

**JOURNAL OF THE FACULTY SENATE**  
 The University of Oklahoma (Norman campus)  
 Regular session - November 12, 1990 - 3:30 p.m.  
 Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library .

The Faculty Senate was called to order by Professor Roger R. Rideout, Chair.

**PRESENT:** Christian, Cross, Curtis, Fife, Foote, Gabert, Gilje, Goodey, Ham, Harper, Havener, Hill, Hopkins, Jaffe, Johnson, Kidd, Knapp, Kuriger, Kutner, Levy, Livesey, Mouser, D. Nelson, O'Halloran, Rideout, St. John, Salisbury, Sankowski, Schnell, P. Smith, Stoltenberg, Striz, Sullivan, Swoyer, Tiab, Vehik, Vestal, Weaver-Meyers, Wedel, Zaman

PSA representatives: Barth, Bloomgarden, Scott, Spencer  
 UOSA representative: Nida

**ABSENT:** Ahern, Breipohl, Gudmundson, Hilliard, James, Kiacz, Michaelsen, J. Nelson, Paolino, Petry, J. Smith, White

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**APPROVAL OF JOURNAL**

The Senate Journal for the regular session of October 8, 1990 was approved.

**ANNOUNCEMENTS**

Prof. Djebbar Tiab (PGE) was elected to complete the 1988-91 term of Prof. Edward Blick (PGE) on the Faculty Senate, representing the College of Engineering.

Professors Margarita Banos-Milton (Drama), Jerry Bread (Educational Leadership), and Philip Lujan (Communication) are the faculty representatives to the racial harassment policy committee.

**DISPOSITION BY THE ADMINISTRATION OF SENATE ACTIONS**

The administration selected the following faculty from the 2:1 nominees for councils, committees, and boards (see 9/90 Appendix V and 10/90, page 6 of Senate Journals):

Athletics Council (2:1)

to replace Douglas Montgomery, 1989-92 term  
Alan Velie (English)

Athletics Council (2:1)

to replace Doug Lilly, 1990-93 term  
Henry Eisenhart (HPER)

Campus Tenure Committee (2:1)

to replace Sean Daniel, 1989-92 term  
John Seaberg (Educ. Leadership)

Patent Advisory Committee (2:1)

to replace Robert St. John, 1988-91 term  
Fred Brock (Meteorology)  
to replace Bruce Roe, 1989-92 term  
Roy Knapp (PGE)

Publications Board (2:1)

to replace Richard Dipper, 1988-91 term  
Kathleen Haynes (Library & Information Studies)

University Libraries Committee (2:1)

to replace James Estes, 1989-92 term  
DeeAnn Wenk (Sociology)

**PRESENTATION ON PILOT RECYCLING PROGRAM BY DR. PAUL SKIERKOWSKI, RADIATION SAFETY OFFICER**

Dr. Skierkowski mentioned that questions about recycling could be answered by calling the number listed in the campus telephone directory under "recycling." He explained that university individuals had asked President Van Horn to initiate a university-wide recycling program for paper. A task force was formed to develop a proposal. The administration wanted a program that would not cost anything and instead would generate money for a scholarship program. The President approved the proposal of the task force, and a pilot program will start the week of November 19. In December materials will be distributed university-wide; the system will be picked up beginning in January. Everyone who generates recyclable paper--white bond or computer paper at this time--will be asked to pre-sort the paper into containers that will be provided and then transfer the paper to a collection center in the same building. Work-study students will transfer the materials to the south campus. The money received from the vendor will be used to offset the cost of the program, with any excess going into a scholarship fund.

**REMARKS BY DEAN SUL LEE, UNIVERSITY LIBRARIES**

Dean Lee stressed the importance of having information available and accessible. One way to improve access is through the National Research and Education Network (see 10/90 Journal, page 6) and through the Oklahoma Library Education Network on-line catalog.

Turning to budget matters, Dean Lee said it was increasingly difficult to keep pace with the increasing cost of books and other materials. Last year the publishers kept prices low because of pressure from the library community, but that will not be the case this year. Estimates are for a 28% to 38% increase for some of the major scientific journals. In addition, the value of the dollar is declining, and funding has decreased. Dean Lee noted that the per unit cost in science and technology is much more expensive than for other areas like humanities and social science. He showed several overhead transparencies to illustrate the budget situation. The one-time funding will not be available this year, which means the percentage change for this year was -10.8% (about \$200,000). OU is near the bottom of peer institutions in expenditures and ranked 91 out of 105 Association of Research Libraries for 1988-89. Based on projections and cost information, 82% of the total budget will be spent for serials this year. That will mean a reduction in monographs. Because it takes almost two years to make changes in subscriptions with publishers, the library plans to initiate the cancellation procedure this year.

Prof. Hopkins asked whether other universities had endowments. Dean Lee answered that many public universities do not and that OU has some money in endowments. Prof. Foote noted that international journals cost three to four times what the U.S. journals cost and questioned whether that would make internationally published journals a target for reduction. Dean Lee responded that some of the U.S. publishers charge European libraries more than they charge U.S. libraries. He added that international publishers have a monopoly on some of the most essential journals.

Prof. Zaman asked whether there was a plan to earmark a certain percentage of overhead for the library. Dean Lee said that library overhead is included in the general overhead of the University. He explained that in some ways it comes back to the library, but that he believes some agreement should be reached on what percentage of the overhead should be earmarked for the library. Prof. Zaman asked what steps had been taken to make the problems known to the administration. Dean Lee said the President has all the information and is fully aware of the problems. Prof. Rideout asked whether there was any plan to replace the 10% that was taken out this year. Dean Lee said he believes the administration is trying to find some one-time funding, but he would still have to go ahead with cancellations. Prof. Livesey asked about the source of the previous one-time funding. Dean Lee responded that he believes it came from salary recapture.

Dean Lee said he feels that there is a strong partnership between university library faculty and departmental faculty. The quality, strength, and future of this institution depends a great deal on how strong a library is built. Prof. Levy asked what faculty or departments could do to correct the situation. Dean Lee answered that an extra \$1 million is needed in the book or material budget. Money will continue to be tight, so choices will have to be made. Faculty can help the administration set a high priority for the library and thereby give some clear options for the President. Prof. Levy asked about ways to do that. Dean Lee suggested a resolution by the Senate setting the library budget as the highest priority.

Prof. Christian said he would present such a resolution under new business. Prof. Rideout explained that this was a resolution that was prepared by the University Libraries Committee and several senators. He explained that part of the reason for the 10% cut was that the \$1 million was lost off the top, and the Provost had already made some commitments.

**SENATE CHAIR'S REPORT, Prof. Roger Rideout**

"As Chair, I receive a lot of phone calls from colleagues expressing concern over various issues. Surprisingly, the most number of calls thus far this fall has centered around the issue of recruiting and retaining students. Perhaps this is due to the fact that the average age of faculty at OU is 46 and that many of us have college age children ourselves, but a number of faculty have suggested ways we can better meet and interact with prospective students. Faculty experiences at other institutions seem to indicate that direct contact with two people is important in persuading a student to attend a school. First is contact with a "real professor" who shows a genuine interest in the student and, second, is meeting and talking with the academic counselor who will take responsibility for helping a son or daughter through the hoops and convolutions of an academic curriculum. In those rare instances where those two things are combined in one person--a real professor who is also an academic advisor--studies which have been done on the subject indicate that meeting that person may become the most important factor after costs in persuading a student to attend a given institution. In an effort to attack this problem, Provost Wadlow recently sent a memo that asked for colleges to have two or more faculty available for students and parents to meet whenever they come to campus. Also, the Council on Campus Life is taking up the question directly as one of its charges this fall. I ask that each of us discuss this issue with colleagues and do two things. First, report suggestions to the COCL on how the process of recruiting students can be made more effective and, second, encourage colleagues in every degree program to call the High School and College Relations office and agree to serve when called upon. To show how this is working, our friends in Math have done us all one better. They have established direct liaisons with the area junior and community colleges in an effort to assure that the better students are indeed contacted by faculty and academic counselors in an effort to attract them to OU. All of this is done in the belief that we as faculty are the most effective recruiting tools at the university and that our service in this area is paramount to improving the quality of students attending OU, their retention, and improving the general student life environment here on campus.

"Second, last month I promised you a handout on salaries, and we have prepared it finally and have it here today (see Appendix I). A subcommittee looked at ten departments and reported the salaries of tenured or tenure-track faculty who were actually teaching (full, associate, and assistant professors and those chairs who were also teaching). This does not include deans or other administrative officers, but only teaching faculty. We looked at the regional institutions (e.g. Central State) and OSU for comparison. We have presented this to President Van Horn, and he seems truly interested in the report. Everyone can seem to generate whatever model they want for presenting this information, and it is generally to the administration's advantage to prepare models that include salaries of individuals that are quite higher than that of the teaching faculty in most departments. If you'll look at some of these rankings you'll see how we compare to other Oklahoma institutions. We didn't bother with Big Eight, because we weren't competitive with Big Eight. We're 7th out of 8th now in

teaching salaries. We just wanted to know how we stand in Oklahoma, and quite frankly, we aren't any better here than we are in the Big Eight. I call your attention to one department, merely because I think that is all the time we can give to this issue, and that is Psychology. You'll notice that the professors rank fifth out of seven schools in the state, the associate professors third, and assistant professors fourth out of seven. I remember in looking over these figures that in order to raise the assistant professors in Psychology from simply being third in Oklahoma, it would require \$11,000 plus per individual. So the difference in what we're paying our professors and what they are being paid at regional schools isn't merely a few hundred dollars; it is a substantial difference in salary. Even in a few of the rankings where we rank high in full professors, first, second or third, you'll see that some of those rankings are only by a scant \$500 to \$1000 difference. I think in Music, which is my department, the difference between being ranked third and sixth is \$900, so that our full professors are barely holding on to their ranking by the skin of their teeth, and the assistant professors are so in the cellar, that it is going to take megabucks to bring them up to the level of being first. A number of claims about being best in Oklahoma may indeed relate to the quality of our programs and instruction, but I'm afraid it can't be based on the quality of our salaries."

Prof. Johnson asked whether this would be given to the State Regents. Prof. Rideout responded that the reason it was given to President Van Horn in the first place was to encourage him to use this in his negotiations with the Higher Regents for better salary increases. He offered to have Andy Magid, OU's faculty representative on Chancellor Brisch's faculty advisory council, hand-carry a copy to him. Prof. Rideout noted that the President had asked that OSU be included in these figures. He commented, "The idea of building quality into the comprehensive research universities I hope would be tied to the salaries we pay the faculty. In many of these areas it simply isn't true."

"Last week we received a copy of a letter from HSC Provost Clayton Rich to President Van Horn indicating Rich's concern over the number of people serving on search committees at the Dean level or higher. Believing the numbers to slow the committee process, he recommends curtailing faculty involvement by reducing numbers and eliminating the idea of the majority serving from the college to which the dean will be appointed. Some of us have been here long enough to have heard this song and dance before and are not anxious to take on this issue again, since it was just resolved five years ago. I assure you the executive committee is complaining loud and long against this proposal, and letters countering Rich's suggestions are being sent to the Provost, the President, and the Regents. If this subject comes up in any meeting where you are, please speak against any effort to inhibit or restrict faculty involvement in the search process.

"As many of you know, there is a draft proposal circulating between deans and departmental chairs that establishes minimum teaching loads and the criteria for receiving exemptions from them. The memo is only a draft and, as such, should not be taken as the final authority. As a matter of fact, we weren't given a copy, so I'm sure we weren't meant to discuss it. But its content is quite challenging and, frankly, I felt we should take a look at it so that we can have the fullest discussion of its contents and provide the broadest range of suggestions to our Deans and our Provost. [Prof. Rideout showed an overhead transparency of the proposal, which is available from the Senate office.] As you read through this, let me state that it has been the Senate's position that spelling these matters out in black and

white is counter-productive because such standards tie the hands of chairs and Deans and curtails their flexibility. I think it's detrimental to the larger goals intended and hope to state that to our provost. The idea of saying to every prospective recruit, 'Nine hours is our standard load. This is how your load will be calculated. You'll work down from that depending on the amount of external grant money you have and other criteria,' is in the long run not competitive with other institutions. We have to look at this as an effort to come to grips with some problems. For example, if you're going to have 12 hours teaching, perhaps excellence in all teaching and special achievement in teaching and service means that we recognize that for certain faculty the research component is not viable. I'll be honest. In my area in the Fine Arts, finding external grant resources is very difficult. I may actually be able to present a better image of myself as a teacher by using criterion one than by putting myself in comparison with the hard sciences where I will not be competitive ever in terms of external grant support. I'm not trying to paint this issue as black, only to point out the issues that it raises on the hope that we can get input back through chairs to deans so that whatever final draft of this comes out, it's one that we can live with and have some input on."

Prof. Salisbury said the Geography faculty had been told that this was in place for the second semester. Prof. Rideout said he believed the impetus was that OU should not be exempt from the standards imposed on regional schools. Prof. St. John said the Arts & Sciences chairs had discussed the plan and were not very enthused. He said Dean Fears is supposed to carry the message that it would not be easy to recruit faculty with this in place. Prof. St. John pointed out that parts of the proposal seem to be punishment for not having external funding. Prof. Gabert said it would be difficult for new faculty to follow this while trying to establish research programs. Prof. Foote said this has come up before and seems to hinge on trying to make everyone the same. He said the faculty should be straightforward and say this is a research institution. The nominal load should be 6 hours, not 12 hours. He thinks this arises because the administration is afraid to do a proper evaluation of deans and chairs. He noted that Central State ranks high in salaries because of their heavy teaching load, but they are not expected to publish or be externally funded. Prof. Stoltenberg commented that the College of Education faculty were concerned that this would be a justification for faculty to give up research and just do teaching. Prof. Rideout encouraged the Senators to be vocal to their deans. Prof. Johnson asked whether there was any mention of teaching graduate students in the lab. Prof. Rideout answered that it mentions "graduate education."

"Beginning this week we are being asked to participate in the faculty/staff centennial campaign. The developers of this fund-raiser are asking donors to specify to which of several options their money is to be spent, including scholarships, library, endowment, and various purposes. Here at the century's end we are being asked to support this campaign and to announce to your colleagues and to try to support this effort."

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

The Senate approved the following Senate Committee on Committees' nominations to fill vacancies on University and Campus Councils, Committees, and Boards.



Academic Programs Council (1:1)  
to replace Elizabeth Gunn, 1990-93 term  
Mary Scott (Educ. Psych.)  
Council on Campus Life (2:1)  
one faculty for 1990-91  
George Henderson (Human Relations)  
Anita Hill (Law)

### **ETHICS IN RESEARCH POLICY**

(See 10/90 Journal, page 7 and Appendix III.) Responding to a request from last month's meeting, a comparison of selected sections of the December 1989 and May 1990 versions was attached to the agenda for this meeting.

Prof. Rideout reminded the group that the May 1990 policy came to the Senate with a recommendation from the Research Council that it be approved. Prof. *Kidd* ~~O'Halloran~~ suggested that the word "his" be replaced by "his/her" in two places in the fourth line. The Ethics in Research policy was approved with those changes on a voice vote.

### **FINAL EXAMINATION POLICY**

Based on comments from last month's meeting (see 10/90 Journal, page 8) some revisions were made in the proposed policy (see Appendix II). Prof. Christian moved to delete part 3. Prof. Salisbury said he believed the proposed policy still was ambiguous with respect to laboratory examinations. Prof. Schnell noted that some courses have components of lab and lecture. Additionally, it may be in the best interest of students to provide periodic exams throughout the semester including the last week. Prohibiting exams in the last week may leave whole sections of lecture not covered. Prof. O'Halloran said one of her colleagues believed this would disrupt the way he structured his class.

Prof. Gilje said he did not see why there would be any objection to 3.b.-- making sure that assignments are given early enough. Prof. Christian explained that depending on how the course progresses, a faculty member may want to give different assignments than planned. Prof. Gilje said that by two-thirds of the way through the semester, the professor should know how the class is doing, and therefore this is a reasonable request. Prof. Fife said he agreed except that the definition of projects and papers was too loose. It would put too much restraint on the development of the course. Prof. Rideout pointed out that projects and papers are defined as 5% of the final grade. Mr. Bloomgarden commented that students are in more than one course and would not have adequate preparation time if they had to adjust their planning that late in the semester. Prof. O'Halloran said her own point of view was that the last week could be spent reviewing. She said she would support part 3 if it were rewritten so that the percentage was larger than 5%. Prof. Kuriger suggested that any good faculty member would follow these kinds of guidelines, but to make it policy would be to micro-manage. He questioned how it would be enforced.

Prof. Christian argued that part 3 did not belong in a document that purports to be changes in the final exam policy. He urged again that part 3 be deleted, adding that it could surface in another document later. The Senate, on a voice vote, approved the motion to delete item three. The motion to approve the resolution, consisting of parts one and two, was approved by the Senate on a voice vote.

**COMMUNICABLE DISEASE POLICY**

The Senate was asked by the administration to review a proposed communicable disease policy (see Appendix III.) Prof. O'Halloran said she had some reservations about part A—restricting people if they are harmful to themselves or others. She said she believes people should be free to undertake activities as long as they are not harmful to others. Prof. Rideout said he would be concerned about the legalities involved if an institution willingly allowed someone to perform duties which the institution knew was harmful to the individual. Prof. Foote there are positions that could be dangerous if one has certain health problems. The Senate approved the proposed policy, on a voice vote, with one opposed.

**PAID LEAVE AND SHORT-TERM DISABILITY POLICY**

Prof. Rideout said some revisions pertaining to nine-month faculty and staff are being developed but were not available in time for the meeting. Prof. Rideout wanted to give the Faculty Welfare Committee time to review any changes before they are presented to the Senate, which should be next month. Mr. Spencer commented that the Professional Staff Association is proposing some changes.

**SEARCH COMMITTEE FOR THE VICE PRESIDENT FOR STUDENT AFFAIRS**

The following nominations were submitted to the Senate office for the faculty position on the search committee for the Vice President for Student Affairs: Anant Kukreti (Civil Engr. & Environmental Science), Arthur Ramer (Electrical Engr. & Computer Science), and Cynthia Wolff (University Libraries). Prof. Gary Cohen (History) was nominated from the floor of the Senate. The Senate elected Prof. Cohen by secret ballot for the position.

**RESOLUTION, LIBRARY BUDGET**

Prof. Christian moved approval of a resolution pertaining to the library budget (see Appendix IV and discussion above under library remarks). Prof. Gabert commented that the President had indicated that all of the centennial campaign money had been designated. Prof. Hopkins said she thought part of the centennial campaign was to establish an endowment for the library. Dean Lee explained that the money had not been raised. Prof. Weaver-Meyers remarked that the President had also said that donors like to contribute to areas with matching funds, which makes it difficult to raise money for other areas like the library.

Prof. St. John asked what is considered the minimum level for the libraries' budget. Prof. Rideout answered 6% of the total budget. Dean Lee reported that the budget is at 4.8% or 4.9% right now.

Prof. Johnson pointed out that many units in the University are in poor shape compared to their peers and questioned whether one area should be designated without regard to the needs in other areas. Prof. Swoyer mentioned point made earlier that money for the library would come out of faculty salaries. Prof. Rideout contended that the faculty are always given those kinds of simple dichotomies and that there should be other options available earlier in the budget stage. Prof. Kutner said the one thing that is distinct about the library is how poorly it is funded in relation to

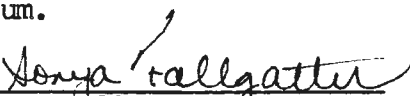


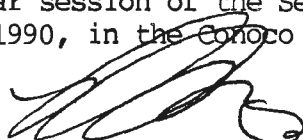
the funds available to the university as a whole. Funding for the University as a whole did not decrease by 10%. Prof. Weaver-Meyers commented that OU has the largest library in the state. She said the question should be asked, "What kind of resources should the legislature be spending to support a major information resource for the state?" Prof. Goodey explained that any time money comes to the University, some of it gets stripped right off the top. For instance, \$1 million was taken off last year. There just is not enough money for all the items, and decisions are made on priorities at various stages in the game.

The Senate approved the resolution on a voice vote, with one opposed.

**ADJOURNMENT**

The meeting adjourned at 5:03 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, December 10, 1990, in the Conoco Auditorium.

  
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Sonya Fallgatter  
Administrative Coordinator

  
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Patricia Weaver-Meyers  
Secretary

Norman Campus Faculty Senate  
Oklahoma Memorial Union, Room 406  
325-6789  
WA0236@uokmvsa.bitnet

COMPARISON OF FACULTY SALARIES AT OU WITH OSU AND SIX OKLAHOMA REGIONAL UNIVERSITIES  
BY RANK AND DISCIPLINE, 1990-91

--UNIVERSITY--	---PROFESSOR---		---ASSOC PROF---		---ASST PROF---		---COMBINED---	
	Average Salary	Head-count	Average Salary	Head-count	Average Salary	Head-count	Average Salary	Head-count
<u>ART</u>	OU Rank	2/7	2/7		6/7		4/7	
Central State	45750	1	41250	2	37540	5	39494	8
East Central	0		0	3	31507		31507	3
NE State	37760	1	0		33810	1	35785	2
NW State	-		-		-		-	
<b>OU</b>	<b>40850</b>	<b>2</b>	<b>34560</b>	<b>10</b>	<b>29233</b>	<b>3</b>	<b>34333</b>	<b>15</b>
OSU	36717	2	31280	6	26910	4	30729	12
SE State	0		0		31202	2	31202	2
SW State	0		0		34457	5	34457	5
<u>BIOLOGY</u>	OU Rank	1/8	4/8		8/8		5/8	
Central State	45225	7	0		36040	5	41398	12
East Central	41299	5	38450	1	33500	1	39778	7
NE State	36690	5	33140	2	31060	1	35099	8
NW State	0		35350	2	32000	1	34233	3
<b>OU</b>	<b>47851</b>	<b>9</b>	<b>37125</b>	<b>10</b>	<b>30703</b>	<b>8</b>	<b>38798</b>	<b>27</b>
OSU	43981	11	38071	6	33140	5	39905	22
SE State	40580	4	0		31305	2	37489	6
SW State	43356	4	42156	4	41178	3	42325	11
<u>BUSINESS ADMIN.</u>	OU Rank	1/8	1/8		1/8		2/8	
Central State	46565	10	40413	4	36272	16	40255	30
East Central	42424	4	38145	2	34429	5	34429	11
NE State	41040	4	39543	4	30000	1	39148	9
NW State	0		36817	3	29875	2	34040	5
<b>OU</b>	<b>63876</b>	<b>17</b>	<b>51363</b>	<b>23</b>	<b>49604</b>	<b>18</b>	<b>53036</b>	<b>58</b>
OSU	60346	31	50086	25	46797	15	53871	71
SE State	40901	2	37149	1	29344	10	31722	13
SW State	43718	5	0		38721	10	40387	15
<u>CHEMISTRY</u>	OU Rank	1/6	2/6		3/6		3/6	
Central State	46050	5	0		0		46050	5
East Central	-		-		-		-	
NE State	41550	2	34570	1	32050	1	37430	4
NW State	52500	1	35100	1	0		43800	2
<b>OU</b>	<b>56081</b>	<b>13</b>	<b>38316</b>	<b>5</b>	<b>32644</b>	<b>8</b>	<b>45453</b>	<b>26</b>
OSU	54868	10	36426	2	34567	4	47486	16
SE State	-		-		-		-	
SW State	43554	7	42085	3	41273	2	42806	12
<u>COMPUTER SCIENCE</u>	OU Rank	2/8	2/8		2/8		2/8	
Central State	0		40867	3	34985	5	37191	8
East Central	45080	1	0		41350	3	42283	4
NE State	41345	2	0		33560	1	38750	3
NW State	0		0		30000	1	30000	1
<b>OU</b>	<b>60571</b>	<b>1</b>	<b>51119</b>	<b>1</b>	<b>44719</b>	<b>4</b>	<b>48428</b>	<b>6</b>
OSU	60597	1	52794	2	48471	3	51933	6
SE State	0		0		31605	5	31065	5
SW State	44368	1	32454	1	41768	1	39530	3
<u>ENGLISH</u>	OU Rank	2/8	8/8		7/8		4/8	
Central State	45500	6	40725	4	35530	5	40903	15
East Central	39520	2	35338	2	32180	9	33795	13
NE State	41905	6	34050	3	29860	2	37573	11
NW State	0		0		28925	2	28925	2
<b>OU</b>	<b>44898</b>	<b>8</b>	<b>33867</b>	<b>9</b>	<b>29444</b>	<b>5</b>	<b>36873</b>	<b>22</b>
OSU	44264	3	37374	7	29383	7	35299	17
SE State	40580	4	37332	1	30344	7	34338	12
SW State	43568	3	42118	1	37884	10	39405	14
<u>MATH</u>	OU Rank	1/8	3/8		3/8		2/8	
Central State	46083	6	40000	2	36214	7	40667	15
East Central	41255	2	36123	2	31371	5	34623	9
NE State	40463	4	33740	1	30595	2	36683	7
NW State	0		0		31000	1	31000	1
<b>OU</b>	<b>53486</b>	<b>11</b>	<b>36877</b>	<b>9</b>	<b>32777</b>	<b>10</b>	<b>41600</b>	<b>30</b>
OSU	46953	2	0		43080	1	45662	3
SE State	40706	2	0		32391	2	36548	4
SW State	43256	4	42068	4	32204	1	41500	9

--UNIVERSITY--	----PROFESSOR----		---ASSOC PROF---		----ASST PROF----		----COMBINED----	
	Average Salary	Head-count	Average Salary	Head-count	Average Salary	Head-count	Average Salary	Head-count
<u>MUSIC</u>	OU Rank	3/8		2/8		6/8		3/8
Central State	46150	5	0		37230	5	41690	10
East Central	29995	1	37112	3	34315	6	34722	10
NE State	40085	4	36495	2	30721	7	34491	13
NW State	0		0		29425	2	29425	2
<b>OU</b>	<b>41034</b>	<b>19</b>	<b>36920</b>	<b>5</b>	<b>29614</b>	<b>7</b>	<b>37792</b>	<b>31</b>
OSU	38473	2	33077	7	28766	7	31865	16
SE State	40856	2	0		30875	4	34202	6
SW State	43718	2	42068	3	38537	6	40442	11
<u>PSYCHOLOGY</u>	OU Rank	5/7		3/7		4/7		5/7
Central State	46000	6	39150	1	38135	5	42152	12
East Central	40885	4	35845	1	32500	1	38648	6
NE State	44400	4	34654	8	29200	5	35343	17
NW State	45025	2	34800	1	30644	4	35346	7
<b>OU</b>	<b>44054</b>	<b>6</b>	<b>35902</b>	<b>6</b>	<b>30897</b>	<b>7</b>	<b>37708</b>	<b>16</b>
OSU	48507	10	34844	7	0		42881	17
SE State	-		-		-		-	
SW State	43535	6	42438	5	41909	6	42638	17
<u>PHYSICS</u>	OU Rank	1/6		3/6		4/6		2/6
Central State	45600	4	40725	2	35533	3	41161	9
East Central	-		-		-		-	
NE State	0		36070	1	32327	3	33263	4
NW State	38000	1	0		0		38000	1
<b>OU</b>	<b>52090</b>	<b>10</b>	<b>38519</b>	<b>6</b>	<b>33315</b>	<b>4</b>	<b>44264</b>	<b>20</b>
OSU	50514	10	39210	3	39005	2	46718	15
SE State	-		-		-		-	
SW State	43585	3	0		40598	2	42390	5

Notes: - not offered

For OU and OSU, Biology = Zoology and Microbiology. For OU, Astronomy faculty are excluded from Physics and Electrical Engineering faculty are excluded from Computer Science. Includes only filled, full-time faculty. Deans are excluded. Twelve-month salaries are converted to nine months using the factor 9/11.

Source: Budget books for each institution.

AVERAGE FACULTY SALARIES BY RANK  
OU AND SIX OKLAHOMA REGIONAL UNIVERSITIES, 1990-91

--UNIVERSITY--	----PROFESSOR----		---ASSOC PROF---		----ASST PROF----	
	Average Salary	N	Average Salary	N	Average Salary	N
OU Rank		2/8		4/8		4/8
Central State	45975	105	40900	59	36073	137
East Central	41247	48	36324	28	32710	67
NE State	41944	80	35600	53	30251	95.6
NW State	42850	9.8	37258	11	30989	21.05
<b>OU* (est.)</b>	<b>50717</b>	<b>277</b>	<b>39264</b>	<b>234</b>	<b>32746</b>	<b>219</b>
OSU	51276	266	41501	238	36482	249
SE State	41508	37.7	37230	12	32333	70
SW State	43672	51.75	41922	42	37739	71.15

\* Excludes geological survey and library faculty and deans

Source: Budget books for each institution.

## RESOLUTION REQUESTING CHANGES IN THE FINAL EXAMINATION POLICIES

1. A student will not be expected to take more than two examinations in one day. In cases where a student has three or more exams scheduled for the same day, instructors must offer make-up exams. The student's number of exams will be brought down to two by the following procedure:
  - a. If a student has three or more exams on the same day, the instructor(s) giving the student's third and subsequent exams must provide make-up exams;
  - b. In the event a conflict should arise from scheduling two or more uniform final examinations at the same time, the student will attend the examination for the class that met first during the week, according to the student's class schedule;
  - c. The student must notify the instructor or department of the third and subsequent final exams scheduled within a single day. Such notification must be given to the specific instructor or department before the end of the twelfth week of classes.
2. The specific final exam make-up time will be established by mutual agreement between the student and the course instructor. If no agreement is reached, the exam will be held from 3-5 pm on Sunday of the exam week.

3. In an effort to assure proper time for study and academic preparation,
  - a. No examinations will be allowed during the last week of classes, except for final exams allowed in the existing policy.
  - b. All projects and papers must be assigned by the beginning of the tenth week of classes.

An examination is defined as any test or achievement measure that accounts for 5% or more of the student's final grade. During the last week of classes, students may be required to turn in papers, projects, lab reports, etc. that have been assigned before the tenth week of classes. Such work is not defined as an examination in this policy.

The "last week of classes" is defined as the last four days before Help Day.

Projects and papers are defined as those assignments requiring extensive lab work and/or writing time and account for 5% or more of the final grade.

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**THE UNIVERSITY OF OKLAHOMA  
NORMAN CAMPUS**

**Communicable Disease Policy**

**PURPOSE**

The purpose of this policy is to inform faculty and staff members about how the University of Oklahoma, Norman Campus, will respond to faculty and staff with a communicable disease. Goddard Health Center is responsible for the implementation of this policy.

**GENERAL**

The term communicable disease means an illness due to a specific infectious agent or its toxic products arising through transmission of that agent or its product from reservoir to susceptible host, either directly as from an infected person or animal or indirectly through the agent of an intermediate plant or animal host, a vector or the inanimate environment. It also means an infestation by an ectoparasite and similar species.

The law requires that health care providers report specific diseases of public health importance (Ref: Public Health & Safety, OSDH Communicable Disease Bulletin Oct. 88). The Oklahoma State Department of Health has the authority to adopt rules and regulations to aid in the prevention and control of such communicable diseases.

Faculty, staff and job applicants who have a communicable disease are defined as handicapped and are covered by the Federal Rehabilitation Act and the Oklahoma Anti-Discrimination Act. In compliance with these laws unfair discrimination against the handicapped in regard to any policy, practice or procedure will not be permitted.

The university wishes to provide a workplace free of hazards and will take reasonable precautions to protect faculty and staff members from peers and others who are known to have communicable diseases. Provided medical evidence supports that a disease is not communicable by the casual contact normally found in the workplace, the place of employment will not be considered hazardous.

This policy will be changed as necessary to comply with the most current medical and legal information available.

**GUIDELINES**

**A. Health Management**

1. Faculty or staff members with a communicable disease may perform the duties of their appointed positions providing the disease cannot be transmitted during normal activity in the workplace and performance of duties is not harmful to themselves or others.
2. If medically necessary, every effort will be made to provide the ill faculty or staff member reasonable accommodations in order to improve performance and/or eliminate the individual's risk to himself/herself or others.

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3. There may be cases in which the faculty or staff member does not seem to be progressing towards recovery and the employer may request that person to see a specialist for a second opinion. The university can require the faculty or staff member to be examined by a physician of the university's choice. This may be done if there is information that another opinion is needed. The departmental supervisor often has more access to such knowledge because of his/her contacts with the faculty or staff member, doctor, family and co-workers.
4. If reasonable accommodations will not eliminate the risk to himself/herself and others, the faculty or staff member may be placed on appropriate leave status or terminated in accordance with established policies.

**B. Insurance Coverage**

Eligible expenses incurred by the faculty or staff member (who was covered under the group plan when diagnosed with the disease) for the treatment and care of the disease will be covered by the university's Group Health Insurance Plan in the same way care is provided for the other causes.

**C. Behavior of Supervisors and Co-Workers**

As long as a faculty or staff member with a communicable disease is able to perform job duties satisfactorily and medical evidence indicates that his/her condition is not a threat to themselves or others, supervisors are expected to ensure that the faculty or staff member is treated consistently with others in the department. Unfair discrimination and harassment of the faculty or staff member by supervisors and co-workers will result in disciplinary action.

**D. Privacy of Personal Information**

In the course of employment, faculty and staff members may learn about personal information regarding peers. Regardless of the source of this information, faculty and staff are cautioned about the importance of keeping such information private. Faculty and staff members unnecessarily sharing confidential information could be subject to disciplinary action.

**E. Education and Counseling**

Goddard Health Service will be responsible for keeping faculty and staff informed about educational and counseling services available at the Norman Campus and within the Community of Norman. Questions and concerns about communicable disease should be directed to the Director of Medical Services at Goddard Health Center.



- Whereas the University of Oklahoma libraries' budget has remained below the minimum recommended by an Oklahoma State Regents for Higher Education study--namely, a 6% minimum for the library from a university's total E and G budget;
- Whereas the libraries' total 1990-91 materials budget for the purchase of monographs and serials has been reduced by \$200,000 from the previous year's budget;
- Whereas this reduction occurs at a time when publishers are increasing serial subscription costs by 30% and more;
- Whereas the immediate results of the budget cut are drastic curtailment of the purchase of monographs, as well as campuswide cuts of as many as 2,000 serials this year;
- Whereas the process of reinstating periodical subscriptions takes two years, thus extending the detrimental effects of the present budget cut to a minimum of three years;
- Whereas the administration's stated goal for the university to be the finest undergraduate instructional institution in Oklahoma is severely damaged by inadequate library support for the development of students' research skills;
- Whereas the administration's stated goal for the university to be an internationally-recognized, comprehensive research institution is critically jeopardized by diminishing library resources which impede research on campus, impair the generation of research grants, and discourage both the retention of faculty and the endowment of professorships;
- Whereas the administration's stated goal for the university to be a member of the Carnegie Top 75 Research University group remains impossible if marginal library collections are crippled even further, threatening not only research university affiliations, but also fundamental accreditations;
- Be It Resolved that the faculty of this university--through its representatives, the Faculty Senate--calls in the most urgent terms
- 1) for the OU Board of Regents to reexamine the 1990-91 budget and all available fiscal resources and to request that the President and the Norman campus Provost raise the libraries' total materials budget immediately back to at least the 1989-90 total budget level;
  - 2) for the OU Board of Regents, the President, and the Norman campus Provost, in planning the 1991-92 budget, to demonstrate their commitment to the long-range goals of the university by raising the university libraries' level of funding to at least the minimum level recommended by the Oklahoma State Regents for Higher Education study; and
  - 3) for the Oklahoma State Regents for Higher Education, in reviewing forthcoming OU budgets, to address themselves to the concerns outlined in this resolution.