

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - May 6, 1991 - 3:30 p.m.
 Jacobson Hall 102

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

PRESENT: Ahern (2), Breipohl (2), Christian (3), Cozad (0), Cross (3),
 Curtis (1), Fife (2), Foote (2), Gabert (0), Goodey (1),
 Harm (1), Harper (1), Harris (1), Hill (2), Hilliard (2),
 Hopkins (1), James (4), Johnson (1), Kuriger (0), Kutner (0),
 Levy (0), Michaelsen (3), Mouser (1), D. Nelson (3),
 J. Nelson (1), Paolino (2), Rideout (0), St. John (2),
 Salisbury (2), J. Smith (1), P. Smith (1), Stanhouse (1),
 Stoltenberg (1), Striz (2), Vehik (0), Weaver-Meyers (1),
 Wedel (1), White (2)

Provost's office representative: Wadlow

PSA representatives: Barth

ABSENT: Gudmundson (4), Havener (2), Jaffe (3), Kiacz (3), Kidd (3),
 Knapp (1), Livesey (1), O'Halloran (2), Sankowski (1),
 Schnell (2), Sullivan (2), Swoyer (3), Tiab (2), Vestal (1),
 Zaman (2)

(NOTE: During the period June 1990 - May 1991, 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 8, 1991, was approved.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for Fall 1991 will be held at 3:30 p.m. in Jacobson Hall 102 on the following Mondays: September 16, October 14, November 11, and December 9.

A list of the newly-elected faculty who will begin a 1991-94 term on the Faculty Senate was distributed at the meeting and will be included in the September Journal.

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

The coordination of the Speakers Service was transferred from the alumni office to the development office of University Affairs in January 1991.

From May 1990 to January 1991 thirty-five presentations were given by twenty-one faculty and staff. Programs were presented in 9 cities across the state and to 14 different organizations.

From January 1991 to May 1991 thirty-two presentations were given by twenty-three faculty and staff. Programs were presented in 6 cities across the state and to 9 different organizations.

The most popular topics were radiation- and energy-related issues.

An ad hoc committee of students, faculty, and staff has been formed to consider the UOSA resolution to extend the withdrawal period to ten weeks. Professors Jay Smith and Gus Friedrich (Academic Programs Council Chair) will be the faculty representatives. Prof. Smith will serve as Chair.

Prof. Rideout announced that the Senate had been asked to nominate 18 faculty for the Search Committee for the Norman Campus Provost by May 17. He asked interested Senators to submit their names to Jay Smith or the Senate office.

ELECTION, UNIVERSITY AND CAMPUS COUNCILS, COMMITTEES AND BOARDS

Prof. Smith reminded the Senators that fewer faculty were needed for committees because of the committee restructuring. 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 I).

SENATE CHAIR'S REPORT, by Prof. Roger Rideout

Referring to a May 3 letter from President Van Horn concerning the FY92 legislative appropriations, which was sent to all employees, Prof. Rideout commented on how the budget problems came about. "It seems that no one monitoring the legislature knew about this planned cutback in funds, partly because no one was watching the legislature on this issue. Everyone thought there was general agreement that this was higher education's year and that the worst case scenario for higher education would be \$43 million in continuing money and a tuition increase. We see from this letter that that's not the case. Since Friday a blitz of telephone calls and lobbying the legislators has begun to convince all senators and representatives that

this won't do and that we can't run the operation without more funds. While there is no hope in changing the general allocation, there is some hope that the tuition increase will be reinstated. The problem for us, specifically, is that without the increase, there will probably be no salary raises this year. The embarrassing irony is that if we get these raises, it will be off the backs of our students." Prof. Paul Goodey, Budget Council Chair, was invited to discuss the emergency meeting the Budget Council had with the President last Friday.

Prof. Goodey explained that the legislature seems adamant that a large proportion of the funding to higher education will be in one-time funds. The latest information indicates that the increase in state appropriations to higher education will be \$17 million in continuing money. OU typically receives 16%, which would mean \$2.7 million in new money. The total appropriation for higher education will probably be \$40-\$42 million.

Prof. Hopkins asked what the appropriation was last year. Prof. Goodey answered that this year's appropriation does not compare very well. Prof. Hopkins asked why. Prof. Goodey replied that a lot of continuing money is committed to HB1017 (the common education reform bill). The big issue now is whether there will be a tuition increase. Additional costs for next year include \$1.5 million in fixed costs (the largest portion being employee benefits), \$1 million to hire women and minority faculty, and \$.9 million for fee waivers (subject to a limit of 3% of the E&G budget), for a total of \$3.4 million. Prof. St. John asked whether the \$.9 million was above and beyond what was spent for fee waivers last year. Prof. Goodey said that it was. He commented that fee waivers have helped to recruit and retain students and that enrollments are very important because the State Regents' allocation formula is enrollment driven.

Prof. Goodey explained that the University has other income of about \$.8 million from over-realization of indirect costs, student fees, and auxiliary overhead. Revenues and costs are almost equal without tuition figured in. A 6% tuition increase would yield \$1.8 million; 9% would result in \$2.7 million. The President's priorities are salary increases for faculty (including GAs) and staff. A 1% raise for faculty costs \$400,000, for staff \$350,000, and for GAs \$53,000. The proposed raises of 5% for staff and 8% for faculty would cost \$5.3 million in new money. Other high priorities are library acquisitions (\$500,000 is needed just to stay even), increases to degree colleges, \$200,000 for computing, and \$100,000 for retention and graduation efforts. He concluded by saying, "This is a picture of the problems the administration has to face."

Provost Wadlow commented that there are different ways to work with the figures. Some of the costs can be shifted to one-time money to free up some funds for salary increases. For instance, one-time money could be used for fixed costs like utilities or fee waivers. In addition, she plans to talk with the deans about re-allocation. Prof. Goodey said he does not understand how fee waivers could be on a one-time basis. Provost Wadlow answered that a decision could be made next year on whether to offer the waivers. Prof. Weaver-Meyers said that meant the funds might not be there next year for those items that are one-time funded. Provost Wadlow said that is possible. She added that the University could undertake a major energy-saving campaign to free up more money. Prof. Rideout asked when the University would know something definite. Provost Wadlow answered that decisions could be made within the next week. Prof. Rideout suggested that the Senators share this information with their colleagues. He pointed out that the State Regents asked the faculty advisory committee to encourage the

faculty at their schools to talk with legislators in behalf of a tuition increase. When he commented that that might look a little self-serving, Provost Wadlow replied, "That's not self-serving; it's serving the University." Prof. Rideout noted that the students were circulating letters in support of increased funding. Prof. Stoltenberg mentioned that Representative Ed Crocker had advised faculty to urge people in other districts to speak with their legislators.

Prof. Goodey commented that the legislators do not understand that OU would lose faculty if funding levels are inadequate. Prof. Curtis asked whether the legislators who are not supporting the higher education appropriation could be identified and whether an organization for higher education should be formed. Provost Wadlow said it would not hurt to contact all of the legislators. She explained that there is a state-wide lobbying organization for higher education--Higher Education Alumni Council of Oklahoma (HEACO). State leaders had believed the problems of higher education were solved. Prof. Weaver-Meyers suggested that something be done to get more of a discussion by the media. Provost Wadlow said the President was sending out a request for editorials to the newspapers. She said one of the problems is this is not seen as a crisis. Legislators think because other states are cutting their budgets, the faculty cannot go anywhere else. Prof. Rideout added that legislators do not think support for higher education is a factor in their re-election, and not all of them have a college in their district. Prof. Curtis asked whether there was any punitive reason for this situation, for instance that legislators think the money is not being spent the way they think it should be. Prof. Rideout replied that his understanding was that HB1017 was taking \$56 million away from the allocation that would have gone to higher education.

PARKING RATE INCREASE

Prof. Rideout explained that the Senate was being asked to reconsider the parking rate increase options (see 4/91 Journal, page 6 and Appendix IV) in view of the recent Campus Planning Council's recommendation. He said the item had been placed on last month's agenda because of the request for Senate input from Mr. Thomas (Auxiliary Services Director), not realizing that the Campus Planning Council had not reviewed the proposal yet. Prof. Rideout said he did not want to circumvent the committee structure that the Senate should be supporting. Prof. Lloyd Korhonen, Chair of the Campus Planning Council, was present to discuss the Council's recommendation, which was to support the option of a gradual increase keyed to the inflation rate.

Prof. Breipohl claimed, "If this is a serious re-consideration, then we should tie parking fee increases to salary increases." Prof. Korhonen commented that one of the things that is working is parking. The Campus Planning Council agreed to the increase based on two factors: a restudy of surface parking for the north part of campus and a three-year package, which would only involve a total increase of \$9. He said parking is a modest expense; for \$3 a year the rest of the parking lots can be upgraded. Prof. Hopkins asked how much added revenue that would mean to Parking Services. Prof. Korhonen said for 1991 the total projected revenue is \$590,000. Some of the projects to be funded from that include additional access card readers; repairing and resealing the Engineering, Evans Hall, and Fine Arts parking lots; resurfacing Rhyne Hall, Wilson Center, OMNH, and Duck Pond parking lots; and extending the Duck Pond lot to create additional parking spaces. In the past few years Parking has worked off its excess. Prof. Hopkins asked whether the Campus Planning Council had considered the Faculty

Senate suggestion about other sources of income. Prof. Korhonen said the Council had discussed other options, but this seemed to be the least expensive solution to parking.

Prof. Breipohl said he believed his constituents would be happier with him if the increase were tied to raises. He moved to amend the motion by adding: In those years where there is no faculty and staff increase in pay, then there should be no increase in parking fee. Prof. Goodey said he thought the linkage between salaries and parking was not clear. As an auxiliary, Parking is separate from the E&G budget and has to be self-funded. Prof. Breipohl said the linkage is through the people who are contributing the income to parking. Prof. Vehik asked what the increase would be. Prof. Korhonen answered \$3 a year over three years for a total of \$9. Prof. Fife noted that the dollar amount was pretty small. He suggested that the protest would be against the wrong people since Parking cannot do anything about salary increases. The amendment failed. The Campus Planning Council motion was approved 29 to 4.

OU-TEXAS FOOTBALL GAME HOLIDAY

Prof. Rideout reminded the Senate that the students are allowed a holiday in the fall semester. The Senate has been opposed to a holiday the Monday after the OU-Texas football game. The President formed a committee of faculty and students to resolve the issue, but the committee reached a deadlock. Consequently, the President's office recommended a two-year experiment to explore alternatives (see Appendix II). Prof. Salisbury moved to support the experimental period. The motion was approved 23 to 3.

PROCEDURE FOR FACULTY COMPLAINTS ABOUT DEPARTMENT CHAIRS

Prof. Rideout explained that several Senators had requested that the Senate consider revisions in section 2.8.2 of the Faculty Handbook to provide procedures for evaluating department chairs and for resolving faculty grievances concerning the performance of a chair. An ad hoc committee was formed (see 3/91 Journal, page 7) to propose such revisions; its recommendation is attached as Appendix III. The Senate approved the recommendation on a voice vote. Prof. Breipohl asked about the approval process for revisions in the Faculty Handbook. Provost Wadlow said this change would have to be approved by the President and possibly the Regents.

RESOLUTION OF APPRECIATION TO PROVOST JOAN K. WADLOW

The Senate approved the following resolution of appreciation to Provost Wadlow, who is leaving the University to become Chancellor of the University of Alaska, Fairbanks:

WHEREAS, Joan Wadlow has devoted five years of service as Provost and chief academic officer of the University of Oklahoma;

WHEREAS, these years have been marked by the expansion of the honors program, an increase in National Merit Scholars support and fee waivers, formal reviews of academic departments, a strategy for academic excellence, and new programs and policies affecting racial and sexual harassment and cultural diversity;

WHEREAS, she has marked those years with greater faculty involvement in administrative processes and open and candid discussions of budgetary and other concerns;

WHEREAS, she has provided articulate, focused, and consistent leadership in all academic matters;

WHEREAS, she has chosen to abandon us all to the vagaries of life on the plains in favor of a new position in the frozen tundras of the Great Northwest;

NOW THEREFORE LET IT BE RESOLVED that the Norman Campus Faculty Senate commends her for her work and expresses its gratitude and appreciation for her many contributions to the University and the State of Oklahoma.

ELECTION OF SENATE CHAIR-ELECT AND SECRETARY FOR 1991-92

Prof. Susan Vehik (Anthropology) was elected as Chair-Elect and Prof. Robert Swisher (Library and Information Studies) as Secretary of the Faculty Senate for 1991-92.

ELECTION TO SENATE STANDING COMMITTEES

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

Executive Committee (1991-92) To replace Trent Gabert (HPER), Anita Hill (Law), and Kenneth Wedel (Social Work): Penny Hopkins (Zoology), Claren Kidd (University Libraries), and Craig St. John (Sociology)

Committee on Committees To replace Keith Bystrom (Law) and Sub Gollahalli (AME), 1991-94 term: Keith Bystrom (Law) and Paul Kleine (Educ. Psych.). To replace Malcolm Morris (EAP), 1991-92 term: Roy Knapp (PGE)

Faculty Compensation Committee To replace Robert Schlegel (IE) and William Weitzel (Management), 1991-94 term: Ed Chance (Educ. Leadership) and Osborne Reynolds (Law). To replace John Cowan (Physics & Astronomy), 1991-93 term: Heidi Karriker (MLL&L). To replace Anne Million (University Libraries), 1991-92 term: Charles Bert (AME)

Faculty Welfare Committee To replace Peter Kutner (Law) and Susan Vehik (Anthropology), 1991-94 term: Trent Gabert (HPER) and Kenneth Wedel (Social Work). To replace Deborah Watson (Physics & Astronomy), 1991-92 term: George Letchworth (Educ. Psych.)

PRESENTATION OF CERTIFICATES OF APPRECIATION

Certificates of Appreciation were presented to the following Senate members who completed full three-year terms (1988-91): Professors Judson Ahern, James Fife, Trent Gabert, Paul Goodey, Lowell Gudmundson, Anita Hill, Daniel Kiacz, James Mouser, Joy Nelson, Neil Salisbury, Edward Sankowski, Cal Stoltenberg, and Kenneth Wedel. The Chair also presented certificates to the other Senators whose terms were expiring and to the outgoing members of the Senate Executive Committee.

RESOLUTION OF APPRECIATION TO PROF. ROGER R. RIDEOUT

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

Whereas the accomplishments of Professor Roger Rideout in the academic year 1990-91 have been many;

Whereas Professor Rideout ably conducted the senate through a restructuring of the university committee system and this restructuring resulted in improved faculty representation and reduced redundant effort;

Whereas the year further demanded an orchestrated effort to successfully appoint and coordinate numerous search committees;

Whereas Professor Rideout's forte in eloquent discourse resulted in an improved understanding throughout the university of faculty salary concerns;

Whereas Professor Rideout has been instrumental in the effort to redefine faculty service and direct the university in an examination of the teaching workload;

Whereas the senate can fully appreciate the artistic sensitivity displayed in the securing of new quarters for the senate meetings;

Whereas there is a sincere appreciation of the nourishment of both body and soul represented by the goodies now regularly distributed at meetings;

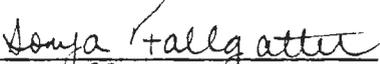
Whereas his sense of timing at these meetings resulted in the efficient dispatch of business;

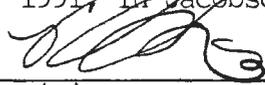
Be it therefore resolved that the University of Oklahoma Faculty Senate expresses its deep and sincere appreciation of his persistence, dedication and thoughtful pursuit of faculty welfare and the best interests of the university community.

Prof. Jay Smith, incoming Senate Chair, presented Prof. Rideout with a framed Centennial poster and said he had done an exceptionally good job. Prof. Rideout said it was an honor to serve as Chair and a pleasure to work with the Executive Committee and Administrative Coordinator. Prof. Smith then assumed the office of 1991-92 Senate Chair.

ADJOURNMENT

The meeting adjourned at 4:45 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, September 16, 1991, in Jacobson Hall 102.


Sonya Fallgatter
Administrative Coordinator


Patricia Weaver-Meyers
Secretary

[Note: At last month's meeting (see 4/91 Journal, page 4), Ms. Jan Jackson, Budget Director, agreed to provide comparisons of top salary increase percentages for faculty and administrators, as well as the same comparisons for those with the top ten percent salary increases for FY91. That information was not available in time for this meeting but is attached as Appendix IV)].

NOMINEES FOR COUNCILS/COMMITTEES/BOARDS (Spring 1991)

ACADEMIC PROGRAMS COUNCIL: (2 vacancies, 1991-94)
 Sub Gollahalli (AME)
 Richard Resco (Mathematics)

ACADEMIC REGULATIONS COMMITTEE: (from 8 to 6 faculty; no vacancy)

ATHLETICS COUNCIL: (1 vacancy, 1991-94)
 Edward Cline (Mathematics)

BASS MEMORIAL SCHOLARSHIP COMMITTEE: (subsumed within Scholarships Committee)

BUDGET COUNCIL: (from 9 to 6 faculty; no vacancy)

CAMPUS DISCIPLINARY COUNCILS: (selected from Faculty Appeals Board; no vacancy)

CAMPUS PLANNING COUNCIL: (from 9 to 6 faculty; no vacancy)

CAMPUS TENURE COMMITTEE: (2 vacancies, 1991-94)
 Robert M. Davis (English)
 Kevin Grasse (Mathematics)

CLASS SCHEDULE COMMITTEE: (subsumed within Academic Regulations Committee)

COMMENCEMENT COMMITTEE: (from 5 to 1 faculty; no vacancy)

COMMITTEE ON DISCRIMINATION: (subsumed within Rights Assurance Committee)

COMMITTEE ON SEXUAL HARASSMENT: (subsumed within Rights Assurance Committee)

COMPUTING ADVISORY COMMITTEE: (from 9 to 3 faculty; no vacancy)

CONTINUING EDUCATION AND PUBLIC SERVICE COUNCIL: (from 9 to 6 faculty; no vacancy)

COUNCIL ON CAMPUS LIFE: (FS chair/designate, 1991-94)
 Jay Smith (1991-92 Faculty Senate Chair)

ENVIRONMENTAL CONCERNS COMMITTEE: (1 vacancy, 1991-93)
 Georgia Muenzler (Architecture)

EQUAL OPPORTUNITY COMMITTEE: (subsumed within Rights Assurance Committee)

FACULTY ADVISORY COMMITTEE TO THE PRESIDENT: (from 9 to 1 faculty; no vacancy)

FACULTY APPEALS BOARD: (12 vacancies, 1991-95)
 Margarita Banos-Milton (Drama)
 Richard Cifelli (Zoology)
 Chris Knapp (Accounting)
 Peter Kutner (Law)
 Deborah Leslie (University Libraries)
 John Lovett (University Libraries)
 Ana Rueda-Jenkins (MLL&L)
 Michael Scaperlanda (Law)
 Mary Scott (Educ. Psychology)
 Kenneth Stephenson (Music)
 William Tabb (Law)
 Gerard Walschap (Mathematics)

FACULTY APPEALS BOARD: 1989-93 term of Omer Savas
 Bret Wallach (Geography)

FACULTY APPEALS BOARD: 1989-93 term of Robert Petry
 Pat Weaver-Meyers (University Libraries)

FACULTY AWARDS AND HONORS COUNCIL: (1 vacancy, 1991-94)
 Nim Razook (EAP)

FACULTY AWARDS AND HONORS COUNCIL: 1990-93 term of Fred Miller
 Thomas Hill (Mathematics)

FILM REVIEW COMMITTEE: (1 vacancy, 1991-93)
Jacqueline Frost (Art)

GRADUATE ASSISTANTS APPEALS BOARD: (selected from Faculty Appeals Board; no vacancy)

HONORS COUNCIL: (1 vacancy, 1991-94)
Stephen Whitmore (Physics & Astronomy)

INTRAMURAL COMMITTEE: (subsumed within Recreational Services Advisory Committee)

LEGAL PANEL: (2 vacancies, 1991-94)
Drew Kershen (Law)
Osborne Reynolds (Law)

PARKING VIOLATION APPEALS COMMITTEE: (1 vacancy, 1991-93)
Edward Chance (Educational Leadership)

PATENT ADVISORY COMMITTEE: (1 vacancy, 1991-94)
Randy Coyne (Law)

PUBLICATIONS BOARD: (1 vacancy, 1991-94)
Mark Reeder (Mathematics)

RESEARCH COUNCIL: (4 vacancies, 1991-94)
Gary Schnell (Zoology) [biological sciences]
Anant Kukreti (CEES) [engineering]
Douglas Lilly (Meteorology) [physical sciences]
Beverly Joyce (University Libraries) [other]

RHODES SCHOLARSHIP SELECTION COMMITTEE: (subsumed within Scholarships Committee)

RIGHTS ASSURANCE COMMITTEE:
Tom Boyd (Philosophy) [1991-93]
Shirley Wiegand (Law) [1991-94]

RITA LOTTINVILLE PRIZE FOR FRESHMEN COMMITTEE: (subsumed within Scholarships Committee)

ROTC ADVISORY COMMITTEE: (from 9 to 6 faculty; no vacancy)

ROTC ADVISORY COMMITTEE: 1989-92 term of Malcolm Morris
Bruce Hinson (Journalism & Mass Comm.)

SPEAKERS BUREAU: (1 vacancy, 1991-94)
Chad Smith (Art)

STRATEGIC PLANNING COMMITTEE: (1 vacancy, 1991-94)
Andy Magid (Mathematics)

STUDENT ACTIVITY FEE COMMITTEE: (eliminated)

UNIVERSITY BOOK EXCHANGE OVERSIGHT COMMITTEE: (eliminated)

UNIVERSITY DEVELOPMENT COUNCIL: (1 vacancy, 1991-94)
Stan Eliason (Mathematics)

UNIVERSITY JUDICIAL TRIBUNAL: (selected from Faculty Appeals Board; no vacancy)

UNIVERSITY LIBRARIES COMMITTEE: (from 9 to 6 faculty; no vacancy)

UNIVERSITY RECREATIONAL SERVICES ADVISORY COMMITTEE: (1 vacancy, 1991-93)
Douglas Lilly (Meteorology)

UNIVERSITY SCHOLARS SELECTION COMMITTEE: (1 vacancy, 1991-94)
Donald Patten (Mathematics)

UNIVERSITY SCHOLARSHIPS COMMITTEE:
Xiao Wei Zhu (Mathematics) [1991-93]
Bedford Vestal (Zoology) [1991-94]

WILL ROGERS SCHOLARSHIP COMMITTEE: (subsumed within Scholarships Committee)

DRAFT

OU-Texas Fall Holiday

To: Distribution
From: RL.V
Date:
Subject: OU-Texas Holiday

University of Oklahoma Regents' policy authorizes the Norman campus undergraduate student association to designate one day each fall semester as a fall holiday. For years, the students have chosen to designate the Monday following the traditional OU-Texas football game as the annual fall holiday. Faculty believe that students routinely miss class the Friday preceding the game, resulting in a *de facto* two-day fall holiday. Students who attend class on Friday often find classes half-filled with professors unsure whether to continue moving through material.

For the past two years, the University has followed the UOSA request that the annual fall holiday authorized by the Board of Regents take place the Monday following the OU-Texas football game. The Faculty Senate has opposed scheduling the holiday on Monday, preferring it (1) be scheduled on the Friday prior to the game, or (2) be abolished. Last Fall I asked members of the Faculty Senate and the UOSA to meet and suggest a mutual solution. No mutual solution was found. Therefore the University will undertake a two-year experiment to explore alternative fall holiday schemes.

The annual fall holiday has typically been finalized well into each fall semester, resulting in questions about its implementation each year. President Van Horn asked student leaders to consider requesting the Monday holiday permanently if in fact that day was to be designated annually as the fall holiday. Student congress so requested, and the Monday following the annual OU-Texas football game was designated as a permanent fall holiday with implementation scheduled for Fall 1991. Following this action, the Faculty Senate requested reconsideration, and President Van Horn appointed a committee of students and faculty to suggest a mutual solution. The committee was unable to reach agreement on a mutual solution.

For Fall 1991, the annual Fall holiday will begin at noon on Friday, October 11, and end at noon on Monday, October 14. Classes beginning after 12:00 noon on Friday will not meet. Classes scheduled after 12:00 noon will resume on Monday. Faculty are asked to encourage students to attend Friday morning and Monday afternoon classes. Sufficient time is available for travel to and from Dallas. The Fall holiday does not affect evening classes.

Student case. Students believe the Monday holiday is necessary to enable course preparation and study time lost by attending the weekend activities in Dallas. Student leaders do not dispute the fact that many students take advantage of the "tradition" of cutting classes the Friday prior to the game, even by students having no intention of attending the game. The students believe, however, that some faculty members exhibit behavior that supports the notion that Friday classes are pointless given their poor attendance. Students believe the present system of a Monday holiday should continue and that professors should do more to encourage attendance at Friday classes.

For Fall 1992, the annual Fall holiday will be held Friday, October 9. Classes will not meet on Friday. All classes will meet as usual on Monday, October 12. Again, faculty are asked to encourage students to attend Monday (as well as the previous Thursday) classes. As before, the Fall holiday does not affect evening classes.

Faculty case. Faculty believe that the current system encourages a *de facto* two-day holiday. Professors are unable to demand normal attendance on Friday because of the many "official" activities taking place which cause student to miss classes on that day. The faculty believe Friday should be designated as the official holiday with Monday classes meeting normally. Faculty believe such a system would enable a safe trip to Dallas with plenty of time for a safe return and adequate preparation for Monday classes. Faculty cite anecdotal evidence that large numbers of students miss class on Friday. Such absences result in two days of classes being missed in MWF-scheduled courses.

Provost Wadlow will work with the Deans to obtain good attendance records for the different Fall holiday schemes. Broad faculty and student opinion will be sought to determine the alternative that best serves the needs of the university community. Attached is a brief synopsis of the OU-Texas Fall holiday question

Alternatives.

- 1. Continue to designate Monday as the official holiday.
- 2. Designate Friday the official holiday. Normal classes on Monday.
- 3. Designate the official holiday to begin at 12:00 on Friday, ending at 12:00 Monday.
- 4. Designate Monday as the official holiday; schedule Monday classes on Tuesday.

Suggested experiment:

In Fall 1991, alternative #3 will be tried. Faculty are asked to encourage students to attend Friday morning and Monday afternoon classes. Sufficient time is available for travel to and from Dallas. Attendance records for these days will be kept and studied, and a questionnaire will be devised to assess faculty and student reaction to this alternative.

In Fall, 1992, alternative #2 will be tried. Again, faculty are asked to encourage students to attend Monday (as well as the prior Thursday) classes. Sufficient time is available for travel to and from Dallas. Attendance records for these days will be kept and studied, and a questionnaire will be devised to assess faculty and student reaction to this alternative.

H. Louis Givens
UOSA
For Senate

Approved by the Faculty Senate May 6, 1991

Proposed revisions to the University of Oklahoma Faculty Handbook of July 1988, on the topics of evaluations of department chairs and procedures for resolving faculty grievances concerning the performance of a chair.

Section 2.8.2(d), page 16: Change the second paragraph to read (changed portion is underlined):

Appointment of a new chair will be made when it is considered to be in the best interest of the department and the University. A comprehensive evaluation of the chair will be conducted periodically, at least every five years. These evaluations will be conducted at times when the results can be taken into account in making decisions regarding the continuance of the chair. In addition, to aid chairs in the performance of their duties, annual evaluations of the performance of the chair are made by the dean and by the faculty of the unit. Each unit shall determine its own procedures for conducting the evaluation by its faculty.

Add a new paragraph (e) at the end of section 2.8.2, page 16, as follows (additions underlined):

(e) Adjudication of faculty complaints about the performance of chair. Faculty complaints about the performance of a chair will normally be resolved by the appropriate dean. If dissatisfaction is widespread and a dean is unable to resolve it, Committee A (or by vote a majority of unit faculty) may request that the Provost appoint an ad hoc committee, consisting of three faculty members who do not hold appointments in the affected college, to conduct an investigation and report their findings to the Provost. After receiving the committee report, the Provost will determine appropriate courses of action to resolve the grievances.

**Comparison of Average Percentage of
Top 10 Percent of Faculty Salary Increases**
With Executive and Administrative Salary Increases
FY91

Faculty Total of 760 Filled Positions		
<u>Highest Increases</u>	<u>Average % Increase</u>	<u>Average \$ Increase</u>
Top 10 percent	12.2%	\$6,272

**Comparison of Average Salary Increases for
Top 10 Percent Highest Paid Faculty**
With Executive and Administrative Salary Increases
FY91

Faculty Total of 760 Filled Positions		
<u>Highest Paid</u>	<u>Average % Increase</u>	<u>Average \$ Increase</u>
Top 10 percent	6.0%	\$4,472

Executive & Administrative Staff Total of 54 Filled Positions		
<u>Highest Increases</u>	<u>Average % Increase</u>	<u>Average \$ Increase</u>
Top 5 positions (Top 10%)	8.3%	\$6,229
Top 10 positions	7.4%	\$5,095
Top 15 positions	6.9%	\$4,524
Top 20 positions	6.5%	\$4,186
Total of all positions	4.7%	\$2,931
Academic Affairs (12 positions)	5.6%	\$3,512
Other Areas (42 positions)	4.4%	\$2,765
E&G (40 positions)	4.9%	\$3,073
Non-E&G (14 positions)	4.1%	\$2,527

Executive & Administrative Staff Total of 54 Filled Positions		
<u>Highest Paid</u>	<u>Average % Increase</u>	<u>Average \$ Increase</u>
Top 5 positions (Top 10%)	4.7%	\$5,067
Top 10 positions	4.6%	\$4,245
Top 15 positions	4.4%	\$3,755
Top 20 positions	4.4%	\$3,547
Total of all positions	4.7%	\$2,931
Academic Affairs (12 positions)	5.6%	\$3,512
Other Areas (42 positions)	4.4%	\$2,765
E&G (40 positions)	4.9%	\$3,073
Non-E&G (14 positions)	4.1%	\$2,527