Kenneth Wedel (Social Work)

Committee on Committees (1990-93) [to replace Harold Conner]: James Wainner (Music)

Faculty Compensation Committee (1990-93) [to replace Ryan Doezema and E. L. Lancaster]: John Cowan (Physics & Astronomy) and Terry Robertson (Finance)

Faculty Welfare Committee (1990-93) [to replace Joel Dietrich]: Regina Sullivan (Psychology)

#### **PRESENTATION OF CERTIFICATES OF APPRECIATION**

Certificates of Appreciation were presented to the following Senate members who completed full three-year terms (1987-90): Professors Marvin Baker, Karl Bergey, John Farmer, James Kenderdine, William McManus, Alan Nicewander, Roger Rideout, Stewart Ryan, Jay Smith, Bedford Vestal, Patricia Weaver-Meyers, Leon Zelby, and Joyce Zonana. The Chair also presented certificates to the other Senators whose terms were expiring and to the outgoing members of the Senate Executive Committee.

**SENATE CHAIR'S SUMMARY REMARKS**

"I'd like to end my term as your chair with (naturally) a story. This is about the poor sinner at the Gates of Hell. In this version, the sinner is offered a choice about his eternal torment: there are a number of closed doors leading to various tortures and he's supposed to pick one. There are terrible screams and moans coming from behind all of them, except for one from which a soft murmuring emanates. Naturally, he chooses that one, and it is opened to reveal a vast sea of excrement in which people are standing shoulder to shoulder chin deep, all softly murmuring "Don't make waves." The point of the story, of course, is that the real punishment is not being in it up to your neck; it's not being able to make waves that's the hell of it. The reason faculty governance continues to thrive at this University is the willingness of people like you to spend time doing things like this: contemplating the academic effort of the institution as a whole, initiating action when called for, reacting honorably when called for, and making waves when necessary. I thank you for the privilege of serving as your Chair."

**RESOLUTION OF APPRECIATION TO PROF. ANDY R. MAGID**

The Faculty Senate unanimously approved the following resolution of appreciation to Prof. Magid, outgoing Senate Chair:

WHEREAS the 1989-90 academic year has been marked by the breaking in of a new President, the development of a new budget model, and the reallocation of resources within the university,

WHEREAS these changes have required the Faculty Senate Chair to be diligent and forceful in his articulation of faculty interests, rights, and concerns,

WHEREAS in his speeches and presentations before the University administration and the public at large, Professor Andy Magid has demonstrated intelligence, insight, and humor quite unexpected of a mathematician,

WHEREAS despite his near psychotic fear of any idea that can't be reduced to a complicated mathematical equation, his dread of any meeting that threatens to extend beyond 5:00 p.m., and his compulsion to always overdress at these meetings,

WE WOULD LIKE TO RESOLVE that the Norman Campus Faculty Senate recognizes, commends, and expresses its sincerest appreciation to Professor Andy Magid for his leadership and service this 1989-90 academic year.

Prof. Roger Rideout, incoming Senate Chair, presented Prof. Magid with an engraved plaque. Prof. Rideout then assumed the office of 1990-91 Senate Chair.

**ADJOURNMENT**

The meeting adjourned at 5:00 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, September 10, 1990, in the Conoco Auditorium.

Sonya Fallgatter  
 Sonya Fallgatter  
 Administrative Coordinator

David W. Levy  
 David W. Levy  
 Secretary

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5/90 (Appendix I)

RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS  
 (September 1989 - May 1990)

Date of Senate mtg.	Item*	Origin	Disposition, Date
1 9-11-89	Faculty replacements, councils/committees	Senate	Appointed, 10/3/89
2 10-16-89	Method of selection to councils/committees	Senate	Overall council/committee structure being examined, 12/13/89
3 12-11-89	Faculty replacements, councils/committees	Senate	No action necessary
4 12-11-89	Program re-approval procedures	Senate	Disagreed with proposal but will work with faculty to assure appropriate decisions, 2/16/90
5 1-15-90	Off-site teaching assignments	Senate	Declined to approve resolution; thinks current policy provides sufficient appeals procedures, 2/22/90
6 1-15-90	Class time lost due to holidays	Senate	Pending
7 2-12-90	1990-91 Program Review Panel	Provost	No action necessary
8 2-12-90	Faculty replacements, councils/committees	Senate	Appointed, 3/2/90
9 3-5-90	Assessment of mid-semester grade reports	Provost	Pending
10 11-13-89	Council on Campus Life	Senate	Pending
11 4-9-90	Purchase of new accounting software	Senate	Pending
12 5-7-90	Extended care leave proposal	Senate	Pending
13 5-7-90	Sexual harassment & consensual relations policies	Provost	Pending
14 5-7-90	End-of-year faculty replacements, councils/comm.	Senate	Pending

\*Full text of recommendation can be found in Senate Journal for date indicated at left



## 5/90 (Appendix II)

FACULTY SENATE NOMINEES FOR COUNCILS/COMMITTEES/BOARDS (May 1990)		Nominees	Expired Terms
Nominees	Expired Terms		
<b>ACADEMIC PROGRAMS COUNCIL:</b> (3 vacancies, 1990-93, 1:1) John Dunn (Modern Languages, Lit. & Ling.) Elizabeth Gunn (Political Science) T. H. Milby (Botany & Micro.)	Eren Erdener John Farmer James Faulconer	<b>CLASS SCHEDULE COMMITTEE:</b> (2 vacancies, 1990-94, 2:1) Kimberly Contag (Modern Languages, Lit. & Ling.) Chris Knapp (Accounting) Clayton Lewis (English) Lawrence Rossow (Educ. Leadership)	James Estes Melvin Platt
<b>ACADEMIC REGULATIONS COMMITTEE:</b> (2 vacancies, 1990-94, 2:1) Gloria Aguilar (Social Work) Yvonne Fonteneau (English) Terry Robertson (Finance) Mary Scott (Educ. Psych.)	Maggie Hayes Jacob Larson	<b>COMMENCEMENT COMMITTEE:</b> (1 vacancy, 1990-93, 2:1) Mervin Barnes (Modern Languages, Lit. & Ling.) Roger Zarnowski (Mathematics) [served a short term]	Roger Zarnowski
<b>ACADEMIC REGULATIONS COMMITTEE (2:1)</b> to complete the 1988-92 term of Edmund Nuttall (Communication): Ron Ratliff (HPER) Donald Menzie (PGE)		<b>COMMITTEE ON DISCRIMINATION:</b> (3 vacancies, 1990-93, 1:1) Sydney Pierce (Library & Info. Studies) Djebbar Tiab (PGE) Walter Wei (Mathematics)	Stephen Anderson Anita Hill T. H. Milby
<b>ATHLETICS COUNCIL:</b> (3 vacancies, 1990-93, 2:1) Stephen Butler (Accounting) Walter Kelley (Mathematics) Douglas Lilly (Meteorology) Robert Petry (Physics & Astronomy) Craig St. John (Sociology) [served a short term] Paul Tharp (Political Science)	Anita Hill Jerry Purswell Craig St. John	<b>COMPUTING ADVISORY COMMITTEE:</b> (3 vacancies, 1990-93, 2:1) Gary Copeland (Political Science) Ron Cox (AME) Kyung-Bai Lee (Mathematics) Robert Petry (Physics & Astronomy) Tillman Ragan (Educ. Psych.) Scott Russell (Botany & Micro.)	Robert Bursik Wayland Cummings Gary Schnell
<b>BASS MEMORIAL SCHOLARSHIP COMMITTEE:</b> (1 vacancy, 1990-92, 1:1) Allen Hertzke (Political Science)	David Wilsford	<b>CONTINUING EDUCATION AND PUBLIC SERVICE COUNCIL:</b> (3 vacancies, 1990-93, 1:1) Larry Michaelson (Management) Diana Mobley (Educ. Psych.) Shirley Ramsey (Journalism & Mass Comm.)	William Carmack Bruce Hinson Roger Rideout
<b>BUDGET COUNCIL:</b> (3 vacancies, 1990-93, 1:1) George Cozad (Botany & Micro.) James Horrell (Finance) Martha Wilson (Social Work)	John Cowan Victor Hutchison Ronald Peters	<b>COUNCIL ON CAMPUS LIFE:</b> (2 vacancies, staggered terms, 1:1) [if approved] Shelley Arlen (University Libraries) [1990-92 term] Rosetta DiPace Jordan (Modern Languages, Lit. & Ling.) [1990-93 term]	
<b>BUDGET COUNCIL (1:1)</b> to complete the 1988-91 term of John Francis (AME): Charles Bert (AME)		<b>EMPLOYMENT BENEFITS COMMITTEE:</b> (2 vacancies, 1990-94, 2:1) Donald DeWitt (University Libraries) Tim Hudson (Journalism & Mass Comm.) William Whitely (Management) Lee Willinger (Accounting)	Nedria Santizo Francis Schmitz
<b>CAMPUS DISCIPLINARY COUNCIL I:</b> (2 vacancies, 1990-92, 2:1) [1 must be an attorney] Don Baker (Social Work) Peter Graves (Law) Drew Kersten (Law) Kenneth Stephenson (Music)	Bruce Hinson Joseph Long	<b>EMPLOYMENT BENEFITS COMMITTEE (2:1)</b> to complete the 1989-93 term of Russell Mathis (Music): William Beasley (Meteorology) David Carnevale (Political Science)	
<b>CAMPUS DISCIPLINARY COUNCIL II:</b> (2 vacancies, 1990-92, 2:1) [1 must be an attorney] Margarita Banos-Milton (Drama) Bruce Hinson (Journalism & Mass Comm.) Jacob Larson (Music) Michael Scaperlanda (Law)	Sandra Ragan Robert Smith	<b>EMPLOYMENT BENEFITS COMMITTEE (2:1)</b> to complete the 1989-93 term of Homer Brown (Accounting): Ara Basmajian (Mathematics) James Mouser (EAP)	
<b>CAMPUS PLANNING COUNCIL:</b> (3 vacancies, 1990-93, 1:1) Edward Cline (Mathematics) James Forgotson (Geology & Geophysics) Tom James (Political Science)	Keith Bystrom Wayne Chess Ed Hilliard	<b>ENERGY CONSERVATION COMMITTEE:</b> (1 vacancy, 1990-92, 2:1) Patricia Smith (Educ. Psych.) Linda Wallace (Botany & Micro.)	James Forgotson
<b>CAMPUS TENURE COMMITTEE:</b> (3 vacancies, 1990-93, 2:1) Kevin Grasse (Mathematics) Michael McInerney (Botany & Micro.) Kimball Milton (Physics & Astronomy) Pat Schwagmeyer (Psychology) John Skvarla (Botany & Micro.) Kenneth Starling (CEMS)	Charles Bert Andy Magid Bedford Vestal	<b>EQUAL OPPORTUNITY COMMITTEE:</b> (1 vacancy, 1990-93, 2:1) DeeAnn Wenk (Sociology) Shirley Wiegand (Law)	Rose Galura
		<b>EQUAL OPPORTUNITY COMMITTEE (2:1)</b> to complete the 1988-91 term of Bruce Govich (Music): Jody Newman (Educ. Psych.) Nedria Santizo (Univ. Libraries)	

Committees	Expired Terms
FACULTY ADVISORY COMMITTEE TO THE PRESIDENT: (5 vacancies, 1990-92, 1:1)	
Leonard Beevers (Botany & Micro.)	Wayland Bowser
Larry Hill (Political Science)	George Henderson
David Huettner (Economics)	Don Kash
Kimball Milton (Physics & Astronomy)	Judith Lewis
Yoshi Sasaki (Meteorology)	Osborne Reynolds

FACULTY ADVISORY COMMITTEE TO THE PRESIDENT (1:1)  
to complete the 1988-91 term of Digby Bell (Music):  
George Henderson (Human Relations) [served a short term]

FACULTY APPEALS BOARD: (10 vacancies, 1990-94, 1:1)

Kaan Akin (Mathematics)	Roger Babich
Peter Brueckner (Modern Lang., Lit. & Ling.)	Marjory Cornelius
David Dary (Journalism & Mass Comm.)	Haggie Hayes
Louis Ederington (Finance)	Darryl McCullough
Semion Gutman (Mathematics)	Curtis McKnight
Tibor Herczeg (Physics & Astr.)	Kenneth Nicholas
Andrew Strout (Art)	Sandra Ragan
Lennie Marie Tolliver (Social Work)	Ted Roberts
Larry Toothaker (Psychology)	George Tauxe
Ko Yukihiko (Drama)	Leo Whinery

FACULTY APPEALS BOARD (1:1)  
to complete the 1988-92 term of Edmund Nuttall (Communication):  
James Forgotson (Geology & Geophysics)

FACULTY APPEALS BOARD (1:1)  
to complete the 1988-92 term of Russell Mathis (Music):  
David Nagle (Botany & Microbiology)

FACULTY AWARDS AND HONORS COUNCIL: (2 vacancies, 1990-93, 2:1)

Thomas Hill (Mathematics)	
S. Lakshminarayanan (EECS)	George Henderson
Jane Magrath (Music)	Lois Pfiester
Fred Miller (Law)	

FILM REVIEW COMMITTEE: (1 vacancy, 1990-92, 2:1)

Rosetta DiPace Jordan (Modern Languages, Lit. & Ling.)	
Mark Reeder (Mathematics)	Heidi Karriker

GOODARD HEALTH CENTER REVIEW BOARD: (1 vacancy, 1990-92, 2:1)

David Jaffe (Journalism & Mass Comm.)	
Bradford Koplowitz (University Libraries)	Maggie Hayes

GRADUATE ASSISTANTS APPEALS BOARD: (1 vacancy, 1990-92, 2:1)

Donald Dewitt (University Libraries)	
Bret Wallach (Geography)	X. Wei Zhu

HONORARY DEGREES SCREENING COMMITTEE: (1 vacancy, 1990-93, 1:1)  
Vito Vardys (Political Science)

HONORS COUNCIL: (2 vacancies, staggered terms, 1:1)

Robin (Judith) Overmler (Library & Info. Studies) [1990-92 term]	
Murad Ozaydin (Mathematics) [1990-93 term]	

INTRAMURAL COMMITTEE: (1 vacancy, 1990-93, 2:1)

William Shelton (Zoology)	
Walter Vannini (Mathematics)	Ruediger Landes

INVESTIGATIVE COUNCIL ON SEXUAL HARASSMENT: (3 vacancies, 1990-93, 1:1)

Rose Galura (University Libraries)	Jill Dobriner
Rick Tepker (Law)	Walter Kelley
Martha Wilson (Social Work)	Jerome Steffen

Committees	Exp. Terms
LEGAL PANEL: (2 vacancies, 1990-93, 2:1)	
James Mouser (EAP)	
Robert Richardson (Law)	Forrest Frueh
Robert Spector (Law)	Jerry Parkinson
Leo Whinery (Law)	

PARKING VIOLATION APPEALS COMMITTEE: (3 vacancies, 1990-92, 1:1)

Dragan Milivojevic (Modern Languages, Lit. & Ling.)	Gordon Drummond
Jerlene Reynolds (Architecture)	Beverly Joyce
Laurette Taylor (HPER)	Lawrence Larsen

PATENT ADVISORY COMMITTEE: (1 vacancy, 1990-93, 2:1)

Arnulf Hagan (Chem. & Biochem.)	
Peter Kutner (Law) [served a short term]	Peter Kutner

RESEARCH COUNCIL: (4 vacancies, 1990-93, 1:1)  
[vacancies in humanities and arts, biological sciences, engineering, other]

Eugene Enrico (Music) [hum. & arts]	Helga Madland
Lois Pfiester (Botany & Micro.) [biol. sci.]	Bill Shelton
Jean-Claude Roegiers (PGE) [engr.]	John Scamehorn
Russell Usnick (Regional & City Planning) [other]	Russell Usnick

RHODES SCHOLARSHIP SELECTION COMMITTEE: (1 vacancy, 1990-95, 1:1)

Ronald Sack (CEES)	James Thompson
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RITA LOTTINVILLE PRIZE FOR FRESHMEN COMMITTEE: (2 vacancies, 1990-93, 1:1)

Robert Cox (Political Science)	James Paschal
Jim Paschal (Journalism & Mass Comm.)	David Wilsford

ROTC ADVISORY COMMITTEE: (3 vacancies, 1990-93, 1:1)

Ed Chance (Educ. Leadership)	Kevin Grasse
David Kaplan (Physics & Astronomy)	Thomas Miller
Kenneth Nicholas (Chemistry & Biochem.)	Carl Rath

SPEAKERS BUREAU: (1 vacancy, 1990-93, 1:1)

David Legates (Geography)	T. H. Milby
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STUDENT ACTIVITY FEE COMMITTEE: (1 vacancy, 1990-93, 1:1)

William Huseman (Modern Languages, Lit. & Ling.)	Kaan Akin
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STUDENT DISCRIMINATION GRIEVANCE COMMITTEE: (1 vacancy, 1990-92, 2:1)

Don Baker (Social Work)	
Nicholas Gotelli (Zoology)	Lloyd Iverson

UNIVERSITY BOOK EXCHANGE OVERSIGHT COMMITTEE: (1 vacancy, 1990-93, 1:1)

Ralph Hummel (Political Science)	Lloyd Iverson
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UNIVERSITY COPYRIGHT COMMITTEE: (1 vacancy, 1990-94, 2:1)

George Emanuel (AME)	
Mark Gillett (Law)	Anne Million

UNIVERSITY JUDICIAL TRIBUNAL: (1 vacancy, 1990-92, 2:1)

Ed Chance (Educ. Leadership)	
Patricia Weaver-Meyers (Univ. Libraries)	James Hart

UNIVERSITY LIBRARIES COMMITTEE: (3 vacancies, 1990-93, 2:1)

Scott Branvold (HPER)	
Brent Gordon (Mathematics)	Lowell Gudmundson
James Hart (History)	Jay Smith
Thomas Miller (Psychology)	Patrick Sutherland
Diana Mobley (Educ. Psych.)	
William Shelton (Zoology)	

UNIVERSITY RECREATIONAL SERVICES ADVISORY COMMITTEE: (1 vacancy, 1990-92, 2:1)  
[must be female this year]

Sue McPherson (HPER)	Claren Kidd
Melissa Stockdale (History)	

UNIVERSITY SCHOLARS SELECTION COMMITTEE: (1 vacancy, 1990-93, 1:1)

Hillel Kumin (Industrial Engr.)	Hillel Kumin
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Policy Guidelines for Faculty Teaching Responsibilities  
 approved by Deans' Council  
 March 21, 1990

1. Faculty teaching loads should be differentiated.
2. The University policy should consist of broad, general guidelines which allow for differences within and among colleges.
3. Teaching loads should be related to practice and productivity at peer institutions.
4. A specific teaching load policy should be developed at the college level which is approved by the dean and Provost and implemented at the departmental level.
5. A 12-credit hour equivalent per semester is to be the OU base for assigned teaching load, (four normal or usual three-credit courses or equivalent plus the usual advisement and service).
6. Differentiated teaching loads should be based upon needs of the unit, teaching ability, type, level, and size of courses taught, productivity in research and creativity, public service assignments, administrative responsibilities, and other unique characteristics of the unit.
7. The annual faculty evaluations should be based on the faculty member's productivity related to his/her teaching load.
8. Graduate level research and creative activity, advisement, and directing of theses and dissertations and special service functions are to be taken into consideration as part of the overall teaching load.
9. Committee A should be advisory to the chair or director in matters of faculty load.
10. College deans should review and evaluate loads each year.
11. Department chairs, or directors, with the approval of their college dean, will have the flexibility to approve exceptions to their college's policies.
12. As special needs arise, teaching load may be adjusted by the chair in consultation with the faculty member.

## Response to Faculty Teaching Responsibilities

Modification	Rationale
1. Change "should" to "can"	1. Eliminate possibly unnecessary imperative
2. No change	
3. No change	
4. No change	
5. Eliminate	5. Point 5 is subsumed under points 3 and 4. The credit hour base is too easily confused with expected teaching assignment. The policy in point 4 will explain expected assignment in conjunction with other expected duties.
6. Change final word "unit" to "instructor"	6. Most of the characteristics refer to instructor, not unit
7. Delete	7. Contrary to 3.11* of Faculty Handbook
8. No change	
9. Delete	9. Contrary to 2.8.2(c) (2) and 2.8.2 of Faculty Handbook
10. No change	
11. No change	
12. Delete	12. Covered by Faculty Handbook 2.8.2(c) (2)

Note: This recommendation is not a comment on whether the Faculty Handbook should be changed to accommodate 7, 9, 12.

At the time when the University declares its goal to be academic excellence, as measured against a national ranking, efforts toward attracting and retaining quality faculty members should be a high priority. The growth in the number of women faculty members and the increased emphasis upon shared parental responsibilities between working spouses directs the University's attention toward its extended care leave benefit policies. Do present policies meet the needs of current faculty members and do they portray a compelling picture of university support for new faculty candidates?

The Faculty Affairs Committee of the Health Sciences Center Campus and the Faculty Welfare Committee of the Norman Campus reviewed the pregnancy, maternity, and family leave policies of this University and compared them to other universities' policies, to the American Association of University Professors policies, and to current trends in the public sector of this country. As stated in the 1973 AAUP Bulletin, the purpose of family leaves for child-bearing, child-rearing, and family emergencies are "to assist faculty members with parental responsibilities in meeting their obligations both to their professional careers and to their families, and to prevent the loss to the institution and to the academic community of substantial professional skills." AAUP encourages institutions to be flexible with the options offered to faculty in meeting these needs. Flexibility includes offering such alternatives as longer-term leaves of absence, temporary reductions in workload with no loss of professional status, and maintaining full-time affiliation throughout such leaves. With this in mind, the recommendations from this joint committee effort are for the consideration by both Faculty Senates for a comprehensive maternity and health care leave benefit policy for the University of Oklahoma.

#### Recommendation 1:

The University should separate child-bearing leave from sick leave as a distinct policy and terms should be broadened to include adoption:

A pregnant faculty member or primary care-giver of a newly adopted child under two years of age shall be eligible for six weeks of paid extended care leave beginning at the time of delivery of the child, whether through natural childbirth or adoption.

#### Recommendation 2:

The University should separate supportive leave for child-bearing from emergency leave as a distinct policy:

The male faculty member with a pregnant wife, the spouse or copartner of a primary care-giver of a newly adopted child under two years of age, or the grandparent of a newly born or adopted child shall be eligible for five days of paid leave to assist in the immediate transition period of the child into the home.

#### Recommendation 3:

The University should offer a period of unpaid extended care leave for such purposes as child-rearing or the health care needs of elderly parents, spouses or copartners, children, or other legal dependents:

A faculty member who is:

- a primary care-giver of health related needs resulting from severe illness, disease or accident for a child, spouse or copartner, or elderly dependent or
- a primary care-giver for newly born or adopted child

shall be eligible for a Extended Care Leave of Absence without pay for a period up to one year. During the period of absence, the faculty member is responsible for maintaining benefit coverage through payment of the premiums.

If a tenure track faculty member takes paid or unpaid extended care leave time for the birth or delivery of a child, or health care needs, the probationary period prior to a tenure decision may be extended for one year at the written request of the faculty member with approval of the academic unit, Dean, and Provost. After the leave, the faculty member is entitled to return to the same position or a position of similar rank and pay. Probationary extension may be requested more than once contingent upon approval of the academic unit, Dean, and Provost.

#### Recommendation 4:

The University should offer an option of a reduced workload (for example, half-time) to faculty members as an alternative to or in combination with periods of unpaid leave:

A faculty member who is a primary care-giver for a child, spouse or copartner, or elderly dependent shall be eligible to convert to a reduced workload for one year; extensions of this reduced workload option may be approved by the academic unit, Dean, and Provost; a tenure track faculty member may extend the probationary period prior to a tenure decision by an amount proportional to the period of reduced workload.

#### Recommendation 5:

The University should grant extended leave policies to all faculty members.

#### Recommendation 6:

The University should prepare a clearly and plainly written brochure outlining and explaining the new policies to current faculty members and for recruitment materials for prospective faculty.

## SEXUAL HARASSMENT POLICY AND GRIEVANCE PROCEDURE

**DRAFT****I. POLICY****A. Statement**

The University of Oklahoma explicitly condemns sexual harassment of students, staff, and faculty. Sexual Harassment is unlawful and may subject those who engage in it to University sanctions as well as civil and criminal penalties.

Since some members of the University community hold positions of authority that may involve the legitimate exercise of power over others, it is their responsibility to be sensitive to that power. Faculty and supervisors in particular, in their relationships with students and subordinates, need to be aware of potential conflicts of interest and the possible compromise of their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful person to perceive a coercive element in suggestions regarding activities outside those appropriate to the professional relationship. It is the responsibility of faculty and supervisors to behave in such a manner that their words or actions cannot reasonably be perceived as sexually coercive, abusive, or exploitive. Sexual harassment also can involve relationships among equals, as when repeated advances demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work and study productively.

The University is committed to providing an environment of study and work free from sexual harassment and to insuring the accessibility of appropriate grievance procedures for addressing all complaints regarding sexual harassment. The University reserves the right, however, to deal administratively with sexual harassment issues whenever becoming aware of their existence. Records of all complaints, except for hearings before the Faculty Appeals Board, shall be transmitted to and maintained by the Affirmative Action Officer as confidential records.

**B. Definition of Sexual Harassment**

Sexual harassment shall be defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in the following context:

1. when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing, or
2. when submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
3. when such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

**C. Examples of Prohibited Conduct**

Conduct prohibited by this policy may include, but is not limited to:

Unwelcome sexual flirtation; advances or propositions for sexual activity.

Continued or repeated verbal abuse of a sexual nature, such as suggestive comments and sexually explicit jokes.

Sexually degrading language to describe an individual.

Remarks of a sexual nature to describe a person's body or clothing.

Display of sexually demeaning objects and pictures.

Offensive physical contact, such as unwelcome touching, pinching, brushing the body.

Coerced sexual intercourse.

Sexual assault.

Actions indicating that benefits will be gained or lost based on response to sexual advances.

**D. Retaliation**

Any attempt to penalize or retaliate against a person for filing a complaint or participating in the investigation of a complaint of sexual harassment will be treated as a separate and distinct violation of University policy.

**E. Sanctions**

Appropriate disciplinary action may include a range of actions up to and including dismissal.

**GRIEVANCE PROCEDURE****A. Who May Use Procedure**

The grievance procedure embodied herein shall be available to any person who, at the time of the acts complained of, was employed by, or was enrolled as a student at the University of Oklahoma except for student complaints against other students. Sexual harassment complaints against a student shall be addressed under the student discipline procedures prescribed by the University.

**B. Filing of Complaint**

Persons who have complaints alleging sexual harassment are encouraged to raise them with the Affirmative Action Officer or with their department heads/chairpersons, academic deans, or administrative supervisor. These individuals and the Affirmative Action Officer are referred to as "administrator."

**C. Timing of Complaint**

Any complaint (either verbal or written) must be filed with the Affirmative Action Officer or other appropriate administrator within 180 calendar days of the act of alleged sexual harassment. All other time periods may be extended by mutual agreement of the parties involved or by the administrator for good cause.

As addressed in the policy, the University reserves the right to deal administratively with sexual harassment issues whenever becoming aware of their existence.

**D. Withdrawal of Complaint**

The complainant may withdraw the complaint at any point during the investigation or prior to the completion of a formal hearing.

**E. Confidentiality of Proceedings and Records**

Investigators and members of the Hearing Panel are individually charged to preserve confidentiality with respect to any matter investigated or heard.

A breach of the duty to preserve confidentiality is considered a serious offense and will subject

the offender to appropriate disciplinary action.

Except for complaints that ultimately go before the Faculty Appeals Board, all records upon disposition of a complaint - regardless of how handled - shall be transmitted to and maintained by the Affirmative Action Officer as confidential records.

## F. Proceedings

### 1. Investigation and Informal Resolution

Upon receipt of a complaint of sexual harassment, the Affirmative Action Officer or other appropriate administrator is empowered to investigate the charge, to interview the parties involved, to hear testimony pertaining to the matter, and to gather any pertinent evidence. The investigation shall be completed within 30 calendar days of receipt of the complaint and the investigator shall prepare a written report of the investigation.

In arriving at a determination of the existence of sexual harassment, at any stage of the proceedings, the evidence as a whole and the totality of the circumstances and the context in which the alleged incident(s) occurred shall be considered. The determination of the existence of sexual harassment will be made from the facts on a case by case basis.

Upon a clear showing at any stage in the grievance procedure that immediate harm to either party is threatened by the continued performance of either party's regular duties or University responsibilities, the proper executive officer may suspend or reassign said duties or responsibilities pending the completion of the grievance procedure.

Upon completion of the investigation, the Affirmative Action Officer or other administrator is authorized to take the following actions:

#### a. Satisfactory Resolution

Resolve the matter to the satisfaction of the University and both the complainant and the party accused of sexual harassment. If a resolution satisfactory to the University and both parties is reached through the efforts of the Affirmative Action Officer or other administrator, a written statement, a copy of which shall be attached to the administrator's investigation report, shall indicate the agreement reached by the parties and shall be signed and dated by each party and by the administrator. At that time the investigation and the record thereof shall be closed.

#### b. No Resolution

Find that the parties are unable to resolve the matter informally. Written notice of such finding shall be given each party involved, except as noted in paragraph d.(2). Any party has the right to request in writing within 15 calendar days of the date of that notice a formal hearing before a panel selected from the membership of the Committee on Sexual Harassment, according to the provisions of the section on Formal Hearing. The request is to be addressed to the Affirmative Action Officer. If no such request is made within the 15 calendar day period, the opportunity for such hearing shall be forfeited and the case shall be closed.

#### c. Dismissal

Find that no sexual harassment occurred and dismiss the complaint, giving written notice of said dismissal to each party involved. The complainant has the right to appeal said dismissal in writing, within 15 calendar days of the date of the notice of dismissal, to the Affirmative Action Officer by requesting a formal hearing according to the provisions of the Formal Hearing. If no appeal is filed within the 15 calendar day period the case is considered closed.

### d. Determination of Impropriety

(1) Make a finding of impropriety and notify the parties of the action to be taken. Either party has the right to appeal said determination in writing within 15 calendar days of the date of notice of determination to the Affirmative Action Officer by requesting a formal hearing according to the provisions of the Formal Hearing. If no appeal is filed within the 15 calendar day period the case is considered closed.

(2) In the case of a complaint against a faculty member, the administrative investigator may determine that the evidence of sexual harassment or other impropriety is sufficiently clear and serious so as to warrant the immediate commencement of formal proceedings as provided in the Abrogation of Tenure, Dismissal Before Expiration of a Term Appointment, and Severe Sanctions section of the Faculty Handbook. If the President concurs with the administrator's finding, the case shall be removed from the grievance proceedings contained herein and further action in the case shall be governed by the Abrogation of Tenure, Dismissal Before Expiration of a Term Appointment, and Severe Sanctions section in the Faculty Handbook. Otherwise, this policy and procedure shall apply.

### 2. Formal Hearing

#### a. Request for a Formal Hearing

(1) Appeals and complaints unresolved following an investigation may result in a formal hearing before a hearing panel selected from the membership of the Committee on Sexual Harassment as described below. The request for a hearing is to be addressed to the Affirmative Action Officer.

(2) The request for a hearing must contain the particular facts upon which the sexual harassment claim, or other reasons for the hearing, is based as well as the identity of the appropriate respondent(s). A copy of the request shall be given to the proper respondent(s) with an invitation to respond.

(3) Any written response to the request for a formal hearing must be sent to the Affirmative Action Officer within 15 calendar days of receiving notice that a formal hearing has been requested. A copy of the response shall be given to the party requesting the hearing.

#### b. Selection of a Formal Hearing Panel

Within 10 calendar days, following receipt of the written request for a hearing, the Affirmative Action Officer shall preside at a meeting with both parties to determine the members of the Hearing Panel who are to conduct a hearing.

A five member hearing panel will be chosen from the twenty-four (24) member Committee on Sexual Harassment by the parties to the complaint. The Committee on Sexual Harassment shall be established on each campus and composed of eight (8) staff members appointed by the Employee Executive Council (Norman) or Employee Liaison Council (HSC), eight (8) students appointed by each Student Government Association and eight (8) faculty members appointed by each Faculty Senate. The terms of appointment shall be for three (3) years with initial terms of 1, 2, and 3 years in each category to provide the staggered membership. The selection process shall be in the following manner: the complainant shall select two panel members, and the respondent shall select two panel members with the fifth person being chosen by the other four panelists. The fifth person shall chair the panel. If the four panelists cannot agree on the fifth, the names of five additional Committee members will be drawn by lottery. Each panelist will strike one name off the list of

five names. The remaining person shall be the fifth panelist. Either party of the complaint may request the Affirmative Action Officer to disqualify any member of the Hearing Panel upon a showing of cause. Furthermore, no panelist shall be expected to serve if he/she feels that a conflict of interest exists. Replacements shall be selected in the same manner as the original panel.

The panel shall be convened by the Affirmative Action Officer for an orientation meeting prior to the formal hearing. Each panel member shall be given a copy of the written complaint, the written response, the investigator's report and the Hearing Guidelines.

c. Hearing Guidelines

The hearing panel procedures in conducting formal proceedings shall be established with reference to the Hearing Guidelines and shall provide that the parties to a proceeding may be represented by legal counsel and that the parties may present all of the evidence that they consider germane to the determination. Further, the parties may call witnesses to testify and may cross-examine witnesses called by the other party. The formal proceeding shall be closed to the public unless both the complainant and respondent agree otherwise. Audio tape recordings of the proceedings shall be arranged by the Chair of the Hearing Panel.

Any party who wishes to have legal counsel present at the hearing must notify the Hearing Panel Chair and other party(ies) that legal counsel has been retained at least 5 calendar days in advance of the scheduled hearing. Attorneys may advise their clients at the hearing but may not directly address the Hearing Panel or witnesses.

The Chair of the Hearing Panel shall notify parties and other participants it wishes to call as witnesses of the date, time and location of the hearing. Parties are responsible for giving such notice to their witnesses. The hearing shall be scheduled to reasonably ensure that the complainant, respondent, and essential witnesses are able to participate.

d. Satisfactory Resolution Prior to Hearing Completion

In the event the matter is resolved to the satisfaction of all parties prior to completion of the formal proceedings of the Hearing Panel, a written statement shall indicate the agreement reached by the parties and shall be signed and dated by each party and by the Chair of the Hearing Panel. The case shall then be closed.

e. Panel's Findings and Recommendations

In the event that no solution satisfactory to the parties is reached prior to the completion of the formal proceedings of the Hearing Panel, the Panel shall make its findings and recommendations known to the proper executive officer, with copies to the President of the University of Oklahoma and the Affirmative Action Officer. The Panel's report, with its findings and recommendations, shall be prepared and properly transmitted within seven (7) calendar days after conclusion of the proceedings.

f. Executive Officer's Decision

Within 15 calendar days of receipt of the Hearing Panel's findings and recommendations, the proper executive officer shall inform the complainant and the respondent of the findings of the Hearing Panel and the officer's decision regarding the sexual harassment complaint. A copy of the officer's decision shall be transmitted to the Chair of the Hearing Panel, with copies to the President of the University and the Affirmative Action Officer. In a case investigated initially by an administrator, the administrator also shall be informed of the officer's decision. If the

recommendations of the Hearing Panel are rejected or modified, the executive officer shall state the reasons for such deviation. In the event the allegations are not substantiated, all reasonable steps will be taken to restore the reputation of the accused.

g. Appeal to the President

The Executive Officer's decision may be appealed to the President within 15 calendar days of being notified of prospective action or of action taken, whichever is earlier. If the President does not act to change the decision of the Executive Officer within 15 calendar days of receiving the appeal, the decision of the Executive Officer shall become final under the executive authority of the President.

### III. PREPARATION AND DISSEMINATION OF INFORMATION

- A. The Affirmative Action Officer is charged with distributing copies of this Policy to all current members of the University community and to all those who join the community in the future. An annual letter from the Affirmative Action Officer will be sent to all faculty and staff to remind them of the contents of this Policy. A copy of the Policy will be included in student orientation materials, including those distributed to students in professional schools. In addition, copies of the Policy will be made continually available at appropriate campus centers and offices.
- B. The Affirmative Action Officer will develop a series of training sessions for persons who are likely to receive complaints that this policy has been violated, including, but not being limited to, such persons as residence hall resident advisors, academic advisors, supervisors, and University and collegiate ombudspersons. Academic departments are encouraged to provide training sessions for graduate assistants and other instructional personnel.
- C. The Affirmative Action Officer will develop a course designed to prevent violations as well as to correct the behavior of those who have violated the policy.

To contact the Affirmative Action Office:

Norman Campus  
Room 102, Evans Hall  
325-3546

Health Sciences Center Campus  
Room 111, Library Building  
271-2110

Gwen Wilburn

Carole Call

Beth Wilson, both campuses

**DRAFT****CONSENSUAL SEXUAL RELATIONSHIPS****RATIONALE**

The University's educational mission is promoted by professionalism in faculty-student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty members and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University's educational mission. Trust and respect are diminished when those in positions of authority abuse, or appear to abuse, their power. Those who abuse, or appear to abuse, their power in such a context violate their duty to the University community.

Faculty members exercise power over students, whether in giving them praise or criticism, evaluating them, making recommendations for their further studies or their future employment, or conferring any other benefits on them. Amorous relationships between faculty members and students are wrong when the faculty member has professional responsibility for the student. Such situations greatly increase the chances that the faculty member will abuse his or her power and sexually exploit the student. Voluntary consent by the student in such a relationship is suspect, given the fundamentally asymmetric nature of the relationship. Moreover, other students and faculty may be affected by such unprofessional behavior because it places the faculty member in a position to favor or advance one student's interest at the expense of others and implicitly makes obtaining benefits contingent on amorous or sexual favors. Therefore, the University will view it as unethical if faculty members engage in amorous relations with students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

As with faculty, staff may also be in a position to exert authority and control over students. Staff, too, must be conscious of the potential for abuse of power inherent in their relationships with students. Students rely on staff for assistance and guidance in dealing with issues such as scheduling of classes, financial aid, tutoring, housing, meals, employment, educational programs, social activities, and many other aspects of University life. Those who deal with students are expected to provide them with support and positive reinforcement. Staff who would deal with students in a sexual manner abuse, or appear to abuse, their power and violate their duty to the University community.

**DEFINITIONS**

As used in this Division, the terms "faculty" or "faculty member" mean all those who teach at the University, and include graduate students with teaching responsibilities and other instructional personnel. The terms "staff" or "staff members" mean all employees who are not faculty, and include academic and non-academic administrators as well as supervisory personnel. The term "consensual sexual relationship" may include amorous or romantic relationships, and is intended to indicate conduct which goes beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

**POLICY****A. Faculty/Student Relationships****1. Within Instructional Context**

It is considered a serious breach of professional ethics for a member of the faculty to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

**2. Outside the Instructional Context**

Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations the faculty member may face serious conflicts of interest and should be careful to distance himself or

herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

**B. Staff/Student Relationships**

Consensual sexual relationships between staff and students are prohibited in cases where the staff member has authority or control over the student. Staff members who violate this prohibition will be subject to appropriate disciplinary action.

**COMPLAINT PROCEDURE**

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the procedures established for complaints under the University's Sexual Harassment Policy.