

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - October 14, 1991 - 3:30 p.m.
Conoco Auditorium (Neustadt Wing, Bizzell Library)

The Faculty Senate was called to order by Professor Jay C. Smith, Chair.

PRESENT: Bennett, Breipohl, Cornelius, Cozad, Cross, Curtis, Dillon, Fonteneau, Foote, Harm, Harper, Harris, Havener, Hilliard, Hinson, Jaffe, Johnson, Kenderdine, Kidd, Kuriger, Kutner, Latrobe, Levy, Livesey, London, Nelson, Norwood, O'Halloran, Paolino, St. John, Schlegel, J. Smith, P. Smith, Stanhouse, Striz, Sullivan, Swisher, Vehik, Vestal, White, Whitecotton, Whitmore, Willinger, Zaman

PSA representatives: Barth, Scott, Spencer

UOSA representatives: Jester, Sossamon

ABSENT: Boyd, Christian, Hill, Hopkins, Schnell, Swoyer, Wallach

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of September 16, 1991, was approved.

ANNOUNCEMENTS

Dr. Paul Bell, Associate Provost for Undergraduate Education and Programs, has re-established the ad hoc classroom maintenance committee. The following faculty who were on the original committee have agreed to serve on the new committee: Robert Knox (CEES), Thomas Miller (Psychology), and Stewart Ryan (Physics & Astronomy). They will evaluate the implementation of the prior recommendations and make additional recommendations for classroom renovation and maintenance in the coming years.

Dr. Bell has been asked by Interim Provost Gipson to establish a committee to plan and coordinate implementation of a comprehensive assessment policy on the Norman campus. Professors John Behrens (Educational Psychology), Michael Flanigan (English), Brent Gordon (Mathematics), Mary Margaret Holt (Dance/Drama), and Pat Smith (Educational Psychology) will serve on that committee.

Interim Provost Gipson has requested that a committee be formed to study the issue of the Senate's proposed Rights Assurance Committee. The Norman campus will be represented by Professors Roger Rideout (Music) and James Kenderdine (Marketing). The HSC representatives are Professors David Garrison (Allied Health) and Allison Welder (Pharmacy). Prof. Rideout will chair the committee.

Senate Chair Smith would like to create a permanent standing committee of the Faculty Senate to monitor legislation and keep in touch with those individuals responsible for political events of importance to the University community (see Chair's report, item 1, 9/91 Senate Journal). He has appointed Professors Susan Vehik (Senate Chair-Elect, Anthropology), Robert Swisher (Senate Secretary, LIS), and Wayne Morgan (History) to write a description of duties for such a committee.

A committee has been formed to review, simplify and revise as appropriate all appeals processes on the Norman campus (see Chair's report, item 2, 9/91 Senate Journal). The faculty who will serve on that committee are James Kenderdine (Marketing), Kevin Saunders (Law), Gary Thompson (Geography), Patricia Weaver-Meyers (University Libraries), and Kenneth Wedel (Social Work), who will be the chair. The Provost's office representative will be Professor Anita Hill (Law), Faculty Administrative Fellow.

Interim Provost Gipson has asked the Senate to study the question of the definition of faculty--continuous term, non-tenure-track, regular faculty appointments (see Chair's report, item 4, 9/91 Senate Journal). The committee will be chaired by Larry Canter (CEES). The other faculty serving are David Levy (History), Sydney Pierce (LIS), Ken Taylor (History of Science), and Shirley Wiegand (Law). The Provost's office representative will be Professor Anita Hill (Law), Faculty Administrative Fellow.

In April 1988 the Faculty Senate approved some revisions to the 1977 Program Discontinuance Policy to incorporate the program review process (see 4/88 Journal, page 5). No action has been taken on those revisions, so Interim Provost Gipson suggested that the Senate reconsider the document. Professors Roger Frech (Chemistry & Biochemistry) and Steve Curtis (Music), who served on the original committee, and Davis Egle (AME) agreed to review the document and bring a recommendation to the Senate. Prof. Frech will chair the committee.

President Van Horn is hosting a faculty/staff picnic before the OU/Kansas football game on Saturday, October 26, from 11:00 a.m. to 2:00 p.m. on the South Oval. A flyer will be distributed with further information. Faculty who are interested in volunteering to help that day may contact the Faculty Senate office, 5-6789.

A list of the issues and concerns identified by the Faculty Senate members was distributed at the meeting (see Appendix I). This list has been sent to President Van Horn, Interim Provost Gipson, and Vice Presidents Elbert, O'Neil, and Smith for their information and possible action. Prof. Foote asked the Chair for additional information. Prof. Smith said the executive officers had already responded to some of the concerns. For instance, some action is being taken with regard to left-handed desks.

A note from Professor Joakim Laguros asking that the Senate be made aware of a project to beautify State Highway 9 from I-35 to Lake Thunderbird was distributed at the meeting (available from the Senate office).

A search committee is being formed for the position of Dean of the College of Business Administration. In an October 8 memorandum from Interim Provost Gipson, he says the committee will consist of College of Business Administration faculty, a faculty member-at-large, one student, one staff member-at-large, and the committee chair. Volunteers or names of interested people for the faculty member-at-large position on the committee should be called into the Faculty Senate office as soon as possible. The deadline for submitting those names to the Provost office is October 30.

Last Spring Provost Wadlow appointed a committee to propose a withdrawal policy for Spring semester 1992. (The Faculty Senate was informed there would be a trial of a revised policy.) The committee met over the summer and in early fall. Members of the committee were Mendi Sossamon, UOSA President; Steve Lazarus, UOSA Executive Staff; Gus Friedrich, Faculty Chair of the Academic Programs Council; Paul Bell, University Registrar; and Jay Smith, Faculty Senate Chair. The compromise trial policy (see Appendix II) is the same as the policy at Oklahoma State University. The conditions under which the policy will be tried are given at the bottom. It is a trial policy, it is a trial for one semester, data will be collected, and the Faculty Senate will have an opportunity to see the data and to react to the proposal.

Prof. Smith reminded the Senators to vote on October 15 on whether to repeal House Bill 1017.

REMARKS BY MS. MARILYN GOTTSHALL, EMPLOYEE EXECUTIVE COUNCIL CHAIR

Ms. Gottshall commented that the University has outstanding staff members who have done more with less, but staff morale is at an all time low. One hope for addressing the problem is that Senate Chair Jay Smith is willing to speak openly and is a good representative for the entire community. She said she hopes the Faculty Senate will prevent the administration from emphasizing areas in which the University is not strong. The EEC will celebrate its 20th anniversary on November 15. Ms. Gottshall said she appreciated the opportunity to work with the Faculty Senate.

**REMARKS BY MS. MENDI SOSSAMON, UNIVERSITY OF OKLAHOMA STUDENT ASSOCIATION
PRESIDENT**

Ms. Sossamon said she is excited to be working with the Faculty Senate on a variety of issues. A line of communication was established last year while working to improve state appropriations. She reported that the students would continue to work toward increasing state appropriations. She said she realizes the faculty have some concerns about extending the drop period, and she wants to reach an acceptable conclusion for everyone. The students are also looking into improvements in advising. With more and more faculty advising, this is becoming a faculty issue. Ms. Sossamon reminded the Senators that the UOSA liaisons to the Senate will be glad to take any faculty concerns back to the student association.

SENATE CHAIR'S REPORT, by Prof. Jay Smith, Chair

"The Executive Committee of the Faculty Senate met with President Van Horn on October 8, and from that meeting came two items of interest.

"(1) There have been faculty concerns raised about the operations of the Goddard Health Center and that the Goddard Health Center Review Board had not been meeting and, as far as could be determined, there had been no faculty opinion given nor sought regarding changes that had been announced. President Van Horn was aware of changes at Goddard but not aware that the Review Committee had not been meeting. He informed the Executive Committee that he would ask Vice President Roland Smith (Student Affairs) to get the Review Committee (or some other revised committee with faculty representation) together to discuss the Goddard Health Center plans and operations." Mr. Herb Spencer, PSA representative, suggested that Vice President Smith be invited to speak to the Senate about the management of Goddard and changes in Student Affairs in general.

"(2) There have been rumors, speculations, perceptions and general faculty uneasiness about research activities on campus, especially regarding internal research funding. The Faculty Senate Executive Committee told the President that not knowing what was happening or likely to happen in the area of research support was causing both faculty anxiety and, perhaps, actually hurting faculty research productivity. President Van Horn agreed that a policy/plan for research should be known to the faculty and that he (Van Horn) would ask Vice President Daniel O'Neil (Research Administration) to have a proposal for a policy/plan for research at the University of Oklahoma developed in one month, i.e. by November 8. The Chair of the Faculty Senate indicated that the Faculty Senate meets on November 11 and perhaps Vice President O'Neil would want to share his proposed policy/plan with the faculty at that meeting. The President thought that would be good if it could be worked out. Vice President O'Neil will be invited to speak at the November 11 Faculty Senate meeting. [See also page 7 of this Journal.]

"The last item I want to share is of a more personal nature. You can see from the announcements that during the last month there have been many committees formed involving many faculty. Chair-Elect Susan Vehik and I have been very pleased with and gratified by the willingness of faculty to do the important work of these committees. A review of the membership of the committees will show that our committees are composed of good faculty who are willing to work for a better University, and I simply want to acknowledge that fact."

FOCUS ON EXCELLENCE: NEW FACULTY, by Prof. Susan Vehik, Chair-Elect

"In 1986 then Chair-Elect Larry Canter began the Faculty Senate Focus on Excellence series. In looking back at previous years' presentations, it was obvious that a variety of approaches have been used to make selections. Last year Jay Smith focused on organized programs. Previous chairs-elect concentrated more on individual research, both funded and unfunded. Because it is easy for one's interests and connections to determine subjects for this series, I would like to ask you to let me know of potential individuals or programs that are doing interesting research, whether funded or unfunded, on the Norman campus.

"For this month's Focus on Excellence I would like to continue with what Jay did last year and look at new faculty. Counting all individuals with faculty appointments, our net gain in faculty this year over last year is 15. A total of 64 faculty positions were filled with new people this year. This does not include visiting faculty. Twenty-nine (45%) are women and 14 are minorities (eight of the latter are also women). Last year 28% of new faculty were women. The increase in minority faculty over last year's levels was about 4%. Given that last year's losses were seven women and five minorities, our numbers of women and minority faculty continue to increase.

"The distribution of new faculty over academic rank remained about the same as last year. Sixty-nine percent were hired at the assistant professor level, 20% were at associate professor, and about 10% were at full professor.

"New faculty were hired in 34 different departments. Three departments filled four positions. Five had three positions. Nine had two positions and the rest (n=17) filled one position.

"The May through September 1991 Regents' Agenda provided information on some of the more prominent appointments; they included:

Djelal Kadir	Director of World Literature Today and Professor of Modern Languages, Literatures, and Linguistics
Peter J. Lamb	Director of Cooperative Institute for Mesoscale Meteorological Studies and Professor of Meteorology
Fred W. Morgan	Robin Siegfried Centennial Professor of Marketing

We welcome these and all new faculty to OU and wish them a productive stay."

RESOLUTION, OKLAHOMA MUSEUM OF NATURAL HISTORY

Prof. Vehik said she has been involved with several federal research projects and has been told that federal agencies are displeased with the state of the OMNH collections, and they have threatened to remove them. The collections are used extensively by the Anthropology Department and the Oklahoma Archaeological Survey. She said it would be very unfortunate to lose those collections. Prof. Vehik moved to approve a resolution supporting the November 19 bond election for the museum (see Appendix III). The resolution was approved with one opposed.

CLASS SIZE MINIMUMS

Prof. Sullivan referred to a memo from Associate Provost Ravindran which modifies class size minimums. She said larger enrollment is counter to the intent of HB 1017 to reduce class size. Increasing the class size minimums will mean some classes can no longer be offered. Prof. Sullivan moved that the current standard of class enrollment be maintained and that the proposed class size as stated in the September 20 memo from Associate Provost Ravindran be disapproved.

Prof. Kuriger asked whether this applied only to Arts & Sciences departments. Prof. Sullivan said it was applicable to the whole University. Prof. Breipohl asked when it would take effect. Prof. Smith read the memo from Dr. Ravindran (see Appendix IV). Prof. Havener proposed a substitute motion: The Faculty Senate is opposed to any change in current enrollment minimums without the input of the faculty. Prof. Sullivan accepted the substitute motion, and it was approved unanimously.

RESOLUTION, PROF. ANITA HILL

Prof. Vehik moved that the Faculty Senate approve the following resolution expressing confidence in Prof. Anita Hill, a member of the Faculty Senate and Assistant Professor of Law. [Note: Prof. Hill testified before the Senate Judiciary Committee that Supreme Court nominee Clarence Thomas sexually harassed her.]

Whereas Professor Anita Hill has been twice elected by the faculty of the University of Oklahoma to this Senate; and

Whereas she has always fulfilled her University responsibilities with intelligence, dignity, conscientiousness and integrity; and

Whereas this Senate regards sexual harassment as a serious problem and believes that such allegations must be thoroughly and impartially investigated, particularly when they involve persons in positions of public responsibility; and

Whereas, despite Professor Hill's fulfillment of her civic and professional obligations, her character and motives have been widely impugned;

Be it therefore resolved that the Faculty Senate of the University of Oklahoma expresses its confidence in the integrity of Professor Anita Hill and in her professional and personal commitment to the highest standards of American law and justice.

Prof. Breipohl said he generally agreed with the resolution but had no way of knowing whether "she has always fulfilled her University responsibilities with intelligence, dignity, conscientiousness and integrity" (paragraph two). Professors Foote and Vehik said they had worked with Prof. Hill, and to their personal knowledge that statement was correct. Prof. Kutner commented that people often rely on others with personal knowledge. Prof. Cozad said he was very much in favor of the resolution and would prefer an even stronger statement. Prof. O'Halloran added her support to the resolution. The resolution was approved unanimously.

Prof. Smith said it would be sent by facsimile to Oklahoma's U.S. Senators Boren and Nickles and to the Senate Judiciary Committee. When asked whether signatures could be included, Prof. Smith said there was no time to do that before the vote was taken on Judge Thomas' confirmation. Prof. Kenderdine suggested that a copy of the resolution be sent to Mr. E. Z. Million. [Note: Mr. Million distributed a memo outside the Senate meeting that claimed the Law School had promoted Prof. Hill's smear of Judge Thomas and called for the resignation of Law Dean Swank and Associate Dean Foster.]

INTERNAL RESEARCH FUNDING

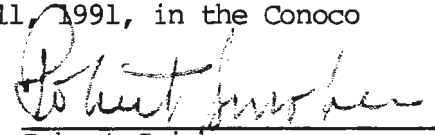
Prof. Livesey, referring to Prof. Smith's Chair's report, asked whether there was any mechanism for faculty input to Vice President O'Neil's policy on internal research funding. He said he was worried that the policy would be a fait accompli and that internal funding would vanish like the senior faculty fellowships. Prof. Smith suggested that he could ask the Research Council to make sure that there is faculty input.

Prof. Livesey moved that the Faculty Senate Chair or Executive Committee speak with the Research Council about the need for faculty to be involved with the formation of University research policy. The motion was approved unanimously.

ADJOURNMENT

The meeting adjourned at 4:15 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, November 11, 1991, in the Conoco Auditorium.


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FACULTY ISSUES AND CONCERNS

1. Budget for disability and sabbatical leaves.
2. Change in admissions policy - minority scaled against their group.
3. Faculty salaries at OU are abysmally low, still deep in the bottom fifth of institutions granting doctorates in the United States. OU faculty salaries at the associate professor, assistant professor, and instructor levels are even much lower than at the University of Central Oklahoma, which does not recruit a national faculty, and where professors do not do research.
4. Student evaluations of professors at OU should be abolished. These evaluations encourage grade inflation, ridiculously short reading lists, promote racism and sexism, and severely constrict academic freedom.
5. The Faculty Senate should identify areas where the administration is wasting money--for example, inflated administrative salaries, creation of unnecessary administrative positions, chairs' and directors' retreats at resorts, etc.
6. The Faculty Senate must be actively involved this year in lobbying at the state legislature.
7. Senior Faculty Summer Research Fellowships must be restored.
8. The University does not provide TIAA-CREF benefits for people under 30 who have not been with the University 3 years. At this time, a high level committee is studying benefits in general including this problem. They are not considering retroactive changes. Vice Presidents Art Elbert and Jerry Farley are heading the committee. This information comes from Dean Crynes. Because of my age, I am not getting TIAA/CREF benefits. However, because I am not old enough, I am not protected by age discrimination legislation. The faculty handbook is ambiguous about TIAA/CREF benefits. In addition, at the time I was interviewing, very few directors were aware of the age limit. Even though I requested information about TIAA/CREF benefits before accepting a position at OU, I was not given any information about the age restriction. In fact, everyone that I asked about benefits said that the TIAA/CREF benefits here were terrific. Well, they are if you are old enough.
9. Something needs to be done about new faculty who are hired at an amount higher than existing faculty. Those who have contributed years of service are constantly falling further behind.
10. A set of criteria should be established before a faculty member can use an outside offer to increase his/her salary. For example,
 - A. A minimum number of years of service to this University.
 - B. A faculty member should be in the upper one-third of the faculty regarding faculty evaluation and ranking.
 - C. An offer from a state on the east or west coast with a higher cost of living should be taken into account when comparing these dollars to Oklahoma dollars.
11. Adequate funding for capital needs and equipment repair and upgrade. This is, of course, a constant topic of discussion, and not new. But it continues to be a very real problem particularly severe for some areas.
12. Funding for additional staff and graduate assistants. In the School of Art, faculty are responsible for several operations that should be performed by full-time staff--for example, the Media area (Photo, Video, Film) needs a media technician, and Art History needs a slide librarian. These additional responsibilities burden a faculty already burdened by an unusually heavy teaching load. Additional graduate assistants would also enable faculty to reduce their teaching loads and be more productive in research and creative activity.
13. The relationship between teaching and research/creative activity. Particular problems are created for faculty in some areas where unusually heavy teaching loads severely limit the time available for research/creative activity. These faculty may become locked into situations where they are consistently denied adequate time for research/creative activity, which places them at a serious disadvantage in the current University climate.
14. Salary differentials. Significant discrepancies occur between salaries offered to new faculty even within the same department. Some kind of salary compression is needed.
15. Library support. Adequate library funds for collection development and the hiring of sufficient staff continue to be a serious problem, one that affects the very core of the University's mission as a teaching and research institution.
16. Grading system. The University should recognize and record +'s and -'s. A B+, for example, has more in common with an A- than it does with a B-. Students, potential graduate schools and potential employers need to know that the student with the B+ was close to making an A or that the student with the B- just barely squeaked through.
17. Advising. The current pre-enrollment advising periods are far too long and encourage students not to behave in a responsible manner.
18. "User-friendly University." The administration tries to create this through University-sponsored parties. A number of less expensive but more meaningful things could be done. For example, the University could provide left-handed desks in classrooms. Numerous inquiries turned up the information that the University has ordered left-handed desks for the first time in over a decade. A present, there are 3 such desks on campus.
19. The primary faculty concern that has been expressed to me is that the Dean of our College has attempted to usurp faculty rights. Examples abound, but an obvious one is that the College faculty have not had a formal vote on any issue in more than three years. One might argue that this is simply "good management." I believe that, in fact, such "leadership" hurts our academic mission of teaching and research. If this is an important problem in the University, then the way that the Faculty Senate together with the President can correct the problem is to adopt (say in the faculty handbook) a strict procedure whereby the faculty review the Dean at prescribed intervals and the results of that review are fed back to the faculty and used by the administration in deciding whether to continue the Dean.

ADD/DROP (CHANGING ENROLLMENT) POLICY PROPOSAL

NOTE: The "Add" period would remain as it is now. This includes the schedule for payment and refund of tuition and fees. The proposed policy change below is for the withdrawal period.

Semester Weeks 0 through 2:

A student who withdraws from a course receives no grade for that course

Semester Weeks 3 through 6:

A student who withdraws from a course receives no grade for that course however a notation of W for the course does appear on the student's transcript.

Semester Weeks 7 through 10:

A student who withdraws from a course will receive a grade of F or W from the instructor of the course.

Semester Weeks 10 through the remainder of the Semester:

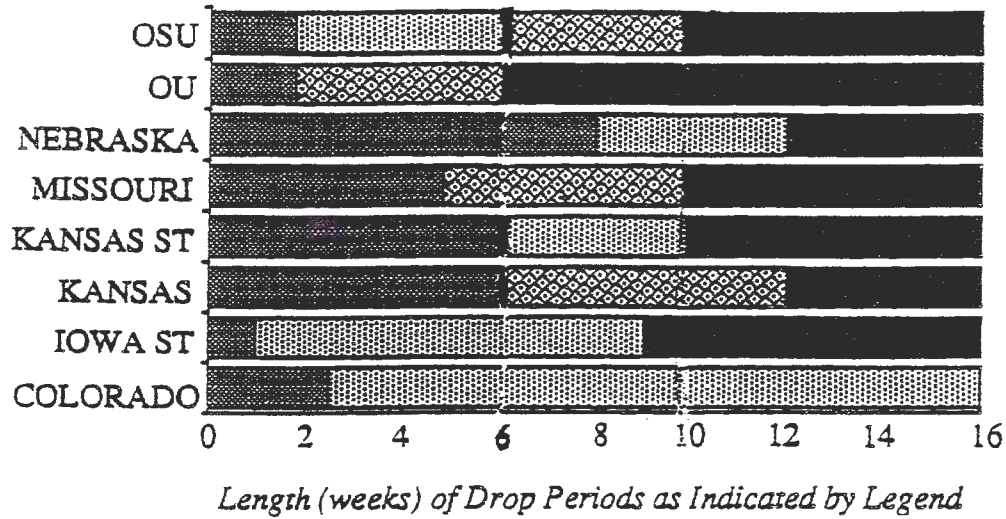
After the tenth week through the remainder of the semester, withdrawals are not permitted except by direct petition to the dean of the college in which the student is enrolled. The student who withdraws with the permission of the dean will receive a final grade of F or W at the discretion of the instructor.

W (meaning withdrawal) is a neutral grade given a student who withdraws from a course with a passing grade. F (meaning failure) is a failing grade and will be figured in a student's Grade Point Average (GPA).

Statement included in the agreement:

We understand that this policy change is for a one semester trial period only and that during the period of the trial, data on student withdrawals from courses will be collected by the Office of the Registrar and that data, along with data for comparison purposes from Fall Semester, 1991 (present system), will be made available to the UOSA and the Faculty Senate for their advice and final recommendation prior to the permanent implementation of a change in the Change of Enrollment policy.

Big-8 Drop Add Policies



- NOT ON TRANSCRIPT
- 'W' PERIOD
- 'WF' PERIOD
- NO DROP/SPECIAL PERMISSION

RESOLUTION

WHEREAS, the Oklahoma Museum of Natural History, formerly known as the Stovall Museum of Natural History, has been a vital teaching - learning - research program at the University of Oklahoma since the museum was authorized by act of the territorial legislature in 1899;

WHEREAS, the Oklahoma Museum of Natural History collections are rich in artifacts depicting the biological, archaeological, paleontological, geological, and historical artifacts for Oklahoma, including the famous Spiro Mounds artifacts; and

WHEREAS, the artifacts at the Oklahoma Museum of Natural History are now valued in excess of \$100 million and many of those artifacts are one-of-a-kind, priceless treasures; and

WHEREAS, the physical plant at the Oklahoma Museum of Natural History is only large enough to display less than 10% of the current collection and is so inadequate that it subjects the artifacts to the risk of loss from damage caused by fire, water, rodents or vandalism; and

WHEREAS, Oklahoma City and Tulsa have expressed an interest in building the facility needed to properly display the collection of the Oklahoma Museum of Natural History if Norman is unable to provide the revenue; and

WHEREAS, in order to retain the Oklahoma Museum of Natural History, Norman supporters for the museum are supporting a \$5 million city bond issue to be determined November 19, 1991, that will be earmarked for a new 30,000 square foot building for the museum at a 12 acre site on the corner of Timberdell and Chautauqua in Norman; and

WHEREAS, for a modest investment of an estimated average \$18 per year for 10 years in property tax on a \$50,000 home, Norman will retain an outstanding facility that will be a major tourist attraction to Norman, will add new jobs to the local economy, and give the city and University of Oklahoma a museum with a national reputation for excellence.

THEREFORE, be it resolved that the University of Oklahoma Norman Campus Faculty Senate supports the November 19, 1991, bond election for the Oklahoma Museum of Natural History and urges Norman voters to express their support and continued commitment to this major educational, cultural and tourist facility.

*OFFICE OF THE PROVOST
The University Of Oklahoma
Norman Campus*

M E M O R A N D U M

TO: Deans, Directors, Chairs
 FROM: A. Ravindran, Associate Provost
 DATE: September 20, 1991
 SUBJECT: Class Size Minimums

Ravi

Pursuant to discussion at the deans' strategic planning sessions, Provost Gipson has decided to set class size minimums in ranges. The range for minimum enrollment for courses at varying levels will be as follows:

Graduate	Minimum 6 to 10 students
Upper-Division	Minimum 12 to 20 students
Lower-Division	Minimum 20 to 30 students

The upper value of the range will be used by Classroom Scheduling to notify deans of under-enrolled courses, namely, 10, 20, and 30 for graduate, upper-division, and lower-division, respectively. However, a department can justify to the dean to offer a class at a lower minimum within the range based on the specialized needs of the course.

I would like to request the deans to review the list of under-enrolled classes carefully to make sure that our existing resources are used most efficiently in the offering of courses needed by the students. Under-enrolled courses could be avoided by reducing the number of sections or by changing the frequency of offerings. Please call me if you have any questions.

AR/rak

cc: Interim Provost Richard Gipson
 Associate Provost Paul Bell
 Assistant Provost Dianne Bystrom
 Dr. Millie Audas
 Dr. Nancy Mergler
 Dr. Roland Lehr
 Ms. Theresa Smith
 Mr. Jeff Stark
 Professor Anita Hill