

**JOURNAL OF THE FACULTY SENATE**  
 The University of Oklahoma (Norman campus)  
 Regular session - January 14, 1991 - 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:** Ahern, Breipohl, Christian, Curtis, Foote, Gabert, Goodey, Gudmundson, Harm, Harper, Hilliard, Hopkins, Jaffe, James, Johnson, Kiacz, Kidd, Knapp, Kuriger, Kutner, Levy, Livesey, Mouser, D. Nelson, J. Nelson, O'Halloran, Paolino, Rideout, St. John, Salisbury, Sankowski, Schnell, J. Smith, P. Smith, Striz, Sullivan, Swoyer, Tiab, Vehik, Vestal, Weaver-Meyers, Wedel, White, Zaman

Provost's office representative: Wadlow  
 PSA representative: Bloomgarden  
 UOSA representative: Burgin

**ABSENT:** Cross, Fife, Havener, Hill, Michaelsen, Stanhouse, Stoltenberg

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**APPROVAL OF JOURNAL**

The Senate Journal for the regular sessions of November 12 and December 10, 1990, were approved.

**ANNOUNCEMENT**

The regular meetings of the Faculty Senate for 1991 will be held at 3:30 p.m. on the following Mondays: January 14, February 11, March 4, April 8, May 6, September 16, October 14, November 11, and December 9.

**DISPOSITION BY THE ADMINISTRATION OF SENATE ACTIONS**

The President approved the Senate's resolution requesting changes in the final examination policy (see 11/90 Senate Journal, page 7). The new policy will become effective beginning Spring 1991 semester.

In a memo dated December 21, 1990, President Van Horn said he appreciated and concurred with the concern the Faculty Senate expressed for the funding of the library (see 11/90 Senate Journal, page 8). Funding to match or exceed last year's expenditure level will be provided.

The President acknowledged the Senate's approval of the Racial and Ethnic Harassment policy and agreed with the stipulation that the Senate might wish to recommend changes in the grievance procedures at a later time (see 12/90 Senate Journal, page 8).

In response to the Senate's rejection of the proposed policy on paid leave and short-term disability, President Van Horn has suggested a meeting with the Executive Committee (see 12/90 Senate Journal, page 7). [See Chair's report below.]

**REMARKS BY DR. ARTHUR ELBERT, VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS**

Dr. Elbert reported that for 1990-91, 54% of the total state appropriation of \$3.2 billion went to education, with higher education receiving 16%. This is a drop from the 19.5% share that it had ten years ago. If the percentage had remained constant, higher education would have had \$120 million more this year. The percentage increase for higher education in the last 10 years is 87%, compared with an average increase of 101.3%. Realizing that it is impossible to reach peer parity by the original target date of FY93, the State Regents now have a five-year funding plan to raise the state appropriation and tuition. With regard to tuition, students now pay 25% of the instructional costs; the goal is to raise that to 33%. In terms of how the state appropriation was divided among the institutions this year, OU received a 10.4% increase, or \$12.9 million, plus money from other areas such as academic chairs and scholarships. He pointed out that all of the higher education institutions received about the same percentage increase. Dr. Elbert answered a question from the floor about why OSU received more money but a lesser percentage than OU. He explained that the percentage was the percentage increase over two bases. The University's total budget is \$409 million, and a little over one-third of that comes from state appropriations. The budget for the Norman Campus is about \$232 million, with \$79 million in state appropriations.

The State Regents have requested an increase of \$92 million (\$83 million in state appropriations) for FY92; this year's increase in state appropriations was about \$50 million. In December the Equalization Board estimated an increase in revenue of about 3%, but, according to Dr. Elbert, the Board has traditionally underestimated the figure. He anticipates an increase of about 7% or 8%, which, when coupled with a 7-8% tuition increase, would yield about \$7-9 million in new money. The picture will be much clearer when the Governor presents his budget on February 4. Because of the oil situation, there is reason to believe there will be at least \$50 million available in the excess well head tax fund to use for capital improvements. Also, Governor Walters is proposing a bond issue of \$150-300 million. That could mean at least \$12 million for OU. The State Regents would allocate the capital funds based on the budget, space, and enrollment.

Prof. Johnson said he had heard the State Regents were going to account for graduate students differently. Dr. Elbert said the University is trying to make a case for the increased costs of graduate instruction and research, but so far there has been no distinction for the comprehensive universities in the regular operating formula. He said there was a backlash last year from the other institutions because most of the endowed chair and student scholarship money went to the comprehensive universities.

Dr. Elbert described what he views as the major issues: taxes are too low, higher education is too small a proportion of the total state budget, common education is funded too much from the state and not enough from local sources, tuition is too low, the comprehensive universities are getting a smaller proportion of the total higher education appropriation, health insurance and social security have increased, more tuition waivers are being given, there are too few cooperative relationships between the university and the business community, and the state has no regular capital improvements program. Therefore, he thinks we must look at other sources of revenue, particularly cooperative relationships with business and industry. He said OU should do well with David Walters as governor because Walters worked at the Health Sciences Center and should understand higher education.

Prof. Schnell asked about the status of the capital improvements list. Dr. Elbert said the State Regents had asked the University to submit a revised list in case additional money is available. Prof. Schnell asked whether the new plan had been reviewed by the Campus Planning Council. Dr. Elbert said it had. Prof. Zaman asked whether equipment was considered part of capital improvements. Dr. Elbert said it was and that about \$1.5 million had been requested for the University.

**REPORT BY PROF. DARRYL MCCULLOUGH (MATHEMATICS), CHAIR OF THE RESEARCH COUNCIL, ON THE REVIEW OF INTERNAL SUPPORT PROGRAMS**

Prof. McCullough said the Research Council had been working the past year on reviewing internal support programs for research and creative activity. The report will be completed in a few days and distributed widely. The programs involved are the faculty research fund, OU Associates program, and faculty summer fellowships. For FY91 there was a significant decrease in the amount of Associates funds, senior faculty summer fellowships, and the Vice Provost for Research Administration discretionary funds. This year's cuts were at least partially attributable to the tuition shortfall, which forced a reallocation of soft funding. However, these cuts might have been minimized or even avoided if there had been hard budget lines funded at realistic levels for Research Support Programs, a practice repeatedly recommended by the Research Council. The Council has also requested that a larger portion of indirect costs from grants be used for research support, because that would increase the amount of external funding. Another issue is the administration's decision to make the deans' budgets the primary source of internal research support. So far, it does not appear that the deans have received any additional allocations for such support, nor does there seem to be much summary data available. The Council believes the funding should be centralized because (1) centralized funding is not in direct competition with shorter term needs that have more immediate payoffs, (2) it does not depend on the funding level of the college, (3) the availability is more stable, (4) support for interdisciplinary work is easier handled by a central agency, and (5) faculty involvement in allocation decisions is guaranteed by the Council's advisory function.

Prof. McCullough said the Council supports the administration's goal of increasing external funding but believes there are some dangers in overemphasizing external funding: (1) resources may be overcommitted to efforts to obtain external funding, to the detriment of graduate and undergraduate education and professional and public service, (2) faculty evaluations may be distorted by over-evaluating external funding, (3) evaluations between departments may be distorted because of differences in funding sources, (4) research programs may be diverted toward short-term payoffs, and (5) it may lead to a tiered system of funded and un- or under-funded faculty.

Prof. Zaman said Prof. McCullough had made some excellent points. He said the President might not realize the importance of internal funding. Many requests from individuals cannot be funded, even though some are even tied to external funding. Prof. McCullough said he had a lot of figures showing the value of internal support. He said President Van Horn had attended the December Council meeting and seems receptive to further discussions.

**REPORT BY PROF. ANDY MAGID (MATHEMATICS), OU'S REPRESENTATIVE TO THE FACULTY ADVISORY COMMITTEE TO THE STATE REGENTS FOR HIGHER EDUCATION**

Prof. Rideout explained that the Chancellor for Higher Education had formed a committee of faculty to advise the State Regents for Higher Education. Prof. Andy Magid (Mathematics), immediate past Chair of the Senate, reported that the committee was created December 17, 1990, and is a seven member committee composed of two faculty from the comprehensive tier, two from the regional tier, two from the two-year tier, and one from the independent institutions. Each member serves a two-year term and is required to be the chair or immediate past chair of his/her faculty governance body. As the first chair of the committee, Prof. Magid is seeking input on agenda items. Some of the issues that the committee expects to address are administrative cost containment, especially administrative personnel cost containment, and faculty initiatives to improve student performance in the classroom. Diagnostic testing and adapting teaching methods to student learning styles are possible ways to improve student success and retention. The State Regents will be making a major request for new funding for higher education from the legislature. They would like to hear faculty suggestions on how to answer the question of what peer equity would mean in terms of educational quality. Suggestions can be sent to Prof. Magid.

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

"Last Friday afternoon the executive committee had its monthly meeting with President Van Horn. Nearly an hour and a half was spent on the Paid Leave and Disability Policy that the Senate rejected at its last meeting. President Van Horn wanted to know what could be done to devise a new policy and what was the main concern with the last draft. The members of the committee made it very clear that A) the policy appeared to favor 12-month personnel over 9-month and B) that the faculty saw the policy as yet another example of the slow erosion of faculty salaries and benefits. He responded by assuring the faculty that another version of the policy would be developed that granted every faculty member the maximum benefits allowed--by that he meant the most number of days that can be allocated to paid leave and accrue toward retirement with the OTRS. I want to stop here and ask the members of the executive committee if they have any comments they want to make on this issue.

"Secondly, the President's office has responded to a Senate proposal to restructure university committees and councils. The Executive Committee and the Committee on Committees are looking over the proposals and making counter proposals. The changes would affect every committee and council on which faculty now serve. Therefore, the proposals will be reviewed very carefully. The February Senate meeting will be given over to discussing these changes at length, and I ask that any and all interested faculty come by the Senate office and see the proposed changes. If the Senate can come to some agreement on the changes in the February meeting, there is every reason to believe the President will approve them.

"Third, in the December Regents' meeting, the Regents approved a version of the Racial and Ethnic Harassment Policy. This semester we must review that policy and suggest changes in the grievance procedures to assure that this policy is in line with existing procedures. Since the procedures governing harassment policies are part of the changes within the committee restructuring, we will deal with the grievance procedures after we resolve the committee changes.

"Also in that December meeting, the Provost presented a draft budget for Regents' approval and for forwarding on to the Higher Regents (see Appendix I). I have xeroxed the first two pages of that proposal for your consideration. I think the Provost should be commended for listing faculty salaries as the number one priority for the next year. Admittedly, the twelve percent request is not likely to be met, but, as you know, we speak loudly and long about faculty salaries, and it is important to recognize efforts by the administration to improve them. As you can see, faculty salaries are the first priority after the mandated increase estimates in overhead and the like, mandated by the Higher Regents. Second is G.A. stipends (priority numbers are in the far right column), staff salaries third, new faculty fourth, and library fifth. In order to meet the mandated increases and the first five priorities on page two, we need \$13.2 million in new money. As you heard Dr. Elbert say, \$7-9 million seems to be the fair estimate this year. So, the 12% request is not likely to be met. I think we'll have to argue over how that \$7-9 million is allocated.

"Finally, in the past few years, several faculty have requested that we consider another room for meeting. The only other room available to us at this time is in Jacobson Hall and, in new business, I will propose that we consider moving the February meeting to that room to see if the environment is any more pleasant than here in the Conoco Auditorium. I do not want to imply that there is anything wrong with this room. This is merely a request to consider relocating. If we like the new room, I understand it is available to us at our request."

**FOCUS ON EXCELLENCE:** Film and Video Studies, by Prof. Jay Smith, Chair-Elect

"At the beginning of the listing of courses in each semester's Class Schedule Bulletin is a section entitled Special Program Notes. There listed are various departmental course offerings applicable to programs such as those for the interdisciplinary Film and Video Studies Program. Again this month the Focus on Excellence celebrates the efforts of a group of faculty who are, as individuals and in concert with others, working to make the University and an academic program area excellent.

"The Film and Video Studies Program at the University of Oklahoma is designed to help students understand and appreciate the role of these unique and powerful media in modern society. Over the past several decades there has been an accelerating demand for individuals who understand and can use film and video in business, education, government, and entertainment. Film and Video Studies help prepare students for careers in these areas.

"The University offers an interdisciplinary degree in Film and Video through the Planned Studies program in the College of Arts and Sciences. Courses are offered by several departments and colleges within the University, including the School of Journalism and Mass Communication, the Department of English, the Department of Communication, the School of Art, the College of Education, and the Department of Modern Languages, Literatures, and Linguistics. The University of Oklahoma has a rich tradition in Film and Video Studies (at one time called "Motion Picture Studies") and thus there are many course offerings and individual programs that can be tailored to meet student needs and career objectives. Programs are approved by a coordinating committee of faculty from the departments involved.

"The various departments involved with the program schedule frequent film and video screenings on campus, and the Department of English provides a film and video library for classroom use. The Department of Communication houses the Political Commercial Archive, the world's largest collection of political radio and television commercials. Several of the departments involved with the program offer training in film and video production and maintain equipment and laboratory facilities to provide students with hands-on experience in writing, scripting, producing, and editing.

"Screenings of student films are held regularly. The program also coordinates film and video workshops, bringing to the campus each year a number of writers, directors, cinematographers, actors, and film scholars. In the recent past these have included: Alan Hirschfield, Haskell Wexler, Tess Harper, Jack Zander, and Sam Marx. Two events this semester are, in January, a film presentation and reception featuring Soviet members of the Soviet-American Screenwriters Exchange program. Oklahoma will be the only location in the midwest which this group of Soviet screenwriters will visit. In March, Oklahoma will be one of the sites for the East-West Center's Asia-Pacific Rim Film Festival. This 3-4 day event will feature the presentation of several new films from that geographic area, including accompanying lectures from an Asian Film expert and several related events for students, faculty, and community members. Events such as these provide students with an opportunity to interact with and learn from experienced professionals in the film and video communities.

"The faculty coordinator for the nationally recognized interdisciplinary program in Film and Video Studies is Professor Lynda Lee Kaid from the Department of Communication. Faculty members of the Film and Video Studies Program include: School of Art: John Alberty, Jacqueline Frost, and Andrew Strout; from the Department of Communication: Lynda Lee Kaid and Eric Kramer; from the College of Education: Connie Dillon and Jay Smith; from the Department of English: Tricial Welsch and Joanna Rapf; from the School of Journalism and Mass Communication: Bruce Hinson, Tim Hudson, Ned Hockman, David Jaffe, and Jerry White; and from the Department of Modern Languages, Literatures, and Linguistics: Heidi Karriker and Michael Layne."

**ELECTION, COUNCILS/COMMITTEES/BOARDS**

The Senate approved the following Committee on Committees' nominations to fill vacancies.

Budget Council, to complete the 1988-91 term of Jonathan Forman (Law):  
Albert Smouse (Educ. Psychology)

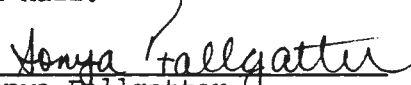
Senate Committee on Committees, to complete the 1988-91 term of  
Osborne Reynolds (Law): Keith Bystrom (Law)

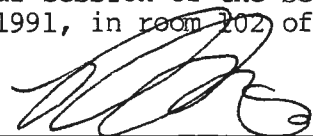
**FACULTY SENATE MEETING SITE**

As mentioned in the chair's report, several faculty have requested that the Senate meetings be held in another location. Prof. Rideout moved that the Senate hold its February meeting in Jacobson Hall, room 102. The motion was approved on a voice vote. The Senate will decide at its February meeting whether to make the move permanent.

**ADJOURNMENT**

The meeting adjourned at 4:37 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, February 11, 1991, in room 102 of Jacobson Hall.

  
Sonya Fallgatter  
Administrative Coordinator

  
Patricia Weaver-Meyers  
Secretary

Norman Campus Faculty Senate  
Oklahoma Memorial Union, Room 406  
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Oklahoma State Regents for Higher Education  
State Capitol, Oklahoma City

Survey of Institutions' Needs and Priorities  
Projected for FY92

Institution: The University of Oklahoma-Norman Campus  
Contact Person: Jan Jackson, Budget Director  
Telephone: 325-5511

PART I - Mandatory Increases

The estimates requested below refer to increases in the existing budget base that must be covered for FY92, whether from new funds, reserves, or reallocation of the existing budget.

A. Compensation	<u>Total \$</u>
1. Salaries to meet federal minimum of \$4.25 per hour for entire year.	<u>\$46,623</u>
2. FICA	<u>120,360</u>
3. Health and Dental Insurance	<u>480,548</u>
4. Teachers' Retirement	<u>221,406</u>
5. Unemployment Compensation	<u>4,435</u>
6. Workers' Compensation	<u>210,100</u>
7. Supplemental Retirement Institution plan	<u>NA</u>
TIAA-CREF	<u>NA</u>
<b>Total Compensation</b>	<b><u>\$1,083,472</u></b>
<b>B. Utilities (6% rate increase)</b>	<b><u>\$389,780</u></b>
<b>C. Maintenance contracts</b>	<b><u>\$100,000</u></b>
<b>D. Other</b>	
1. Institutional space rental	<u>\$10,956</u>
2. Murray Case Sells Swim Complex	<u>5,000</u>
3. Increased federal requirement for single audit	<u>15,000</u>
4. Annualize academic commitments budgeted from reserve	<u>170,000</u>
5. Postage increase (annualize 7 months)	<u>154,000</u>
<b>Total Other:</b>	<b><u>\$354,956</u></b>
<b>Total Mandatory Increases:</b>	<b><u>\$1,928,208</u></b>

Needs and Priorities, page 2

Institution: The University of Oklahoma-Norman Campus

PART II - Priorities

List below your institution's funding priorities for FY92, after mandatory increases have been accomplished.

[based on a 15% increase]

	<u>Total \$</u>	<u>Priority</u>
1. Faculty salary increases for filled positions	12% <u>\$4,800,000</u>	<u>1</u>
2. Exempt monthly staff salary increases for filled positions	7% <u>1,232,000</u>	<u>3</u>
3. Non-exempt monthly staff salary increases for filled positions	7% <u>1,407,000</u>	<u>3</u>
4. Graduate assistant salary increases for filled positions	12% <u>646,200</u>	<u>2</u>
5. Improved benefits for faculty	<u>0</u>	<u></u>
6. Improved benefits for exempt monthly staff	<u>0</u>	<u></u>
7. Improved benefits for non-exempt monthly staff	<u>0</u>	<u></u>
8. New faculty positions (50 FTE)	<u>2,200,000</u>	<u>4</u>
9. New graduate assistant positions (26 FTE)	<u>456,000</u>	<u>10</u>
10. Retention (student service, faculty & other support; freshmen orientation, freshmen seminars, undergraduate research support, writing center, etc.)	<u>600,000</u>	<u>9</u>
11. Library acquisitions (50% increase)	<u>1,000,000</u>	<u>5</u>
12. Other		
a. Computing Needs <i>To support micros, local area networks, and work stations (positions and M&amp;O)</i>	<u>1,000,000</u>	<u>6</u>
b. Academic M&O Support <i>To support colleges, honors program, and general education</i>	<u>500,000</u>	<u>7</u>
c. Research Support <i>Seed, match and incentives</i>	<u>1,000,000</u>	<u>8</u>
d. Minority recruiting incentives	<u>100,000</u>	<u>9</u>
e. Upgrading of on-going academic equipment <i>Includes M&amp;O, renovation costs, equipment, etc. for new positions including endowed chairs.</i>	<u>347,592</u>	<u>11</u>
f. Laboratory safety, crime prevention due to federal requirements, and purchasing/property control pursuant to audit findings.	<u>100,000</u>	<u>12</u>
g. Academic space deferred maintenance	<u>300,000</u>	<u>13</u>
h. Tulsa program expansion	<u>133,000</u>	<u>14</u>
i. SLEP support (20%)	<u>44,000</u>	<u>15</u>
j. University Affairs <i>Expanding fund raising and alumni support</i>	<u>250,000</u>	<u>16</u>
<b>Sub-Total Priorities</b>	<b><u>\$16,115,792</u></b>	
13. Required funds to meet peer group averages (see attached)		<u>17</u>