

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - January 13, 1992 - 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, Boyd, Breipohl, Christian, Cornelius, Cozad, Cross, Curtis, Dillon, Fonteneau, Harper, Harris, Havener, Hilliard, Hinson, Hopkins, Johnson, Kenderdine, Kidd, Kuriger, Kutner, Latrobe, Levy, Livesey, London, Nelson, Norwood, O'Halloran, Paolino, St. John, Schlegel, Schnell, J. Smith, P. Smith, Stanhouse, Striz, Sullivan, Swisher, Swoyer, Vehik, Vestal, White, Whitecotton, Whitmore, Willinger, Zaman

Provost's office representative: Bystrom

PSA representatives: Barth, Spencer

UOSA representatives: Acree, Dietert

ABSENT: Barman, Foote, Harm, Hill, Jaffe

TABLE OF CONTENTS

Announcements:

✓ General Faculty Meeting.....	2-
✓ Ad hoc committee to study role of department chair.....	2-
Faculty/staff picnic.....	2
✓ OU Retirees Association membership on Employment Benefits Comm.....	2-
✓ Shaun Walters Memorial Fund.....	2-
✓ Task force to review Bursar's office.....	2-
✓ Commencement speakers.....	2-
✓ Request for textbooks and library books.....	2
Senate Chair's Report:	
✓ NCAA reforms.....	2-
✓ Faculty Senate anniversary and move.....	3-
Election, councils/committees/boards.....	4
✓ CREF transferability and cashability.....	4
✓ Triennial reapportionment of Faculty Senate seats for 1992-95.....	5-
✓ Program discontinuance policy.....	5-
Proposed child care center.....	5-
✓ Admissions standards.....	7-

APPROVAL OF JOURNAL

The Senate Journal for the regular session of December 9, 1991, was approved.

ANNOUNCEMENTS

The General Faculty meeting will be held Thursday, January 23, 1992, at 3:00 p.m. in Botany-Microbiology 123. The main topic will be retirement issues. Dr. Jerry Farley, HSC Vice President for Administrative Affairs, will present administration proposals. There will be a reaction panel and questions from the audience.

The following faculty have agreed to serve on the ad hoc committee to review the selection, functions, responsibilities, and accountability of departmental chairs (see 12/91 Journal, page 2): George Economou (English), William Kuriger (EECS and a member of the original committee), and Joseph Whitecotton (Anthropology).

President Van Horn plans to make the Faculty/Staff Picnic an annual event and would like recommendations or suggestions by February 15 regarding times, dates, entertainment, food, and location for the next picnic. Tentative dates of September 12 or October 3 have been suggested. Suggestions can be directed to the Faculty Senate office, 325-6789.

The Oklahoma University Retirees Association has requested membership on the Employment Benefits Committee. The Senate Executive Committee recommended that the OURA have representation as an ex-officio non-voting member.

Governor David Walters' family has suggested that those wishing to make Shaun David Walters memorial contributions consider the John Carroll School Endowment Fund and the Children's Medical Research, Inc. The Faculty Senate office has information on where contributions can be sent.

President Van Horn has asked Mr. Allen Moore to chair a task force to review the Bursar's office operations for the purpose of identifying customer service problem areas and providing suggestions to improve the level and quality of user friendly services. The Executive Committee chose Professor Charles Harper (Geology and Geophysics) to represent the faculty on the task force.

Mr. Fred Bennett, Vice President for University Affairs, has invited the faculty to submit nominations for Commencement speakers for 1993 and 1994 by January 31.

The Senate office received a letter from Dr. N. S. Ekong of the St. Andrew's Arts and Science Educational Institute in Nigeria asking for new and used textbooks for their library because they have no funds to purchase books. Faculty who have any private books that they are interested in contributing to this institution may contact the Senate office.

SENATE CHAIR'S REPORT, by Prof. Jay Smith

"There are only two short items I will report to you this month:

"You heard from Susan Vehik last month that, for the first time that can be remembered, the Chair of the Athletics Council, Alan Velie, and the Chair of the Sub-Committee on Academics of the Athletics Council, Jay Smith, met with the President, the Director of Athletics, and the NCAA Faculty Representative to discuss the proposals before the annual NCAA convention and the position that the University of Oklahoma would take on each proposal. I am happy to report to you that President Van Horn had requested

of the Athletics Council a more active role of the Council in the policy-making for the governance of the Athletics Department. This request should not be confused with a more active part in the management of the Athletics Department. Dr. Van Horn made it clear to the Council that the management and day-to-day operations of the Athletics Department were the responsibility of those hired to manage and operate. The President believes that faculty should be involved in policy decisions and should provide him with faculty thinking concerning those areas most appropriate as faculty concerns. Obviously, those areas of concern include academic questions such as admissions, retention, and academic performance of student athletes. I am further happy to report that the meeting resulted in consideration of all proposals before the NCAA member institutions at last week's convention. President Van Horn, without exception, firmly backed each academic reform advanced by the NCAA President's Commission, agreeing with OU faculty members at the meeting, and I am elated to report that, despite a newspaper article in the Norman Transcript that implied something else might happen, the University of Oklahoma did vote YES for each of the academic reforms advocated by the NCAA President's Commission.

"The second item of possible interest is that at the January 14, 1942, meeting of the OU Board of Regents, a recommendation by President Joseph A. Brandt that a University Senate, of 43 members elected on a representative basis from the University's colleges and chaired by the president, was approved. As near as we can determine, the Senate met for the first time on April 13, 1942, and has contributed to our University ever since. Our Senate was chaired by the University President until 1952, when at President George L. Cross' request, a faculty member was elected chair. Dr. Cross tells us that Dr. Brandt suggested the formation of a Senate at the instigation of the faculty who were very concerned about the power that was held in the University at that time by something called the Council of Deans. During the past month, thanks to the good intervention of Dr. Chris Purcell, Executive Secretary of the University of Oklahoma Board of Regents, the current Regents agreed to participate in a celebration of the 50th Anniversary of the Faculty Senate. On April 16, 1992 the Faculty Senate, in conjunction with the Annual Spring Faculty Recognition Day, will have events to mark our 50th Anniversary. Included among those events will be the "ribbon-cutting" for a new Faculty Senate office in renovated space in Jacobson Hall, including meeting spaces, record storage space, kitchen and entertainment space for receptions, meeting, etc., as well as space for the Senate to meet on the first floor of Jacobson (in the room where we met last Spring). Special note should be made that these new facilities and the renovations can be directly attributed to the approval of Sarah Hogan, Chair of the Board of Regents, and President Van Horn, the full cooperation of Allan Ross, the Director of the School of Music (which now occupies that space), and the facilitation and financial support made possible by Interim Provost Richard Gipson, Associate Provost A. Ravindran, Vice President of Administrative Affairs Art Elbert, and Ben Kinder, Director of the Physical Plant. Of course, you will be hearing more about the activities associated with the 50th Anniversary celebration, however I hope you will mark your calendars for April 16. A committee of former Chairs of the Senate will be planning the specific events for that time, but I am happy to report today that the new offices and meeting spaces are approved and will happen."

ELECTION, COUNCILS/COMMITTEES/BOARDS

The Senate approved the Senate Committee on Committees' nominations of Prof. Tom Gallaher (Educational Leadership) to complete the 1990-93 term of Prof. T. H. Milby on the Academic Programs Council and Prof. Fred Brock (Meteorology) to complete the 1989-92 term of Prof. Akhtar Khan on the Patent Advisory Committee.

The Senate unanimously approved a motion to allow non-senators to participate in the following discussions.

CREF TRANSFERABILITY AND CASHABILITY

Prof. Trent Gabert, Chair of the Senate Committee on Faculty Welfare, presented three motions (see Appendix I) related to the CREF transferability and cashability options in the retirement document (see 11/91 Journal, Appendix II).

Motion #1 -- to separate the CREF options from the other issues in the retirement document -- was unanimously approved on a voice vote.

Motion #2 -- to offer transferability of CREF accumulations. Prof. Christian said he hoped that provision could be implemented in a timely way. Prof. Kenderdine asked whether this would apply to the transfer of current accumulations and the designation of future contributions. Prof. Gabert said that was his assumption. Prof. Whitmore asked for an explanation of the phrase, "according to the number of vendors." Prof. Gabert explained that the University wants to select a few vendors that are deemed good companies. Prof. Hopkins asked about the rationale for limiting the number. Prof. Gabert answered that there could be as many as 200 vendors, and the University would have difficulty handling a number that large. Further, the administration wants to screen out those that do not have a good service record. Prof. Dillon said she had heard that the IRS had some limitations as to the number of options. Prof. Gabert said he had heard that the University of Texas has an open system that is not functioning well. Motion #2 was unanimously approved on a voice vote.

Motion #3 -- to offer 100% cashability of CREF accumulations, pending additional information regarding the University's participation in the Oklahoma Teachers' Retirement System (OTRS). Prof. Gabert directed the group's attention to the bottom of the motions where it indicates the number of institutions in TIAA/CREF providing 100% cashability. Motion #3 was unanimously approved on a voice vote.

Prof. Gabert explained that the Faculty Welfare Committee would continue to work on the other retirement items. Prof. Smith noted that these options were separated from the other issues so that the administration could go forward on these. Prof. Christian asked whether the administration was willing to do that. Prof. Smith said he thought so.

TRIENNIAL REAPPORTIONMENT OF FACULTY SENATE SEATS FOR 1992-95

Prof. Smith reminded the Senate that the apportionment of Senate seats follows a formula, therefore, the recommendation is straightforward (see 12/91 Journal, page 7 and Appendix IV). The Senate approved the recommendation on a voice vote. The apportionment will also have to be approved by the General Faculty at its January 23 meeting.

PROGRAM DISCONTINUANCE POLICY

In April 1988 the Senate approved some revisions to the 1977 University Policy Statement on Program Discontinuance to incorporate the current program review process. No action was taken on the proposed 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, Davis Egle (AME), and Anita Hill (Law), Faculty Administrative Fellow from the Provost's office, reviewed the 1988 document and proposed some modifications (see Appendix II). Professor Frech was present to answer questions.

Prof. Smith said the Executive Committee recommended that the revised document be accepted. Mr. David Dietert, UOSA liaison, noted that the report indicates that one or two students would serve on the committee. He asked whether the students would be undergraduate and graduate. Prof. Frech replied that the intent was to include a graduate student if the program had a graduate program; otherwise representation would come from undergraduates. The revised document was approved by the Senate on a voice vote.

PROPOSED CHILD CARE CENTER

Dr. Kristin Alexander, Assistant Vice President for Administrative Affairs, was present to provide an explanation and answer questions about the proposed child care center (see Appendix III). Prof. Smith pointed out that the key is whether a University subsidy is desired and if so, what level. The proposal will be voted on in February.

Dr. Alexander explained that a committee made up of faculty, staff, and students was formed one and one-half years ago to look at ways to provide child care. Children's World was selected because it is considered the best quality, but its rates are too high. In order to provide an affordable service to faculty, staff, and students, the University will have to subsidize the rates. Dr. Alexander mentioned some of the reasons for an on site center and the reasons for selecting an accredited center.

Children's World has agreed to be accredited, construct the building, address the special needs of the campus (e.g. flexible hours), provide infant care, and provide separate rooms for all ages. It has a good teacher-to-child ratio, higher education levels for its staff, and innovative curricula and programs. The center would be located on land just north of the gymnastics center. If approved, the proposal could be presented to the OU Regents in February. A specific funding source has not been identified. Students are being asked to provide one-third of the funding, so about \$40,000 would come from University resources. The President wants to know if this is a priority.

Prof. Hopkins commented that 150 children would be served under this proposal. She asked, "Isn't there a greater need than that?" Dr. Alexander said there are waiting lists at the quality centers in town, so the committee is confident that the center would be filled. Prof. Loraine Dunn (Instructional Leadership), a member of the committee, noted that a facility serving 150 children is a considered a large center. A smaller center size is better for a child's development. Dr. Alexander said Children's World would be willing to expand in the future.

Prof. Dillon asked about the ratio of workers to children and the operating hours. Dr. Alexander said there would be two workers for eight infants, and the ratio would vary by age group. Prof. Dunn pointed out that the ratio is as good or better than what the federal government recommends for an ideal center. Dr. Alexander said the hours would be 6:30 a.m. to 6 p.m.

Prof. Whitmore asked whether the places would be filled on a first come, first served basis. Dr. Alexander said it would and by children of faculty, staff, and students, but if the center was not filled to capacity, the non-University community would be allowed. Prof. Whitmore asked whether a child would be assured of a place in subsequent years once admitted. Dr. Alexander answered yes.

Prof. Havener asked whether evening hours would be available. Dr. Alexander said Children's World is willing to work with us on that. There will be an advisory board to monitor policy changes, rates, and changes in mix. Prof. Dillon questioned whether the center would operate 12 months. Dr. Alexander said it would.

Prof. Kenderdine asked why an across-the-board subsidy was being proposed rather than a sliding scale. Dr. Alexander said the sliding scale approach is not used by other centers in the area, and Children's World did not want to be involved with that. Ms. Dianne Bystrom, Assistant Provost, said the committee was discussing the possibility of providing scholarships or creating endowments. Prof. Nelson asked how these rates compared to the community. Dr. Alexander said the committee had studied all the centers in town. These rates, with the subsidy, are comparable to the same quality centers. Prof. Nelson said these rates seem higher than what she is paying. Dr. Alexander explained that the rates are for next fall, and the other centers are likely to increase their rates by then. Prof. Dillon asked whether other universities subsidize these kinds of things. Dr. Alexander replied that universities vary in what they offer, with many providing the space, some having scholarships for students, and others covering some of the operating costs. The OU rates include the cost of building a building. Prof. Hopkins said she was unwilling to make a decision without knowing where the subsidy would come from. She asked, "Is it possible that it could be taken out of our benefits package?" Dr. Alexander said she was told that it would come from any resource available to the University to cover priorities; it was not clearly identified.

Prof. Kenderdine asked whether a child would lose his place at the center, once his parent's relationship with the University is terminated. Dr. Alexander said that was something the advisory board would have to determine. The primary task is to provide this service for faculty, staff, and students. Prof. Havener asked how long the lease would be and what control there would be over future increases. Dr. Alexander said the lease would be for 20 years, and all rate increases would have to be approved by the advisory board.

Prof. Christian commented that those who were not able to use the service would be unhappy about subsidizing this out of the general pool. Dr. Alexander responded that there are other areas of the University that provide a service to a small segment of the population, and those are subsidized through the general pool. Programs like day care provide a better work environment for the campus. Prof. Kutner suggested that, for faculty and staff, child care could be a part of the flexible benefits package, and for students, scholarships could be made available.

Prof. Striz asked whether the committee had considered a closer location, for instance the southwest corner of Lindsey and Jenkins. Dr. Alexander answered that the center would need an area for a playground. If located across from the Lloyd Noble Center, parking would be available. Prof. Vehik said she, too, was concerned about the source of funding. The benefits package is minimal, and retirement is under attack, so that is an important question.

Prof. Latrobe asked about the definition of the number of children. Dr. Alexander said it was based on full-time. Ms. Bystrom added that there could be more than 150 children if part-time children were included. Prof. Cozad asked if there were any projections about what might be the total needs. Dr. Alexander said she did not have total numbers because the survey sampled a certain percentage, but the survey did indicate that infant care is the most dramatic need.

Prof. Smith said the Executive Committee would probably prepare a motion on this subject. He asked the senators to discuss this with their colleagues. Those who want further information may call Dr. Alexander.

EXPLANATION AND DISCUSSION OF PRESIDENT VAN HORN'S STATEMENTS ON ADMISSIONS STANDARDS

At last month's meeting Prof. Whitmore asked for an explanation and discussion of some statements by President Van Horn in the school newspaper that seem to revise the University's admissions standards. In response, the Senate office distributed a letter on the subject dated December 5, 1991, from President Van Horn to Chancellor Hans Brisch (see Appendix IV). Dr. Paul Bell, Associate Provost for Undergraduate Education and Programs, was present to provide an explanation and answer questions.

Dr. Bell explained that the admissions standards at OU were set by the State Regents about two years ago. The program was phased in over three years, with Fall 1992 being the final year. The mission for comprehensive universities is to provide education to the top one-third of Oklahoma high school graduates and transfer students who are successful at two-year institutions and to provide graduate training.

There has been a nationwide decrease in the number of high school graduates since 1987, but that should bottom out in 1993. Coupled with the increase in admissions standards, the eligible pool size continues to decline. Oklahoma graduates will drop from about 13,000 to about 11,000 next year. The number of first time freshmen has declined since 1987. The effect this has had on OU enrollment between Fall 1990 and Fall 1991 was a decrease in undergraduate enrollment of .2%. However, because graduate enrollment was up by 10.5%, the overall increase was 2.4%.

Prof. Bell said, someone might ask, "So what's the problem?" OU has stabilized enrollment, although some are concerned with the decrease in undergraduate enrollment. On the other hand, the students are better qualified, retention has improved, and more transfer students are enrolling who are better prepared. What the discussion has been about is the students who no longer qualify for ordinary admission to OU, and that concerns a very small number of students. There is no problem admitting students who are over 21, transfer students, or graduate students, but students who have never gone to college and are between the ages of 18 and 20 can only be admitted under alternative admissions. The State Regents set the percentage of alternative admissions for 1989 at 5% of total enrollment; it will rise to 8% in Fall 1992 then decline to 5% (about 75 students). What the President has been asking the State Regents for is more flexibility so that the number of alternative admissions could be closer to 150.

The official position of the University is not to lower admission standards. The University does want, however, to have some flexibility at the margin to be able to admit students who have a chance to be successful. The number of students who are eligible to attend OU is dropping, but OU is only harvesting a small percentage of the population. OU enrolled only 13.7% of the Oklahoma high school students who were eligible by high school rank and only 24.4% eligible by ACT score. Dr. Bell said the University should try to enroll more of the eligible students.

Prof. Livesey asked, "Then why not simply drop the special plea for alternative admissions since it seems to generate so much press and presents a rather unseemly attempt to simply go after warm bodies." An enormous amount of energy is being spent by the University on 75 students. Dr. Bell agreed that a lot of discussion involves those 75 students but claimed that most of the work goes toward recruiting and retaining the good students. He reiterated that the University is not trying to lower admissions standards; the problem is how these things get reported. The President is very concerned about the students who could be successful. The issue is the students who do not measure up to either of our standards who, by other objective criteria, could be considered potentially successful. For example, between 1987 and 1990 61% of the students who had an 18 or 19 ACT and high school g.p.a. of 2.5 to 2.99 were successful at OU. The point the President makes with the State Regents is that we need to discover, using data such as this, how we can better predict academic success.

Prof. Stewart Ryan (Physics & Astronomy) observed that the top one-third of high school graduates by class rank and the top one-third by ACT score are not in the same pool. He said it is confusing when the percentage of the eligible pool is not reported accurately. The eligible pool is actually greater than 33%, and that puts things in a different perspective. Dr. Bell agreed that there is some overlap and that those figures do not represent the actual pool size, but said his point is OU is not getting even 50% of those who are eligible.

Prof. Whitmore commented that the number of students who enroll at OU has dropped much steeper than the number of eligible students has dropped. He speculated that the explanation was probably due to economics rather than academics or demographics. He said he believes there are plenty of good students out there to fill our classes. He called Dr. Bell's attention to the Modified General Admission section of the President's letter, in which he proposes that students in the top one-third of their class with an 18 ACT be allowed to enter. He said that coupled ACT with class rank, something that the State Regents do not do. Dr. Bell said the President had created a

matrix and is trying to engage the Regents in a discussion of how to deal with students at the margin while at the same time maintain high standards. The President was asked by the Regents for models of how to accomplish the flexibility he wanted, so these were just ideas for discussion.

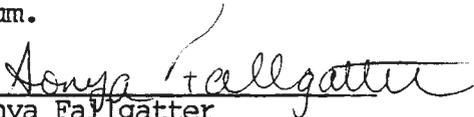
Prof. Whitmore contended that an increase in students at the margin should not be accomplished by reducing the standards established by the State Regents just three years ago. Those students at the margin are not being denied an education since they have access at the other tiers. He brought up the press conference in which the OU and OSU presidents said they opposed the State Regents' plan. Dr. Bell claimed that President Van Horn did not say that and that OU is working with the state system to make the tier system function the way it is designed. Prof. Havener said a public request for a policy change related to academic standards should not be made without consulting the faculty through bodies like the Faculty Senate. Dr. Bell said the President is not in favor of lowering standards and that it is appropriate for the Faculty Senate to take a strong position on high admissions standards and communicate that to the President.

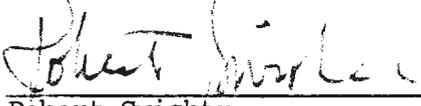
Prof. Schnell asked whether student-athletes who do not qualify for admission would come in under alternative admission or some other category. Dr. Bell answered that about 30 of the 142 slots for 1991 were student-athletes, about 30 were fine arts majors at faculty request, 35-40 were minority students whose ACT scores placed them in the top 40% of their ethnic group, and the rest were those who met one of the admissions criteria. Prof. Dillon asked how those students have done. Dr. Bell responded that, historically, they have not done well because in the past they were at higher risk. Now, however, the University is admitting students who were admissible two years ago. For the past couple of years the retention has been about 75%. Dr. Bell would like to determine a better predictor of success.

Prof. Livesey asked about the graduation rate for students. Dr. Bell did not have that figure with him. Prof. Smith said the Executive Committee would present a proposal at the next meeting to oppose any reduction in admission standards. Prof. Johnson suggested that the Executive Committee emphasize to the President that this has been a public relations disaster. Prof. Smith said the Executive Committee could do that again.

ADJOURNMENT

The meeting adjourned at 5:13 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, February 10, 1992, in the Conoco Auditorium.


Sonya Fallgatter
Administrative Coordinator


Robert Swisher
Secretary

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MOTION #1

The University of Oklahoma Faculty Welfare Committee moves that the items related to TRANSFERABILITY OF CREF ACCUMULATIONS and CASHABILITY OF CREF ACCUMULATIONS be voted on separate from all other items from the University Retirement Issues - 11/91 Journal, Appendix II.

Rationale: Information related to all items is not available at this time.

MOTION #2

The University of Oklahoma Faculty Welfare Committee moves that TRANSFERABILITY OF CREF ACCUMULATIONS be at the option of the individual faculty member, and according to the number of vendors supplied by the University of Oklahoma. It is assumed that additional vendors will be available for all individuals to select from.

Rationale: Faculty members should have the opportunity to select vendors based on individual needs and programs. Factors such as combining university investments with other previous investments, combining investments with other spousal plans, or programs deemed as superior may influence individual selection of investment companies.

MOTION #3

The University of Oklahoma Faculty Welfare Committee moves that CASHABILITY OF CREF ACCUMULATIONS be approved at 100% pending additional information regarding the University position related to OTRS.

Rationale: The Faculty Welfare Committee believes that the University Retirement Plan has been established to assist faculty following normal retirement. It also believes that financial security may be best served by investments in several opportunities, i.e. Social Security, OTRS, TIAA-CREF. If the University maintains investments as currently available, then we support 100% cashability. If the number, or amount of investment opportunities decrease, then additional study should occur related to age or retirement status when leaving the University of Oklahoma, and/or percentage of cashability. The TIAA/CREF office in Dallas has provided the following information: (a) the percentage of institutions in TIAA/CREF providing 100% cashability is 33%; (2) the number of institutions who provide 100% cashability is 1487; and (3) the percentage of institutions who responded to TIAA/CREF's last survey regarding 100% cashability was 49.1%.

(new wording underlined; deletions crossed through)

Policy Statement on Program Discontinuance
Norman Campus

The success of any university rests in large measure on the degree to which it is responsive to the needs of its students and those who support it. Responsiveness and accountability is an essential element of the fabric of a successful university. It does not assure excellence, but its absence invites failure. Because of the rapidity with which new knowledge is accumulated and disseminated, the relevance and emphasis of academic programs must be constantly reviewed.

Viewed in this light, the formal and systematic evaluation of programs is a positive approach to help ensure that the programs maintain high levels of quality and are responsive to the needs of society, the long-term goals of the university, and the students.

The program reviews on the Norman Campus generally occur every five years and are based on a document entitled "Program Review," which details the criteria and procedures of the review process.* Since it is possible a program review might produce an evaluation which suggests considering the discontinuance of a program, it is important to establish the policy by which discontinuance be considered and implemented. This document is intended to supersede the policy on program discontinuance which was approved by the University of Oklahoma Board of Regents on November 10, 1977, since that policy had been written before formal program review procedures had been established.

I. Definition of "Program."

Since the unit of evaluation for the purpose of program review can include, but is not limited to, an academic department, school, division, or organized research unit, the same definition will be applied here.

II. Criteria for Evaluating a Program.

Criteria for determining whether a program should be discontinued ought to place the greatest emphasis on factors of quality, centrality, and demand, consistent with the mission of the University.

The following questions should guide the deliberations of those responsible for reviewing programs:.

- (1) How good is the program?
- (2) How central to the mission of the University is the program?
- (3) What is the demand for the program?
- (4) What would the savings be if the program were discontinued? Would the reallocation of these resources outweigh their current utility?
- (5) What would be the effect of phasing out the program?
- (6) What are the future prospects of the program?

A more detailed list of questions to be used in evaluating a program will be found in the document entitled "Program Review."

*Approved by the Faculty Senate January 12, 1987; revised by the Faculty Senate September 14, 1987.

III. Procedures.

A. Initial Steps

Consideration of program discontinuance can occur as a result of a number of events. Most commonly, it may be suggested during the academic program review process. However, the Provost may call for consideration of program discontinuance because of other events such as a massive loss of faculty or the obsolescence of a field. In any case, when the question of possible program discontinuance is raised, the Provost will make a determination regarding the appropriateness and feasibility of the suggested discontinuance. The Provost will then either terminate the consideration at this point or proceed in accordance with the following guidelines.

B. Ad Hoc Committee Membership.

If the Provost decides that discontinuance shall be considered, he/she will appoint an Ad Hoc Committee to study the evidence and to make a recommendation. The composition of the Ad Hoc Committee will be as follows: Six faculty members, at least two of whom must be from outside the affected college(s); one or two students, depending on whether or not both undergraduate and graduate programs are involved; and one non-voting representative from the Provost's Office. ~~The six faculty members will be appointed by the Provost from a list of twelve nominated by the Faculty Senate, and one non-voting member of the Program Review Committee whose report initiated consideration of program discontinuance.~~ {Explanation: Provides some continuity of views of Program Review Committee.} ~~No voting member of the Ad Hoc Committee shall be a member of the that Program Review Committee, whose report initiated consideration of program discontinuance.~~ Four of the six voting faculty members will be selected by the Faculty Senate and two will be appointed by the Provost. {Explanation: Now correct appointment procedure.} The student(s) will be appointed by the Provost in consultation with the appropriate student organizations. The members of the committee will elect the chair.

C. Evaluation Process.

It is crucial that all persons connected with or affected by the program(s) being considered for discontinuance be kept fully informed [normally through the offices of the deans(s) and chair(s)/director(s)] at each stage of the review process, both as a matter of courtesy and to seek information from those most closely related to and most knowledgeable about the program(s). Every affected faculty member should be given the opportunity to bring any facts or considerations that he/she believes to be pertinent to the attention of the special committee, and appropriate procedures should be provided to encourage these inputs, either by appearances before the committee or by alternate procedures. It is also important that the faculty and administrations of closely allied programs that may be affected by any changes in the specific program(s) being considered be kept fully informed of the progress of the review.

There are a number of sources of information which should be considered by the Ad Hoc Committee in its deliberations. Among these are:

- (1) Recommendations from deans and chairs/directors.
- (2) The departmental self-study report(s), including both external and internal survey data, accreditation reports, the departmental statistical profile, and the department's personnel policy. (Reference "Program Review," September 14, 1987).

- (3) The formal program review document by the Program Review Committee from which consideration of program discontinuance was initiated.
- (4) The Internal Review Committee report or the External Review Committee report.

In addition, the Ad Hoc Committee will arrange for an open discussion and hearing regarding any recommendations for or against discontinuance of any program(s). The dean(s), chair(s), and the faculty unit(s) and the individual faculty members of the program(s) involved will be invited to submit written commentaries and recommendations at the time or within one week of this general hearing. Further, the dean(s), chair(s), and the faculty unit(s) and individual faculty members of the program(s) involved may arrange for other interested parties inside or outside of the University to present oral or written arguments at the hearing. {Explanation: Provides as open a hearing as reasonably possible.}

After reviewing and weighing the considerations and recommendations presented in the public hearing and in the various written commentaries and reports, the Ad Hoc Committee will make a recommendation to the Provost no later than three months after the appointment of the committee. A copy of this recommendation will also be sent to the program, unit, or department being considered for discontinuance. The program, unit, or department has the right to respond formally to the recommendation, and may do so by attaching an addendum to the Ad Hoc Committee's report no later than one ~~week~~ month after receipt of the report. {Explanation: One week is too short.}

The Provost will then send his/her recommendation to the President along with copies of all reports/commentaries/data received and a summary of recommendations that were made in the open hearing.

The President will then submit his/her recommendation to the University of Oklahoma Board of Regents for final action.

IV. Personnel Alternatives.

If a decision is made to discontinue a program(s), the dean(s), chair(s), and every faculty member in the program shall be apprised in writing of that decision and, insofar as possible, of its probable effect on him/her. When personnel actions are involved, the University will be guided by the following considerations:

- A. The following dates of notification will be followed:
 - (1) A faculty member with a regular appointment who is not to be reappointed for a second year of service must be so notified no later than March 1; or if the first year of appointment terminates at a time other than the end of the academic year, not less than three months before the end of the appointment period.
 - (2) A faculty member with a regular appointment who is not to be reappointed to a third year of service must be so notified no later than December 15 of the second year of appointment; or if the second year of appointment terminates at a time other than the end of the academic year, not less than six months before the end of the appointment period.

- (3) A faculty member with a regular appointment who is not to be reappointed to a fourth or subsequent year of service must be so notified no later than ~~July~~ May 31 of the year preceding the final year of appointment; or, in the case of an appointment ending at a time other than the end of the academic year, not less than twelve months before the end of the appointment period. {Explanation: Dates now agree with faculty handbook.}
- (4) A tenured faculty member who is not to be reappointed because of a program discontinuance must be so notified no later than ~~July~~ May 31 of the year preceding the final year of appointment. {Explanation: Dates now agree with faculty handbook.}
- B. The University will make every reasonable effort to reassign tenured faculty members to positions for which they are properly qualified before dismissal results from the discontinuance of a program.
- C. If the University adds positions during a three-year period following transfer or termination, such faculty members should be given priority for positions for which they are properly qualified.
- D. In all cases of termination of tenured faculty because of the discontinuance of an academic program, the place of the tenured faculty member concerned will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time (not to exceed 45 days) in which to accept or decline it. The right of a faculty member to be employed in another position is subject, in accordance with paragraph 2.a-c of the Financial Emergency Policy approved by the University Regents November 10, 1977, to the rights of other faculty members who have also been terminated or transferred.
- E. Each terminated faculty member has the right to have his/her termination reviewed by the Faculty Appeals Board to determine if these guidelines have been followed, but the circumstances of the program discontinuance shall not be reviewed.

V. Student Alternatives.

If a decision is made to discontinue a program(s), the students in the program shall be notified and every effort shall be made to allow them to finish their programs within a reasonable length of time. If it is not possible for student to complete their program, the University may be obliged to make special allowances for such students. Such allowances might include, but not be limited to, the following: permitting the student to complete his/her program by taking work in related departments; accepting more than the usual number of transfer hours; and accepting major work taken by correspondence from the University of Oklahoma and other schools.

OFFICE OF THE PRESIDENT
UNIVERSITY OF OKLAHOMA

MEMORANDUM

1/92 (Appendix III)

TO: Dr. Jay Smith, Chair, Faculty Senate
Ms. Mendi Sossaman, UOSA President
Mr. Mike Newkham, Chair, Employee Executive Council

FROM: Richard L. Van Horn, President *Richard L. Van Horn*

SUBJECT: University Child Care Center

DATE: December 18, 1991

A Norman Campus Child Care Committee of faculty, staff and students has worked on options to provide child care services for the University community at a site north of the Viersen Gymnastics building. The University's goal is to provide moderately priced, developmentally appropriate, quality child care for children of its students, faculty and staff. After considerable discussion of various alternatives, the committee decided to solicit proposals from firms that operate child care centers to provide child care services for the Norman Campus. The providers of these services were asked to construct a child care facility for 150 children in exchange for a long-term lease. The University will provide the land at no cost and the provider of the child care services will build the facility and amortize the construction costs from tuition rates over the life of the project.

Two proposals to build and operate the child care center were received and evaluated. Both firms offered similar proposal fees, but Children's World Learning Center was deemed stronger in terms of quality child care. The Center will provide care for infants through school age, will be accredited, and is expected to provide care at a high quality standard. Discussions with this firm and inside the University have focused on how to make user fees more affordable.

For a child care center to be a viable service for faculty, staff and students, the Committee believes that the University must provide a subsidy as part of our student services and fringe benefits. In addition, the University must guarantee at least 60 percent utilization for the first year. The attached schedule reflects one alternative. I ask that you recommend by February 10, 1992 what level of subsidy, if any, is appropriate for a child care center on campus. Questions may be addressed to Kristin Alexander, Assistant Vice President for Administrative Affairs, or David Schrage, Assistant Vice President for Campus Services.

RLV:sla

Attachment

UNIVERSITY OF OKLAHOMA

12/18/91

UNIVERSITY CHILDCARE CENTER PROPOSAL

ITEMS	CHILDREN'S WORLD PROPOSED RATES FOR FY93	PROJECTED NUMBER OF CHILDREN	UNIVERSITY SUBSIDY	PROPOSED UNIVERSITY RATES
Infants	\$103.00 wk FT (6 wks and up)	8	\$20.00	\$83.00 wk FT
Toddler	\$92.00 wk FT (\$70.00 wk PT)	12	\$17.00	\$75.00 wk FT
2 year old	\$84.00 wk FT (\$64.00 wk PT)	24	\$14.00	\$70.00 wk FT
3 year old	\$77.00 wk FT (\$55.00 wk PT)	36	\$ 7.00	\$70.00 wk FT
4-5 year olds	\$77.00 wk FT (\$55.00 wk PT)	30	\$ 7.00	\$70.00 wk FT
School age (Before and After School)	\$45 wk	40	\$ 0	\$45.00 wk

NOTE: Total estimated University subsidy approximately \$60,000 based on projected number of children per age group as indicated above ONLY. Changes in the mix of children per age group could result in this estimate increasing or decreasing.

UNIVERSITY CHILD CARE CENTER PROPOSAL
PRESENTATION TO FACULTY SENATE
JANUARY 13, 1992

WHY HAVE ON-SITE CAMPUS CHILD CARE ON OU CAMPUS?

1. To enhance performance and work efficiency of faculty, staff and students by reducing their stress regarding the care and safety of their children, i.e., knowing they are close by, in good care, and can be easily checked on.
2. To maintain quality by integrating into the program the latest theoretical and empirical information by scholars on child development.
3. To utilize campus resources such as faculty expertise and student interns to enrich the curriculum.
4. To allow parents to spend less time transporting their children and to provide opportunities for visiting during the day.
5. To assist in recruiting faculty and older students through provision of a quality center.
6. To be a visible demonstration of the University's commitment to the family by facilitating faculty, staff and student access to employment and education.
7. To provide a model of child care for the community.
8. To provide research opportunities for faculty and students.
9. To monitor and assure quality care through direct input, involvement and governance by a University oversight committee.
10. To provide child care that is responsive to the unique needs of the University, such as evening and weekend care.

UNIVERSITY CHILD CARE CENTER PROPOSAL
PRESENTATION TO FACULTY SENATE
JANUARY 13, 1992

WHY HAVE AN ACCREDITED CENTER?

The overall goal of Accreditation by the National Association for the Education of Young Children (NAEYC) is to improve the quality of life for young children and their families through standards that include:

1. **Specialized and continuing education and training of caregivers in developing appropriate curriculum and care for children**

Professionally educated and trained caregivers provide better care that has superior effects on children such as more comforting behavior, more social interaction with children, less punitive behavior by caregivers, less unnecessary restriction and more encouragement of children's self-initiations, more verbal interaction, improved language and cognitive development, and more pro-social behavior. The NAEYC indicates that the quality of staff is the most important determinant of quality care.

2. **Smaller group size and better staff to children ratio**

Research indicates that the two strongest predictors of positive outcomes for children (and thus the strongest influences on quality of care) are specialized training of caregiver and group size.

Research strongly suggests that small group size and larger numbers of staff to children are related to such positive outcomes as less aggression and more cooperation due to more individualized care.

3. **Stability of nurturing care**

This is particularly important to children during their first 3-4 years. To encourage caregivers to continue their employment at the Center for an extended time, accreditation includes standards for:

- salaries equal to the caregivers qualifications
- benefits such as insurance and leave time
- good working conditions such as reasonable class size and work load

4. **Opportunities for student interns in Education (student teachers) and perhaps other academic areas**

Student interns could be used to increase the number of trained caregivers interacting with the children and to increase the number and variety of the children's experiences. Student teachers cannot be used if the Center is not accredited.



The
University of Oklahoma

OFFICE OF THE PRESIDENT
360 Parrington Oval, Room 110
Norman, Oklahoma 73019
4051 325-3916

December 5, 1991

Dr. Hans Brisch, Chancellor
Oklahoma State Regents for Higher Education
500 Education Building, State Capitol Complex
Oklahoma City, Oklahoma 73105-4503

Dear Hans:

The University of Oklahoma supports the concept of rigorous admission standards for students desiring to enter the University of Oklahoma as freshman direct from high school. Recent enrollment management efforts have demonstrated that the University of Oklahoma successfully can recruit Oklahoma's best students and provide opportunities for students transferring from other institutions to complete their baccalaureate degrees.

As you know, I am concerned that the current implementation of admissions standards omits some features that are contained in the admissions policies of many of the best schools in the nation. I urge you to consider a carefully documented test of three alternatives: (1) an increased alternative admissions category, (2) a provisional admissions program, and (3) modified general admission or separation of high school grade point average and class rank as criteria for admission.

Alternative Admission Category

Many students wish to have a chance to prove that they can be successful at the University of Oklahoma. The alternative admission provision of the admission's policies does provide some flexibility to admit students with special talents and abilities as well as minority students, but the number of students who can be accommodated under this provision is relatively small. At OU, approximately 180 openings through the alternative admission category will be available in the Fall '92 semester, but this number will drop to between 100 and 115 in Fall '94 and subsequent years when the alternative admission percentage decreases from 8 percent to 5 percent.

Therefore, I propose that the alternative admission percentage be increased to 10 percent of the previous year's first-time freshmen. At OU, this increase would provide approximately 230 openings for minority students, students with special talents, and other students who do not meet regular admission criteria but in other ways demonstrate the potential to be successful academically.

Dr. Hans Brisch
December 5, 1991
Page Two

Provisional Admission

Many nationally known institutions, such as the University of Texas at Austin, use a provisional admission policy to admit qualified students. The admission standards of UT-Austin are more rigorous than those that take effect for the University of Oklahoma in Fall '92, the final year of the phase-in of increased admission standards. Yet, any Texas resident who graduates from an accredited high school and who meets high school curricular requirements is permitted to enroll at the University as a provisional student, subject to stringent restrictions and performance standards. I propose the following modified version of the Texas policy for the University of Oklahoma:

Any Oklahoma resident who has graduated from an accredited high school and who meets the curricular criteria for admission as defined in Section I.A. of this policy, but who does not meet the minimum test score or class rank and GPA requirements for regular admission to OU, is eligible for admission on a provisional basis subject to the following conditions:

1. The provisionally admitted student may apply initially only for the first summer session or first spring semester following high school graduation.
2. Every provisionally admitted student is required to register for three summer courses (at least 9 hours) or four courses (at least 12 hours) during the spring semester. One course must be chosen from each of the following groups except as noted:
 - A. English - English 1113, English Composition
Provisional students who have credit for English 1113 by placement examination or transfer of college credit will take an additional course in Category C or Foreign Languages at the level for which the student is qualified.
 - B. Mathematics - Mathematics 1113, College Algebra
Provisional students who have credit for Math 1113 by placement examination or transfer of college credit will take an additional approved course in Category C or Foreign Languages at the level for which the student is qualified. Students who are not eligible to take Math 1113 by virtue of their performance on a placement examination will be required to take appropriate remedial courses before being allowed to enter the University under the provisional student program.
 - C. Social Sciences, Natural Sciences, and Humanities
One course in Anthropology, Classics, Economics, History, Philosophy, Psychology, Sociology, a Life Science or a Physical Science. Students enrolled during the spring semester must take two courses from this group.

3. The provisional student who completes at least 9 semester hours in residence (12 hours in spring), excluding credit by examination, expansion, or correspondence, with no grade below C and at least three semester hours of B or better may be admitted as a regular University student in subsequent semesters.
4. A provisionally admitted student who does not meet the academic requirements described in Sections 2 and 3 will be unable to enroll for further work at the University. To be readmitted, the student must apply as a transfer student under the provisions described in Section II.F. of this policy.

Modified General Admission

In Fall 1992, the final phase-in of the State Regents' admission standards, students will require an ACT of 21 or rank in the top one-third of their high school graduating class and have a 3.0 grade point average for regular admission to OU. Although OU supports increased admissions standards, I believe a more equitable way to accomplish the same goal is through the following general admissions policy. This policy is similar to those in place at the University of Texas at Austin, the University of Missouri, and other nationally recognized institutions.

Rank in High School	ACT
Top Quarter	Not required
Top Third	18
Top Half	20
Other	22

Separation of High School GPA and Class Rank as Criteria for Admission

As an alternative to the Modified General Admission proposal, I ask that the State Regents approve OU's previously tabled request to allow students to enter institutions in the State System on the basis of either high school GPA or class rank, rather than GPA and class rank as in the current policy. All of the data reviewed support OU's view that there is no good reason to link class rank and GPA as criteria for admissions other than to reduce arbitrarily the number of students eligible for admission. In Oklahoma, class rank is a more democratic measure of high school performance than GPA because it does not penalize students who graduate from schools with stricter grading standards.

I ask that these proposals be submitted to the State Regents for consideration of adoption as additions to the current admissions policy. To help track the success of students admitted through these programs, the University will maintain and report to the State Regents information regarding:

1. Second-semester retention rates
2. Second-year retention rates
3. Graduation rates
4. Grade point average, each semester, for students in each alternative admission category.

The University of Oklahoma pledges that it will continue to improve ACT scores, retention, and graduation rates and that such improvement is a condition of continuing these proposals.

Sincerely,



Richard L. Van Horn
President

RLV/cvs
Attachment
cc: OU Board of Regents
University Officers
Deans
Faculty Senate Chairs