

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - May 4, 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: Barman (1), Boyd (2), Carr (1), Christian (2), Cornelius (1), Cozad (0), Cross (0), Fonteneau (2), Foote (4), Harris (0), Hill (4), Hinson (0), Hopkins (1), Jaffe (2), Kidd (1), Kuriger (0), Kutner (0), Latrobe (0), London (1), Nelson (2), Norwood (0), St. John (0), Schnell (3), J. Smith (1), P. Smith (1), Striz (2), Sullivan (2), Swisher (0), Swoyer (3), Vehik (0), Vestal (0), Whitecotton (0), Whitmore (1)

ABSENT: Bennett (2), Breipohl (2), Curtis (2), Dillon (2), Harm (4), Harper (2), Havener (1), Hilliard (3), Johnson (2), Kenderdine (4), Levy (2), Livesey (1), O'Halloran (2), Paolino (1), Schlegel (3), Stanhouse (2), White (3), Willinger (1), Zaman (5)

(NOTE: During the period June 1991 - May 1992, 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 13, 1992, was approved.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for 1992-93 will be held at 3:30 p.m. in Jacobson Faculty Hall 102 on the following Mondays: September 14, October 12, November 9, December 14, January 11, February 8, March 15, April 12, and May 3.

Norman campus faculty members will have an opportunity to donate blood during a Red Cross blood drive June 25 from 11:00 a.m. to 3:00 p.m. in the Ming Room of the Oklahoma Memorial Union.

The following summary of the activities of the Speakers Service for 1991-92 was distributed at the meeting.

During the past year, faculty and staff have presented over eighty programs to organizations throughout Oklahoma. The 1991-92 program has surpassed last year's total number of programs presented (sixty-five).

The program also has reached a greater audience in all parts of Oklahoma, including such outlying areas as Hobart, Idabel, Bartlesville, McAlester and Love County. In addition, Oklahoma common schools utilized speakers in classroom situations, and libraries used speakers for public presentations.

Two items prepared for the 50th Anniversary Celebration of the Norman Campus Faculty Senate were distributed at the meeting and are available from the Senate office: a brochure about the Senate written by David Levy, David Ross Boyd Professor of American History, and a listing of the responses to a questionnaire about issues and accomplishments by former Senate Chairs.

Prof. Smith announced, "Last Friday we learned of the tragic death of University of Oklahoma Board of Regents member Vic Williams of Lawton. Regent Williams was only 45 years old. Some of us remember that about eighteen months ago, during a new Regent orientation session with Dr. Williams, he expressed his own fond memories of the faculty of this University and that he hoped he would have the opportunity to work closely with the faculty. He attended the 50th Anniversary celebration and dedication of our new office facility on April 16, and on that occasion, he told me that he was very pleased that Jacobson Hall was renamed Jacobson Faculty Hall because he knew that it was the faculty who 'set the tone' for the University. We on the University of Oklahoma Faculty will miss Regent Williams and we express our sympathy to his family and we share their sorrow at his untimely death."

SENATE CHAIR'S REPORT, by Prof. Jay Smith

"This month's Senate Chair's Report is actually more of a plea and a bit of a sermon. The word coming from the State Capitol concerning this year's financial support for higher education is not good. There is a very good possibility that the Capital Improvements Bond Issue will not be presented for a vote of the people, and even more disturbing is that the proposed appropriation for higher education is such that higher education in this State will receive no more than a stand-still, flat budget allocation which actually translates to a cut in appropriations for this University because of projected increases in fixed costs such as insurance and retirement. Forget raises. We are also told there is no chance this year for an increase in student tuition.

"What I've reported is the way it is at present, not necessarily the way it will finally be and certainly not the way it has to be. In this populist state, it is not surprising that the members of the legislature respond when the citizens of the State let them know how they feel and what they believe. Higher Education is not very good at doing that; the common schools are very effective at it, and vocational schools are the best of all of education at letting the legislature know their needs.

"While it may be true there is something distasteful about "asking" and "demanding," and most of us would prefer to somehow be "above" all of that and not have to fool around with that sort of stuff, the fact of the matter is that if we don't do the asking, the explaining, the clarification of our position, and the telling of our own story, no one is going to do it for us! The percentage of the Oklahoma State budget going to higher education continues to decrease. The place where we work and, even more painful, the appreciation for what we do continues to deteriorate.

"Hoping not to be presumptuous nor arrogant and I guess because this is the last Senate meeting this year and maybe because I'm getting old, I'm willing to express what may be a fairly unpopular opinion: I'm not at all impressed with people who spend their time identifying problems, complaining about those problems, and blaming other people for problems. I'm much more impressed with those who are willing to work on solutions to problems. It does not take much energy to complain. It does take energy and commitment and a certain amount of self confidence to ask, to explain, to lobby.

"The next three to four weeks is the time for faculty to become involved in the legislative process. It is not difficult to become involved. It is actually easier than riding a bicycle. It takes the willingness to go to the State Capitol, walk from office to office and tell our story, our needs, and why we are important to this state. Using the telephone is less effective, but it is better than doing nothing. Frankly, I don't know of anything faculty have to do right now that is more important. While most of us will not be teaching the next few weeks, it is true we could work on our teaching, but that work will likely be negated when we have larger sections, when we are limited to only those student assignments where there is already material in the library because there won't be more materials, when we have to use worn out equipment, dated approaches (forget about "cutting edge"), and when we have to teach in buildings at OU which average 35 years old, with several buildings in daily use more than 80 years old, and with classrooms and labs which are not accessible for some of our students and are even sometimes dangerous for us and our students. True, we as faculty could spend our time doing research, discovering knowledge and writing papers. That is personally satisfying and that is good because that's what we will get--personal satisfaction. There will be no merit raises nor will there be travel funds so we can read the papers we've written.

"It is a shame. It is unfair. And it is true that our University and the product we produce is better than this State has a right to expect. During this past year I've gotten to know the faculty at OU, and it is remarkable. We are good at what we do (despite what the administration might say!). We do work hard. We do care. I think it is time we quit being "academically docile," a term a vocational education lobbyist friend of mine uses to describe higher education faculty, and it is time we started telling our own story, working alone. Paid lobbyists can't do it for us. Administrators can't do it for us. Legislators report that they expect lobbyists and administrators to "ask." We also know that those same legislators are impressed with and persuaded by what is best at this University--its students, its staff, and its faculty.

"Our story is not just self-serving because we are about higher education, that is we are about the preparation for the future of this State and the discovery of knowledge that assures that future. If you are willing to help tell our story, please telephone Sonya Fallgatter, get your name on a list, and we'll be calling you about faculty lobbying activity the next few weeks and how you can help. Indeed, you can start tomorrow. Thanks largely to the efforts of Faculty Senator Steve Norwood, several of us are going to the State Capitol tomorrow. Working with the Faculty Council at Oklahoma State University, there will be a "faculty only" press conference at 10:00 a.m. at the fourth floor rotunda. Susan Vehik will be speaking for the Faculty Senate. I hope you can attend tomorrow and that you and your colleagues and constituents will get involved the next several weeks. I hope also you will agree with me that it feels better to act and be involved than to moan and groan, complain and blame. Thank you."

FOCUS ON EXCELLENCE: Faculty Retirees, by Prof. Susan Vehik

"Seventeen faculty will be retiring at the end of the 1991-92 academic year. These include: Jim P. Artman (Professor of Modern Languages, Literatures, and Linguistics), Edward F. Blick (Professor of Petroleum and Geological Engineering), Bob Carrell, Jr. (Professor of Journalism and Mass Communication), Samuel G. Chapman (Professor of Political Science), John E. Francis (Professor of Aerospace and Mechanical Engineering), Paul W. Glad (Regents' Professor of History), Sue A. Harrington (Director, Library Technical Services; Head, Serials; and Professor of Bibliography), Richard W. Hemingway (Eugene Kuntz Professor of Law), JoAnne Hendrick (Associate Professor of Instructional Leadership and Academic Curriculum and Director, Institute of Child Development), Theodore Herstand (Professor of Drama), Lawrence E. McKibbin (Professor of Business Administration and Director, Office of International Programs), Torbert H. Milby (Science Reference Librarian, Professor of Bibliography, and Professor of Botany and Microbiology), James F. Paschal (Associate Professor of Journalism and Mass Communication), Roy J. Percy (Professor of English), Mary E. Saxon (Associate Professor of Bibliography, University Libraries, and Assistant Director, High School and College Relations), Guadalupe O. Thompson (Associate Professor of Modern Languages, Literatures, and Linguistics), and V. Stanley Vardys (Professor of Political Science).

"Countless hours/years of teaching, research, and service are represented by these faculty, as is a great deal of experience. This month's Focus on Excellence thanks this year's retirees for their work and wishes them well for the future."

ELECTION, UNIVERSITY AND CAMPUS COUNCILS, COMMITTEES AND BOARDS

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).

REGULAR NON-TENURE-ELIGIBLE CONSECUTIVE TERM FACULTY APPOINTMENTS

Prof. Smith explained that, as a result of some actions taken by the administration last summer, a committee had been formed to study the possible addition of a new type of regular faculty appointment. He thanked the members of the committee for their thoughtful report (see Appendix II).

With no discussion, the Senate approved the committee's report on regular non-tenure-eligible consecutive term faculty appointments. The committee recommended that the non-tenure-eligible, consecutive term appointments should not be adopted for the Norman campus, as the goals of such appointments could be achieved within the existing system (tenure or tenure eligible and temporary appointments) and that the entire issue of change in Library faculty status should be addressed afresh, with appropriate involvement of the Faculty Senate.

RESOLUTIONS, DEFINITION OF FACULTY

Prof. Vehik presented a resolution from the Senate Executive Committee related to the report just approved that would recommend no change in the current types of faculty appointment; in other words, non-tenure-eligible consecutive term faculty appointments would not be created (see Appendix IIIA).

Prof. Foote said the issue is whether the University will develop research centers that have nothing to do with faculty just so the University will be among the top 70 in research dollars. He said he agreed with the resolution because alternative institutions will be of minimal value to OU. Prof. Carr contended that many good universities have research faculty positions and have not decayed into academic chaos. He gave an example of a productive researcher who does not teach but should be appointed as a faculty member. Adding that titles are sometimes important, he said a research professorship should be available for this person. Prof. Vehik claimed that those kinds of issues could be handled within the existing structure. Prof. Canter, Chair of the ad hoc committee which wrote the above report, called attention to section 3.5.3. of the Faculty Handbook which states that a clinical/technical appointment is an option for professionals and that a waiver on the seven-year term can be requested. He mentioned a case in which he had appointed a research assistant under that title. Responding to a question by Prof. Carr, Prof. Canter said he believes an individual could be appointed as a research professor if agreed upon by the unit, dean, and provost. Prof. Christian said it is important to give status to researchers, yet he would not want to open up the possibility of hard money being used to support such a person. Prof. Schnell asked whether any individuals were currently on clinical/technical appointments on the Norman campus. Prof. Smith said there were.

Prof. Smith asked permission to allow non-senators to speak. The Senate approved such a motion.

Prof. Pat Weaver-Meyers (University Libraries) reported that new library faculty were hired on non-tenure-track appointments. She cited a poll she had conducted of the library faculty when the library situation was changed by administrative fiat last fall. Out of 21 people, 7 supported the recommendation under discussion, 13 did not, and 1 did not respond.

Prof. Vehik remarked that the clinical/technical faculty appointment had not been used much. Prof. Schnell asked whether clinical/technical faculty would be eligible for the Faculty Senate. Prof. Vehik answered that faculty currently have to be tenured or tenure-track. Prof. Schnell observed that Ph.D. level research people seem to be considered second class citizens at OU. He said the University should provide an opportunity to have researchers associated with a unit and have their research publications count. Prof. Carr pointed out that even if these people were made

clinical/technical faculty, they still would not be considered regular faculty. Prof. Vehik noted that regular faculty have a three-part role: teaching, research and service. Research professors would only contribute to one or possibly two of the roles. As far as counting research publications, that could be negotiated with the Provost. Prof. Schnell argued that every item having to do with those appointments would have to be negotiated on a continual basis.

Prof. Hopkins asked whether the people on these special appointments are eligible to serve on graduate committees. Prof. Carr said the individuals in his examples had adjunct faculty status. Prof. Hill noted that even if research appointments were established, questions like eligibility for the Faculty Senate would still have to be addressed separately. It might be best to negotiate those positions individually rather than make a blanket rule that would only apply to a few people or departments.

Prof. St. John pointed out that such appointments could eventually become hard money positions and replace positions that are now filled with regular faculty. Over a period of time more individuals would be on appointments without tenure and, without tenure, could become expendable. Prof. Dan Chandler (Chemistry/Mathematics Librarian) reminded the Senate that a clinical appointment is year to year and has no representation on a faculty or staff body. Every point would have to be negotiated every year. Prof. Carr noted that voting no on this resolution would not advocate an exact type of position. The exact title would have to be worked out by the Faculty Senate and others. Prof. Vehik reiterated her claim that research professor appointments could be done within the existing types of appointments.

Prof. Smith cited page 5 of the report which states, "In short, the committee is unconvinced that the suggested new category of regular faculty is needed to accomplish the objectives to which it is supposedly directed; and the committee regards the creation of the new faculty category as unwise." He pointed out that the committee was not against research professor titles but rather the creation of a new regular appointment. The resolution was approved 21 to 6.

Prof. Vehik discussed the reasoning behind the next resolution from the Senate Executive Committee pertaining to tenure for library faculty (see Appendix IIIB). First, the library faculty would be returned to the position they were in before the administration violated procedures and changed their tenure status. The next appropriate step is to follow the suggestion of the Campus Program Review Panel and form a Faculty Senate-initiated ad hoc committee to review the role of tenure-track faculty.

Prof. Whitmore asked whose policy was violated. Prof. Vehik said section 3.5.3. of the Faculty Handbook was not followed. Prof. Smith said he thinks it is important to start over and follow the proper procedure. Prof. Don DeWitt (Western History curator) pointed out that there were faculty members in the library about to begin their tenure review. Prof. Vehik said the faculty involved would have to negotiate with the administration. Prof. Smith said he assumed the tenure clock would stop, and that no one would be penalized.

Prof. DeWitt commented that several library faculty chose a non-tenure-track appointment and are concerned about going back and forth. He said the Senate should examine the language in the Faculty Handbook to clarify how an extension of a clinical/technical appointment could occur after the seventh

year. He argued for continuing from the present point. Prof. Vehik said the argument against that is that the administration could use this same tactic with other units and wait for the Senate to protest. The ad hoc committee will look at all the appropriate solutions to the library's problem and come up with a satisfactory resolution. Prof. Smith repeated that the program review committee had recommended that the tenure status be examined. That was interpreted by the administration as a recommendation to remove tenure for librarians. Prof. DeWitt insisted that the library faculty believe they have had due process and that no new information will come out of this. It will just prolong the process. Prof. Weaver-Meyers said not all library faculty agree that due process was followed. She said 11 library faculty support this resolution, 6 do not, and 3 abstained.

Prof. Cynthia Wolff (Government Documents librarian) suggested that if a committee is formed, its members work with the library faculty to gather information and limit the time it takes for a decision. Prof. Vehik explained that it commonly takes a year to resolve issues such as this, and it will depend on how complex the discussion gets. The resolution was approved on a voice vote.

DROP POLICY

Ms. Mendi Sossamon, immediate past president of the Student Association, reminded the Senate that Student Congress had proposed an extension of the drop period last spring. That proposal was referred to a committee of faculty and students, a compromise was reached, and the Faculty Senate approved the experiment on a one semester basis. Dr. Paul Bell, University Registrar, evaluated the experiment (see Appendix IV) and concluded that "extending the 'free drop' period from two to six weeks has resulted in students withdrawing from classes at an earlier point in the semester than the previous two semesters. The total number of courses dropped and the number of 'F' grades awarded by faculty do not appear to have been affected." According to Ms. Sossamon, these data support the experimental policy. However, because of concern that data from one semester are insufficient, the students would like to continue the experiment another semester and have the Faculty Senate consider the additional data in Fall 1992. She submitted the following resolution:

Be it resolved that the University of Oklahoma Student Association requests that the experimental policy on the Add/Drop period be extended through the Fall of 1992. This extension will be used as an opportunity to gather more data concerning the pattern of drop activity under the experiment. It is understood that data from both the Spring and Fall semesters will be used to make a final decision on the experimental policy on the Add/Drop period. The Faculty Senate will make this final decision at the November or December Faculty Senate meeting.

Prof. Smith observed that the extension of the drop period did not have a significant impact but that students might not have known about the experimental policy. To counter the concern that the extended drop period would become policy by fiat, Prof. Vehik, incoming chair, assured the group that this would be brought back to the Faculty Senate.

Prof. Carr asked whether the reason no data were plotted for the first two weeks was because drops are not recorded for that period. Prof. Kuriger answered that drops are not recorded in the first two weeks. Ms. Sossamon

added that there had been no change in policy for the first two weeks. The resolution was approved on a voice vote.

SEXUAL ORIENTATION CLAUSE

The Graduate Student Senate asked the Faculty Senate to consider a proposal to add a sexual orientation clause to the discrimination section (section 5.1) of the Faculty Handbook (new wording underlined). The memo from the GSS is available from the Senate office.

This institution in compliance with Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 503 of the Rehabilitation Act of 1973, Section 402 of the Readjustment Assistance Act of 1974, and other Federal laws and regulations does not discriminate on the basis of race, color, national origin, sex, age, religion, handicap, or status as a veteran in any of its policies, practices, or procedures. Nor does this institution discriminate on the basis of sexual orientation. This includes but is not limited to admissions, employment, financial aid, and educational services.

The Faculty Senate Executive Committee recommended approval. The Senate approved the addition on a voice vote with no discussion.

ELECTION OF SENATE CHAIR-ELECT AND SECRETARY FOR 1992-93

Prof. Bruce Hinson (Journalism and Mass Communication) was elected as Chair-Elect and Prof. Betty Harris (Anthropology) as Secretary of the Faculty Senate for 1992-93.

ELECTION TO SENATE STANDING COMMITTEES

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

EXECUTIVE COMMITTEE, to replace Penny Hopkins (Zoology), Claren Kidd (Univ. Libraries), and Craig St. John (Sociology), 1992-93 term:

Arthur Breipohl (EECS)

Connie Dillon (Educ. Leadership)

David London (Geology & Geophysics)

COMMITTEE ON COMMITTEES, to replace Stan Eliason and Roy Knapp, 1992-95 term:

Sandra Ragan (Communication)

Stewart Ryan (Physics & Astronomy)

COMMITTEE ON FACULTY COMPENSATION, To replace Charles Bert, 1992-95 term:
Brent Gordon (Mathematics)

COMMITTEE ON FACULTY WELFARE, To replace Michael Buckley and George Letchworth, 1992-95 term:

Bart Ward (Accounting)

Deborah Watson (Physics & Astronomy)

RESOLUTION OF APPRECIATION TO PROF. JAY C. SMITH

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

Whereas Professor Jay Smith led the Faculty Senate through an event-filled year;

Whereas he provided effective leadership through a potential crisis in state funding;

Whereas he worked diligently to address proposed changes in the tenure and retirement systems, to refine the appeals process, and to clarify changes in the emphases of the research administration;

Whereas he orchestrated the Senate's 50th anniversary celebration;

Whereas he secured space and remodeling funds for the new Faculty Senate office space as well as a change of building name to Jacobson Faculty Hall (both of which are hopefully of more than symbolic significance);

Whereas he found a way (after a year) to return senate meetings to a place where light and goodies will be allowed;

Be it therefore resolved that the University of Oklahoma Faculty Senate greatly appreciates the time and effort devoted to these and many other faculty governance issues.

Prof. Susan Vehik, incoming Senate Chair, presented Prof. Smith with a plaque and thanked him for the phenomenal amount of work he had done. Prof. Vehik then assumed the office of 1992-93 Senate Chair.

PRESENTATION OF CERTIFICATES OF APPRECIATION

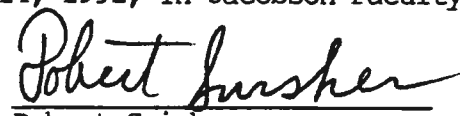
Certificates of Appreciation were presented to the following outgoing Senators who completed full three-year terms (1989-92): Sherril Christian, Bob Foote, Nickolas Harm, Charles Harper, Penny Hopkins, David Jaffe, Peter Kutner, Ray Paolino, Gary Schnell, Alfred Striz, Chris Swoyer, Luther White, and Musharraf Zaman.

Certificates were also presented to the other Senators whose terms were expiring and to the outgoing members of the Senate Executive Committee.

ADJOURNMENT

The meeting adjourned at 5:00 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, September 14, 1992, in Jacobson Faculty Hall 102.


Sonya Fallgatter
Administrative Coordinator


Robert Swisher
Secretary

Norman Campus Faculty Senate
Jacobson Faculty Hall, Room 206

325-6789

WA0236@uokmvsa.bitnet

FACULTY SENATE NOMINEES FOR END-OF-THE-YEAR VACANCIES ON
COUNCILS/COMMITTEES/BOARDS (Spring 1992)

ACADEMIC PROGRAMS COUNCIL: 1992-1995

Tom Boyd (Philosophy)
Anne Million (University Libraries)

ACADEMIC REGULATIONS COMMITTEE: 1992-1995

Forrest Frueh (EAP)

ATHLETICS COUNCIL: 1992-1995

Ronald Evans (Petroleum and Geological Engineering)

BASS MEMORIAL SCHOLARSHIP COMMITTEE: 1992-1994

Gregory Russell (Political Science)

BUDGET COUNCIL:

Paul Gilje (History) 1992-1994
Frances Ayres (Accounting) 1992-1995

CAMPUS PLANNING COUNCIL:

Bruce Hinson (Journalism and Mass Communication) 1992-1994
Mack Caldwell (Architecture) 1992-1995

CAMPUS TENURE COMMITTEE: 1992-1995

Eren Erdener (Architecture)
Roy Knapp (Petroleum and Geological Engineering)

COMMENCEMENT COMMITTEE: 1992-1994

Mary Marcus (Journalism and Mass Communication)

COMMITTEE ON DISCRIMINATION:

Sandra Ragan (Communication) 1992-1995
Nedria Santizo (University Libraries) 1992-1995
Walter Wei (Mathematics) 1991-93 term of Ted Herstand

COMMITTEE ON SEXUAL HARASSMENT: 1992-1995

Reinaldo Elugardo (Philosophy)
Jacqueline Frost (Art)

CONTINUING EDUCATION AND PUBLIC SERVICE COUNCIL:

Ronald Evans (Petroleum and Geological Engineering) 1992-1994
Marvin Baker (Geography) 1992-1995

EMPLOYMENT BENEFITS COMMITTEE: 1992-1996

Donald Menzie (Petroleum and Geological Engineering)

FACULTY ADVISORY COMMITTEE TO THE PRESIDENT: 1992-93

Alan Velie (English)

FACULTY APPEALS BOARD: 1992-1996

Wake Bowser (Architecture)
Charles Butler (Human Relations)
Stephen Butler (Accounting)
Ken Crawford (Meteorology)
Gene Emery (Architecture)

FACULTY APPEALS BOARD: 1992-1996 (Continued)

Betty Harris (Anthropology)
Fred Morgan (Marketing)
Stephen Norwood (History)
Jim Richstad (Journalism and Mass Communication)
Robert Shalhope (History)
Djebbar Tiab (Petroleum and Geological Engineering)
Walter Wei (Mathematics)
Larry Wieder (Communication)

FACULTY AWARDS AND HONORS COUNCIL: 1992-1995

S. Lakshmiarahan (EECS)
Robert Shalhope (History)

HONORS COUNCIL:

Melissa Stockdale (History) 1992-1995
William Ortiz (Botany and Microbiology) 1991-94 term of Stephen Whitmore

LEGAL PANEL: 1992-1995

Rick Tepker (Law)

PARKING VIOLATION APPEALS COMMITTEE:

Ara Basmajian (Mathematics) 1992-1993
Ila Grice (University Libraries) 1992-1994

PATENT ADVISORY COMMITTEE:

Chris Shove (Regional and City Planning) 1992-1995
Fred Brock (Meteorology) 1991-94 term of Randall Coyne

RACIAL AND ETHNIC HARASSMENT HEARING PANEL: 1992-1994

Osborne Reynolds

RESEARCH COUNCIL: 1992-1995

Lynn Devenport (Psychology) [social sciences/education]
David Levy (History) [humanities/arts]

RITA LOTTINVILLE PRIZE FOR FRESHMEN COMMITTEE:

Gerard Walschap (Mathematics) 1990-93 term of James Paschal

ROTC ADVISORY COMMITTEE:

Robert Smith (Law) 1992-1994
John Lovett (University Libraries) 1992-1995

STUDENT DISCRIMINATION GRIEVANCE COMMITTEE: 1992-1994

Elizabeth Yamashita (Journalism and Mass Communication)

UNIVERSITY COPYRIGHT COMMITTEE: 1992-1996

Shane Moriarity (Accounting)

UNIVERSITY LIBRARIES COMMITTEE:

Ling Chen (Communication) 1992-1994
Chris Shove (Regional and City Planning) 1992-1994
Faruk Civan (Petroleum and Geological Engineering) 1992-1995
Nancy Pruitt (Instructional Leadership) 1992-1995

Report of the
Faculty Senate Ad Hoc Committee
on

Regular Non-Tenure-Eligible Consecutive Term Faculty Appointments

Charge

The charge to the committee by Professor Jay Smith, Chair of the Faculty Senate, was "to review continuous term, nontenure track, regular faculty appointments and their viability for the Norman campus." The memo from Interim Provost Richard C. Gipson to Professor Smith, dated August 7, 1991, asked the Senate to study "the addition to our Faculty Handbook of a new type of regular faculty appointment -- the non-tenure track consecutive term faculty appointment." So, what has been proposed is that a new regular (as distinct from temporary) faculty status be approved, in which faculty would be appointed without eligibility for tenure but with terms of appointment subject to renewal an indefinite number of times. Adapting Dr. Gipson's language, we shall refer to these as regular non-tenure-eligible consecutive term faculty appointments.

While the committee was not formally apprised of reasons for addressing this question, it seems clear that two factors are pertinent. One is the administrative action taken during summer 1991 to eliminate the tenurable status of faculty appointees in the Department of University Libraries. The other relates to initiatives at high levels of the University administration to establish faculty groups, primarily if not exclusively for research activities, whose funding would in the long term be derived from external sources.

Committee Members

The Ad Hoc committee consists of Professor Larry Canter (CEES) as chair, and Professors David W. Levy (History), Sydney J. Pierce (Library & Information Studies), Kenneth L. Taylor (History of Science), and Shirley A. Wiegand (Law). In addition, Professor Anita Hill represented the Provost's Office on the committee.

Committee Work

The committee met several times beginning in October 1991. The committee also discussed the issue with President Van Horn and Interim Provost Gipson, and the committee chair met with Vice President O'Neil. Materials reviewed by the committee include the current Faculty Handbook, information on non-tenure-track faculty appointments at other institutions, and some recent literature bearing on faculty appointments and faculty status. Also available were a few internal memoranda and documents

concerning changes in the appointment conditions of the Library faculty. Rather late in its deliberations the committee saw a copy of a letter addressed to President Van Horn by Lesley Lee Francis, Associate Secretary of the American Association of University Professors (dated February 12, 1992), regarding the creation of a new category of non-tenure-track faculty in the University Libraries.

Committee Recommendations

1. The committee opposes establishment of a regular non-tenure-eligible consecutive term appointment status for faculty at the University of Oklahoma, Norman campus. The committee favors retention of the two current types of faculty appointment: regular appointments which are either tenured or tenure-eligible, and temporary appointments which (if full-time) are limited to a maximum of seven years (subject to exceptions specified in Section 3.5.3 [b] of the Faculty Handbook).

2. The committee recommends that the Faculty Senate act to take exception to the administrative action effected during summer 1991, altering the character of faculty appointments in the University Libraries. Since the Faculty Senate was fully involved in the process by which Library faculty achieved tenurable faculty status -- a status in which they have worked since the 1960s -- it is, to say the least, highly irregular for the conditions of Library faculty appointments to be reversed in this fashion by administrative action and without full and timely consultation of the Faculty Senate. The committee believes it would be appropriate for the entire issue of change in Library faculty status to be addressed afresh, this time with appropriate involvement of the Faculty Senate.

Discussion

The committee was never presented with a formal statement of reasons for the proposal to establish regular non-tenure-eligible consecutive term faculty appointments. However, the discussions that were held with President Van Horn and Interim Provost Gipson and Vice President O'Neil helped to form a reasonably clear picture of the rationale for the proposal. We think they may be summarized as follows:

a. The opportunity to make regular faculty appointments in non-tenure-eligible consecutive term status would strengthen the University's ability to attract and retain certain types of professionals in specialized positions, especially for research. The positions that are now filled either by clinical/technical faculty appointments, or by temporary faculty appointments, or by professional staff appointments, would presumably be more attractive

to highly qualified persons because of the privileges and prestige associated with regular faculty appointments.

b. The external funds generated by a cadre of professionals holding the proposed regular consecutive term appointments would provide much-needed financial support to the benefit of the University.

c. The proposed new type of faculty appointment would provide greater administrative flexibility in testing the development of new areas of investigation, without premature long-term commitment on the University's part to those areas.

d. The new type of faculty appointment would improve the University's ability to exploit opportunities for interdisciplinary research.

These arguments are not wholly without merit. The committee believes, however, that the new type of faculty appointment is not needed to achieve the objectives identified or implied in such arguments; these aims can be achieved through the existing framework of faculty and staff appointments. In addition, the committee believes that there are strong and cogent reasons against making this very significant modification in the nature of faculty appointments at the University of Oklahoma.

The current system of faculty appointments, recognizing all appointments as either regular (tenured or tenure-track) or temporary, and with an allowance for exceptions to the seven-year limitation on temporary appointments under certain conditions, already affords wide opportunities to recruit and retain excellent professionals for specialized kinds of positions. In cases where the appointment contemplated is for a novel venture where the University's long-term commitment is inappropriate, temporary faculty appointments (or staff appointments, as the case may be) are evidently quite suitable. For ventures that prove to stand the test of time, if a full-time faculty appointment beyond a period of seven years seems warranted then there are the options of (a) a special dispensation for a prolonged technical appointment with agreement as specified in the Faculty Handbook, or (b) the University's recognition of its confidence in the commitment through arrangement of a tenured appointment. In all cases, of course, staff appointments are not subject to a time limitation.

It may well be that the current system of faculty appointments is not being utilized as effectively as it might be, and ways to improve the University's ability to attract and retain all employees -- faculty and staff alike -- can surely be imagined. For reasons that are outlined below we do not think it

advisable to alter the nature of faculty appointments, with potentially damaging consequences to the academic process, in order to make certain appointments more attractive.

There are several disadvantages and dangers in establishment of regular faculty appointments on a non-tenurable consecutive term basis. The principal ones, not necessarily in order of importance, are as follows:

1. Assuming (as we have been informed) that the main if not exclusive use of such new appointments would be for research, with funding to come in due course from external sources, it would very probably be necessary to start up these positions with E & G funds. In view of the University's educational responsibilities to the citizens of Oklahoma, this would be a questionable use of E & G funds.

2. Since one of the apparent aims of establishment of a regular non-tenure-eligible consecutive term faculty appointment would be the presence on the faculty of long-term professors without tenure, this could hardly fail to lead to a condition of a two-class regular faculty. Among the distinctions between the two classes of regular faculty that would inevitably emerge, one of the most important concerns academic freedom. Tenure, as one of the fundamental bulwarks in defense of academic freedom, would be available to only one of these two groups. Besides undermining the framework within which tenure serves as a major instrument in defense of academic freedom, the development of a second-class group of regular faculty would also promote a faculty differentiated by the extent of their loyalty and dedication to the University. A situation would surely emerge where a discernible segment of the regular faculty -- those with untenured consecutive term positions -- would tend to reciprocate the University's diminished expression of commitment.

3. It is not at all clear that the proposed new appointments would be implemented through established academic units, or even through new academic units that would have a stable core of faculty committed to the University's academic objectives and procedures. There is evidently reason to think that many or all appointments to the positions so created would be defined, filled, evaluated, and terminated administratively, bypassing normal procedures involving affirmative action and full faculty participation in matters of faculty appointment and status, as well as program.

4. The proposed new type of regular faculty appointment holds the potential of skewing the balance in the University's definition of its mission, and of subordinating the University's own standards to the priorities of external sponsors. To the extent that the external funding sources are overwhelmingly in the engineering and science fields, there is a liability of the University becoming a 'tech' rather than the sort of comprehensive academic institution it has long aspired to be. If such a fundamental change is to be contemplated -- and it happens that the committee views that particular prospect with alarm -- changes in the basic character of the institution ought to be the subject of deliberate and thorough planning, including full involvement of faculty, not the result of circumstances in opportunities for external funding.

5. There are many sorts of potential administrative abuse of the proposed type of faculty appointment. For example, while one administration might minimize the effects of non-tenure-eligible consecutive term appointments by placing a limit on the number of appointments in that category, a later administration may feel free to disregard the limitation. If implemented at first only for research purposes, at a later time the new type of appointment may become temptingly attractive for teaching-only purposes. The relatively stable proportions of tenured and tenure-track faculties of departments and schools might be altered by the replacement of vacant faculty positions with regular but untenurable positions.


In short, the committee is unconvinced that the suggested new category of regular faculty is needed to accomplish the objectives to which it is supposedly directed; and the committee regards the creation of the new faculty category as unwise. The existing framework for faculty appointments -- either regular or temporary -- has important strengths that should not be sacrificed without compelling reasons to do so. The committee is not convinced that it sees reasons for this initiative that are compelling, only convenient.

While the committee was not asked to address the issue of the Library faculty's status, the committee does believe that the process by which the change was made in summer 1991 was defective. Lesley Lee Francis's letter to President Van Horn indicates that a part of the University Libraries' Program Review report which was used as justification for the change was misapplied. In any case, the Senate should insist that no action of such importance bearing on faculty status can be valid without proper consultation of the Faculty Senate.

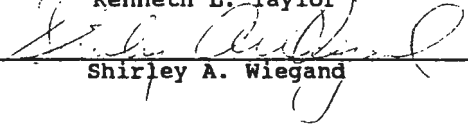
Respectfully submitted,


Larry Canter


David W. Levy


Sydney J. Pierce


Kenneth L. Taylor


Shirley A. Wiegand

April 10, 1992

RESOLUTION ON REGULAR NON-TENURE-ELIGIBLE CONSECUTIVE TERM FACULTY
APPOINTMENTS

WHEREAS the University of Oklahoma Norman Campus Faculty Senate Ad Hoc Committee on Regular Non-Tenure-Eligible Consecutive Term Faculty Appointments found that existing temporary faculty appointments provide suitable flexibility to service the University's need to attract and retain certain types of professionals in specialized positions;

WHEREAS use of E&G funds to start up such appointments primarily for research purposes would impact the University's ability to fulfill its educational responsibilities to the citizens of Oklahoma;

WHEREAS creating a two-class faculty would undermine academic freedom;

WHEREAS creating a two-class faculty would cause the development of marked differences in commitment to and performance of the three missions of the University;

WHEREAS such appointments could be defined, filled, evaluated, and terminated administratively and potentially without following normal procedures involving affirmative action and faculty participation;

WHEREAS such appointments would be developed in response to the priorities of external funding and could alter the mission of the University from a comprehensive academic institution to a specialized, technological institution;

WHEREAS limits on the number of such appointments and restriction of their distribution to research activities cannot be guaranteed;

WHEREAS the temporary appointments, as provided in Section 3.5.3 (b) of the Faculty Handbook, provide the flexibility to develop in new directions;

BE IT THEREFORE RESOLVED, that the University of Oklahoma Norman Campus Faculty Senate recommends continued use of the two current types of faculty appointment: regular appointments which are either tenured or tenure-eligible and temporary appointments.

RESOLUTION ON CHANGES IN UNIVERSITY LIBRARIES' FACULTY TENURE

WHEREAS the University of Oklahoma Norman Campus Faculty Senate Ad Hoc Committee on Regular Non-Tenure-Eligible Consecutive Term Faculty Appointments recommended continued use of the two current types of faculty appointments as defined in section 3.5.3 of the Faculty Handbook;

WHEREAS the same committee believes the redefinition of the University Libraries' faculty status in summer 1991 was procedurally flawed;

WHEREAS the Campus Program Review Panel was miscited as recommending the creation of a non-tenure track category within the University Libraries;

WHEREAS the University of Oklahoma Norman Campus Faculty Senate was involved in the process by which University Libraries' faculty achieved tenurable faculty status (in the late 1960s) but was excluded from the process by which such status was removed--a violation of section 10.9 of the Faculty Handbook;

WHEREAS the AAUP Joint Statement on Faculty Status of College and University Librarians (1972) indicates University librarians may perform a teaching and research role requiring academic freedom;

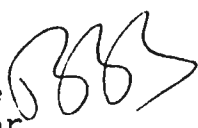
BE IT THEREFORE RESOLVED, that the University of Oklahoma Norman Campus Faculty Senate recommends returning the University Libraries' faculty to regular appointments as defined in section 3.5.3 of the Faculty Handbook;

BE IT FURTHER RESOLVED, that the University of Oklahoma Norman Campus Faculty Senate, following the suggestion of the Campus Program Review Panel, recommends the formation of a Faculty Senate initiated ad hoc committee to review the role of tenure track faculty positions for persons who function solely within the library.

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

M E M O R A N D U M

TO: Professor Jay Smith, Chair, Norman Campus Faculty Senate
Ms. Mendi Sossamon, Chair, UOSA
Steve Lazarus, Graduate Student Senate
Professor Gus Friedrich, Communication

FROM: Paul Bell, Associate Provost for Undergraduate
Education and Programs and University Registrar 

SUBJECT: Evaluation of the Experimental Policy on Drop

DATE: March 25, 1992

Attached are data in table and graph form showing the pattern of drop activity for the Spring '91, Fall '91 and Spring '92 semesters. Comparing the Fall '91 and Spring '91 semesters, in which the "W/F" period began with the third week of classes, with the Spring '92 semester, in which the "W/F" period began with the seventh week of classes, I find no significant impact on the number of drops caused by the extension of the "free drop" period from two to six weeks. The only change is that during the six week "free drop" period, students withdrew from classes earlier in the semester than was the case in the previous two semesters.

With regards to the pattern of "F" grades given by faculty, the data available from the Office of Academic Records show that during the Spring '91 semester a total of seven "F's" were assigned by faculty out of 1,363 drop transactions. During the Fall '91 semester no grades of "F" were given by faculty out of 1,307 dropped classes. There have also been no "F's" given during the seventh and eighth weeks of the current semester, when it became possible for faculty to assign a grade of "F".

In conclusion extending the "free drop" period from two to six weeks has resulted in students withdrawing from classes at an earlier point in semester than the previous two semesters. The total number of courses dropped and the number of "F" grades awarded by faculty do not appear to have been affected.

I will be happy to discuss these data with you at your convenience.

PBB/bjc

Enclosures

THE UNIVERSITY OF OKLAHOMA INTEROFFICE COMMUNICATION

TO: Paul Bell

DATE: March 5, 1992

FROM: Rick Skeel

SUBJECT: Course Drop Data

The following is a comparison of course drops, by week, for the past year. Please let me know if you have any questions concerning this data.

	<u>SPRING 92</u>	<u>FALL 91</u>	<u>SPRING 91</u>	<u>F'S</u>
Week #3	168	71	120	
Totals	168	71	120	
Week #4	289	182	148	
Totals	457	253	268	
Week #5	243	209	187	2
Totals	700	462	455	2
Week #6	445	575	583	3
Totals	1145	1037	1036	5
Week #7	9	28	37	
Totals	1154	1065	1073	5
Week #8	0	0	56	
Totals	1154	1065	1129	5
Week #9		74	12	
Totals		1139	1141	5
Week #10		43	41	
Totals		1182	1182	5
Week #11		33	47	
Totals		1215	1229	5
Week #12		41	49	1
Totals		1256	1278	6
Week #13		30	33	1
Totals		1286	1311	7
Week #14		21	52	
Totals		1307	1363	7

Pattern of Drop Activity - Spring 92, Fall 91, and Spring 91

