

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - September 16, 1992 - 3:30 p.m.
 Jacobson Faculty Hall 102

The Faculty Senate was called to order by Professor Susan C. Vehik, Chair.

PRESENT: Ahern, Anderson, Barman, Bennett, Boyd, Breipohl, Carr, Cornelius, Dillon, Fonteneau, Gordon, Graf, Gross, Harris, Havener, Hill, Hilliard, Hinson, Johnson, Jordan, Kincade, Koger, Kukreti, Kuriger, Kutner, Lakshmivarahan, Latrobe, Livesey, London, Miller, Mock, Mouser, Nelson, Norwood, O'Halloran, St. John, Sankowski, Smith, Stanhouse, Sullivan, Sutton, Tiab, Vehik, Vestal, Watson, Wedel, Whitecotton, Whitmore, Wiegand

Provost's office representative: Bystrom
 PSA representatives: Barth, Scott, Spencer
 UOSA representative: Massey

ABSENT: Kidd

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of May 4, 1992, was approved.

ANNOUNCEMENTS

The Chair introduced the new members of the Faculty Senate. A list of Faculty Senate members is attached (Appendix I). Prof. Vehik invited the group to a reception following the meeting in the second floor foyer of Jacobson Faculty Hall. She reminded the Senators to submit their lists of issues and concerns that faculty would like the Senate to address.

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

The Senate Executive Committee elected Prof. Peter Kutner as parliamentarian of the Faculty Senate and General Faculty.

The Fall General Faculty meeting will be held Thursday, October 29, 1992, at 3:30 p.m. in Dale Hall 122. State Regent Anne Hodges Morgan will discuss assessment, standards, articulation, academic integrity, and other issues.

A symposium on the future of research universities in Oklahoma, sponsored by the OU Faculty Senate and OSU Faculty Council, will take place Wednesday, October 7, 1992, at 2:30 p.m. in Dale Hall 206 and again at 7:00 p.m. on the OSU campus. Speakers will include the Presidents of OU and OSU, State Senator Bernice Shedrick, and State Representative Carolyn Thompson.

A committee was formed last year to review, simplify and revise as appropriate all appeals processes on the Norman campus. The work of that committee will continue this year with Prof. Pat Weaver-Meyers (University Libraries) serving as chair.

As a result of a May 4, 1992, Faculty Senate action (see 5/92 Journal, page 5), an ad hoc committee was formed to review the role of tenure track faculty positions for persons who function solely within the library. The members are Dean Dan Davis (Liberal Studies, representing the Provost's office), David Levy (History), Jay Smith (Educational Psychology), Robert Swisher (Library & Information Studies), and Frances Ayres (Accounting). The library will be represented by three ex-officio, non-voting members--Claren Kidd, John Lovett, and Cynthia Wolff--who will serve as resources for the committee. Prof. Smith will serve as chair. The committee should present a report to the Senate in February.

The Faculty Senate Executive Committee agreed to have the Senate join a brief filed by Prof. Rick Tepker (Law) for the American Association of University Professors, the Oklahoma Conference of the American Association of University Professors, the OU Faculty Senate, and the OSU Faculty Council to support the argument that Oklahoma law recognizes and protects tenure rights of faculty in public colleges and universities. A copy of the brief is available in the Senate office. The case has now been settled out of court, so the issue will not go to the State Supreme Court.

The compilation of the 1991-92 annual reports of University Councils was mailed August 20 to the Faculty Senate members and to chairs/directors/deans to make available to the general faculty. Copies are available from the Senate office.

President Van Horn is hosting a faculty/staff picnic before the OU/Arkansas State football game on Saturday, September 12, from 10:30 a.m. to 2:00 p.m. in the Field House. A flyer was distributed with further information. Faculty who are interested in volunteering to help that day may contact the Faculty Senate office, 5-6789.

Search committees are being formed for the Deans' positions in the colleges of Arts and Sciences, Geosciences, and Law. The OU Regents approved an internal Arts and Sciences Dean search and a search committee composed of the 29 heads of the college's budget units. This was based on a survey of Arts and Sciences faculty in which 76% of those who responded said they wanted an internal search and agreed to let the budget unit heads serve as the search committee. Nominations for the position are being accepted, and the screening process will begin on September 11. The search for the Geosciences Dean and Law Dean will be conducted in the traditional manner. The Senate was asked to nominate faculty for the faculty member-at-large positions on each of the two committees by September 30. Volunteers or nominations should be submitted to the Faculty Senate office by September 25.

The Chronicle of Higher Education and the University Budget are available in the Senate office. The FY93 budget does not include equity raises that were approved by the Regents September 9-10, but a list of the individuals receiving those raises will be provided to the Senate office by mid-October.

Co-chairs of the University United Way campaign are Jay Smith (Educational Psychology) and Joseph Ray (Continuing Education & Public Service). Prof. Smith asked Prof. Vehik to remind faculty how important it is to contribute.

State Question 649, the proposed \$350 million capital bond issue for higher education and other state agencies, would provide about \$22.7 million for the Norman campus. State Question 650 would establish the funding for S.Q. 649. Prof. Vehik noted that if the State Question 647 on the provider tax fails, it is possible that state agencies will have to return part of their budgets to cover the shortfalls.

A fee remission policy, as recently amended by State Regents and to be considered for adoption, would charge dependents of regular and retired faculty half the fees charged to regular students. One potential problem is if this has to be part of the 3% limit that is placed on fee and tuition waivers.

In Spring 1991 the Faculty Senate agreed to a three-year step-raise in parking fees. The raise was to be targeted at 1% below the rate of inflation (estimated at the time as 6% per year). According to Parking and Transit, for calendar year 1991 the rate was 5.4%. According to the Center for Economic and Management Research, the 5.4% pertained to calendar years '89 and '90. For calendar years '90 and '91 it was 4.2% or for fiscal years '91 and '92 it was 3.2%. The Faculty Senate will review any future rate increase requests.

Starting with Fall 1992 a State Regents' Course Repeat policy goes into effect. Policy: A student can repeat up to 12 hours of D/F with only the second grade counting on the retention GPA.

An optional State Regents' Academic Reprieve policy where all grades for one or two consecutive semesters would not count in a student's retention GPA will be under consideration this year.

Non-resident graduate assistant tuition waiver policy change: Funds were allocated based on last year's use. This was done to contain escalating costs.

The Provost's office introduced the Teaching Incentive Program; \$700,000 was distributed in proportion to the tuition income generated by departments.

Summer OU Regents' activities:

a) Formed the University of Oklahoma Research Corporation. Goal is to enhance growth and development of externally sponsored research, especially for federal and industrial research and development contracts.

b) Awarded contract not to exceed \$100,000 to American Operations Corporation to facilitate a proposal to Department of Energy for management and operation of the National Oil Program.

The University has received the North Central Association Evaluation Team's accreditation report. The report generally is very positive. Main problem areas:

- a) Need for consensus and communication between faculty and administration on major goals of the University.
- b) Need to integrate strategic planning, program reviewing, and resource allocation.
- c) Need to communicate and build an understanding of the role and importance of research. Need to communicate intentions regarding internal research support. Arts and Sciences concerned that University differentially values programs based on external research funding.
- d) Difficulty of HSC and Norman faculty governance to find joint solutions to shared problems.

DISPOSITION BY THE ADMINISTRATION OF SENATE ACTIONS

At its July 1992 meeting, the OU Regents approved the option providing for cashability of CREF accumulations upon termination of employment or at retirement and the option permitting transferability of employee retirement accumulations (see 1/92 Senate Journal, page 4). The products of the following firms will be added to the current retirement plan investment options: The Vanguard Group, Fidelity Investments, and Aetna Life Insurance and Annuity Company. The University is now in the process of implementing these options.

The OU Regents approved a recommendation at its May 1992 meeting requesting the OU Foundation to construct and own a Child Care Center building on the University campus at Imhoff and Wadsack (see 2/92 Senate Journal, page 6).

The Senate appointments to the end-of-the-year vacancies on councils, committees and boards were approved (see 5/92 Senate Journal, page 4 and Appendix I). The 1992-93 membership booklet will be mailed to the general faculty this month.

In response to Senate concern about the Monday OU/Texas football game holiday (see 5/91 Senate Journal, page 5), the administration proposed that some alternative schemes be tried. For Fall 1991 the OU/Texas holiday took place on Friday, October 11. After the holiday, student and faculty opinion was sought to determine the best alternative. For Fall 1992 the holiday will be on Friday, October 9.

REMARKS BY PRESIDENT RICHARD VAN HORN

President Van Horn said the University, by almost any measure, has had a good decade. A critical question is whether a consensus can be developed about where the University is going and how it is going to get there. Some of the goals for the University are to be (1) the best educational institution in Oklahoma and a national model, (2) nationally competitive in research and scholarship and recognized nationally as a scholarly institution, and (3) the intellectual and cultural base for Oklahoma and also for the nation.

In discussing the first goal, Dr. Van Horn said the University has a very good claim to being the best educational institution in Oklahoma and a national role model. With its leadership in core curriculum and general education, OU is being recognized for attracting better students. The University has over 440 National Scholars, compared to 10 ten years ago, and 60% of the Oklahoma Scholars are enrolled at OU. The University has strength in a number of areas, but must become uniformly strong in most areas, according to the President. Funding must be provided for the core curriculum. With two new Provosts in place, now is the ideal time to look seriously at how to become a role model for 21st century

education. A task force has been formed for that purpose. OU should attract a slightly higher percentage of the state's top students. A lot of progress has been made toward making OU a collegial campus for students. Dr. Van Horn anticipates a stable or slightly smaller undergraduate enrollment and some continued growth in quality of the graduate enrollment.

In the area of scholarship and research, OU has national and international recognition for faculty members, programs, and the University in some departments and selected areas in other departments. For the future, it will be necessary to be very selective in picking areas in order to attain national recognition and high levels of national visibility in all disciplines. Recognition may be in the areas of publications, performances, or funding. To be successful a consensus and a clear process will have to be developed. Both Provosts agree that the strategic plans should be updated. A good plan is extremely dynamic and has to change when there are changes internally or externally. The Strategy for Excellence for the Norman campus was developed five years ago. It should be upgraded and incorporate a built-in plan for change that will focus on the areas in each department where state and national prominence can be achieved. The big challenge is funding. Because few state funds will be available, the University will have to rely on external funding, which varies significantly between areas. The question the University will face is how to reallocate funds inside the University to achieve a balance.

Turning to the goal of being an intellectual and cultural base, the President said encouraging activities have been taking place in the College of Fine Arts as far as reaching out to the community. The humanities can do some similar things through the University of Oklahoma Press and the Oklahoma Museum of Natural History. The OMNH has a good opportunity now that the city of Norman has committed \$5 million in a bond issue and \$15 million would be provided by the state through the capital bond issue. The President is convinced OU can raise the remaining \$15 million in private funds.

It was a difficult year for the legislature, partly because of the Department of Human Services situation. OU did slightly better than breaking even, and the next few years do not look any better. However, several good things happened. If the capital bond issue is approved November 3, it will be the first one since 1968. Higher education will get a significant portion of the funds, with the OU Norman campus receiving about \$22 million. The \$15 million for the OMNH will be in addition to the \$22 million. The endowed chairs and professorships program survived, as did the Oklahoma Scholars Program.

President Van Horn mentioned some of the things that happened in the last decade. From FY89 to FY93 tuition and fees increased by 24%, state appropriations by 30%, gifts to the University by 36%, and Grants and Contracts by 62%. The endowment is \$170 million this year, compared to \$30 million ten years ago, and it has more than doubled in the last three years. Enrollment from Fall 1988 to Fall 1989 dropped by about 5%. Since then enrollment has gone up, an indication that students believe they will get a good education here.

The President said in a fair world, there would be large merit raises this year, based on faculty productivity. The administration took a conservative approach this year, because of concern about funding for future years, and decided on a small and specialized salary increase. The President wants to work toward 3-5% merit increases next year, assuming state funding is level, but that will require some reallocations. He would like involvement from faculty, staff and students on restructuring. Next year's salary increases should be based on two years of performance so that this past year will not be lost. He said contracts will be sent out now that the Regents have approved the budget.

For FY93 OU received \$2.2 million (a 2% increase) in the education and general budget, \$2.1 million in one-time state funds, and \$.3 million in other revenue. About \$800,000 was spent for fringe benefits and faculty promotion costs, \$700,000 for fee waivers, and \$600,000 for faculty positions. By pulling money from various areas, the administration came up with \$426,000 for faculty salary increases. The one-time money was used for additional fee waivers, the Enrollment Management Board, library, student retention, a Department of Education Fellowship match, one-time instructional needs, graduate assistants, computer networking, and other academic projects.

Dr. Van Horn's goal when he arrived was to increase the percentage of the budget that goes toward teaching salaries. Since FY89 that share has gone from 40.6% to an estimated 44.1%. The long-term goal is to raise that to 50% of the state appropriation and tuition and fees. Another goal is to reduce administrative costs. Since FY84, central administrative costs for both campuses (with the base being total expenditures, because a lot of the administrative costs are shared by both campuses) have gone from 2.6% to 2.2%, student services from 1.0% to 1.1%, University Affairs from .5% to .6%, Physical Plant from 8.1% to 6.3%, and the total from 12.2% to 10.2%. For Norman, the total went from 11.9% to 10.7%. Dr. Van Horn said he thinks that is a significant reduction but we can still do better. Faculty raises this year on the Norman campus represented a 1.3% increase for colleges, and about 25% of the faculty received raises. The total, including staff raises, amounted to a 1.1% total increase (about \$1 million), with 17.8% receiving raises.

The task for the next ten years is to continue improvements and progress with flat state funding. In two or three years OU should push for some kind of a H.B. 1017 for higher education once common education is fully funded. That will be tough to do because most states are backing away from their commitment to higher education. It will be necessary to reduce low priority areas. For example, some functions between the Norman and HSC campuses could be consolidated. In order to generate some new income, certain functions that lose money could be contracted out. There are some opportunities for grants and contracts, continuing education, and private gifts. Private gifts reached an all time high this year--\$32 million--but we still have a long way to go.

During the question and answer session, Prof. Dillon commented that a lot of our future depends on perceptions. A report from a committee chaired by U. S. Representative Pat Schroeder claims that higher education costs are so high because faculty only teach six hours a semester instead of the fifteen they used to so that they can engage in more research, yet they spend very little time doing research. Prof. Dillon said she is concerned that this perception may be quite widespread and could hurt the chances of the upcoming bond issue being approved. President Van Horn replied that a Kielhorn poll shows that most people think higher education is funded correctly. The State Regents' argument that OU is funded at 65% of its peers is falling on deaf ears. There was an attempt in the legislature last year to introduce legislation that would have mandated faculty teaching loads regardless of tier. He said we should work on communicating the value of a comprehensive university to the state. Prof. Dillon noted that the state's vocational-technical schools are able to attract more funding. Dr. Van Horn said the vocational-technical schools have received a larger increase over the last ten years than higher education. Higher education has gone from 20% to about 15% of the state budget and is not seen as a priority for additional funding in the state.

Prof. Johnson pointed out that news reports that indicate faculty are only teaching two hours a day never mention graduate student education. Dr. Van Horn agreed that we need to find ways to include the time spent with graduate students in the measurement system and to differentiate a comprehensive university's role among the universities in the state.

Prof. Larry Hill brought up Dr. Van Horn's statement about the accomplishments of the past decade. He said people wonder why no merit increases were given, considering there was an increase in the state appropriation. The problem seems to be the number of fee waivers being given. He asked whether the money spent on fee waivers would have been available for salary increases. President Van Horn answered that it is difficult to say what would have happened to enrollment if we had not increased our fee waivers. A drop in enrollment could have cost us more in lost tuition than what we spend in fee waivers. Prof. Hill pointed out that this decision is not congruent with Dr. Van Horn's idea of down-sizing. The President responded that we must ask whether we want to continue the national merit scholars program where we give fee waivers. Prof. Hill noted that the fee waivers cost far more than what is given to the national merit scholars. Dr. Van Horn said part was for graduate students, and the Provost has now capped the amount of money available for graduate student tuition fee waivers. He agreed that too much money is going into things other than salary increases but that many commitments are made years in advance.

SENATE CHAIR'S REPORT

"Having asked in the cover for this meeting's agenda for issues and concerns of the faculty, it is useful to discuss what happened to last year's list. There were 19 issues on that list. They are placed in related groups here.

"Some, such as doing away with STEs and decreasing the pre-enrollment period, saw no action. Some, such as expanding the grading scale, were dealt with in previous years. And others, such as restoring senior faculty summer research fellowships, remain an important issue but saw no progress.

"Progress was made on some issues, particularly in modernizing TIAA/CREF. The University also made an attempt to address the issue of salary compression along with inequities in the salaries of women and minorities. How successful this was is a matter of debate. The Compensation Committee has been asked to look into the former and possibly the latter, depending upon whether a committee is formed on the status of women and minorities.

"On other issues, deans of the various colleges were reviewed last year. Although results were discussed with the deans, there is some question as to whether the reviews had any impact. However, it seems removing and replacing a dean is expensive. On this same line, an ad hoc committee to Study the Role of the Departmental Chair finished a report last spring, but nothing further has happened.

"Many concerns last year centered on funding; this included everything from faculty salaries, administrative salaries, capital needs, equipment, library, staff, and graduate students. Salaries were the big issue, and I offer the following observations on FY92:

- 1) Faculty salaries (including deans) for professors are at 89%, associate professors are at 94%, and assistant professors are at 90% of peer group salaries (which also include deans). (From OU Budget Summary and OU Budget Office 4-10-92).
- 2) Administrative salaries are at 88% of a national comparison of doctoral institutions. The 40 highest paid were at 99% of doctoral institutions and at 86% of peer groups. Of the 14 administrators hired since 1987, they are at 101% and 94%, respectively. (From CUPA and Chronicle of Higher Education).

- 3) An unsystematic, limited comparison of new faculty hires from last year indicated they were being paid close to national averages. The Compensation Committee needs to check this.
- 4) It appears that the longer an employee remains at OU, the further behind they fall of national and peer groups.

"For FY93 the Norman campus state appropriation increase was about 2.2 million in recurring funds. The one-time appropriation was less than that of FY92. As noted last spring by the Budget Council, a significant share of new monies went to service tuition and fee waivers. That has both pros and cons. Regardless, faculty salary increases ended up as a low priority.

"At this point, it is interesting to see what other institutions in the state did regarding faculty salary increases:

- 1) The comprehensives either gave no increases (OSU) or did so to a minority of faculty (OU).
- 2) Forty percent of the four year colleges gave raises of various kinds to all faculty, 60% gave raises to varying proportions of their faculty.
- 3) Eight of 13 Jucos gave raises to all. The others gave no raises or did so to varying proportions.

"Turning from what was done by universities with what they received, an equally important concern is what higher education received. Higher education's share of the total state appropriated budget for FY93 was 15.82%, while in 1983 it was 17.52%. As with many other states, an increasingly smaller share of the state budget is going to higher education. In 1991 faculty and, especially, student lobbying resulted in some increase in appropriations. In 1992 our impact was greatest on the bond issue. References to funding, particularly of salaries, was less well-received. Some legislators compared higher education salaries to those of their constituents and argued that national comparisons were of little concern, adding that people sharing our salary concerns did not vote in their districts. Many noted that DHS, which has a greater impact and presence, along with prisons are more important. It is clear that the public does not understand the ultimate importance of higher education either economically, socially, or intellectually. It is on this level that we need to look for solutions. A recent poll indicated that a majority of voters thought higher education was "funded just about right." Higher education is not a burning issue with the public.

"At this point, there is one more topic I would like to address. It is clear from the North Central Association report (see under Announcements) and from other sources that there is a communication problem between the administration and faculty on this campus. A small amount of this may be remedied by using the Announcements and the Senate Chair's Report to communicate what the Chair and Executive Committee know about administrative actions. That is why the Announcement section is longer than normal.

"More importantly, there are a number of issues likely to come up this year that are of concern to both faculty and administration. Many of these are, potentially, quite significant. Both groups need to engage in open and frequent discussion.

"With that in mind some of these problems include:

- 1) The likelihood that significant increases in state appropriations will occur is low and, given that, how do we fund:
 - a) Salary increases
 - b) Other expenses
- 2) What role in increasing revenues, either externally or internally, should we expect from:
 - a) Reallocation
 - b) Research/contracts
 - c) Reduction of students
- 3) How do we implement 2a-c fairly.

- 4) What is the mission of the University, especially given a perceived move away from or devaluing of the liberal arts and the impact that this has on the teaching and research roles of those disciplines.
- 5) Retirement--especially OTRS and its funding demands. Without communication and cooperation, both groups may end up with less than desirable results on not only these, but many other topics as well."

MISCELLANEOUS DISCUSSION

Prof. Sullivan asked about the status of the child care center. Ms. Dianne Bystrom, Assistant Provost, said the OU Foundation trustees have not voted on whether to construct and own the building. Such a center will probably not be open until Fall 1993.

Prof. Hill brought up the President's remark about strategic plans. He said the last planning effort was extremely tedious and time-consuming, and he is concerned about having to go through that again, considering what happened last time. He said he hopes the Senate Executive Committee can do some lobbying to minimize the effort. There are some reasons for updating the Strategy for Excellence, but this should not be a full-blown pointless exercise. Prof. Vehik said she had mentioned that to the President. However, if re-allocation is tied to the strategic plans, then they become important. Prof. Mock pointed out that the administration had used that argument the last time, and nothing happened. Prof. Johnson remarked that something happened; it just had no relation to the plan. Prof. Hill noted that being poised to take advantage of every opportunity is not planning. He said the President seems to think faculty are happy with the planning efforts. He asked whether the Senate should consider a resolution. Prof. Vehik said she would continue to make the point with the President. Prof. Carr asked what the mechanism would be to get faculty input in reallocation decisions. Prof. Vehik said she had told the administration that faculty need to be involved, but so far, reallocation has not progressed beyond the talking stage. She noted that there is a severe communication problem between the faculty and administration at this University.

ADJOURNMENT

The meeting adjourned at 5:05 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, October 12, 1992, in Jacobson Faculty Hall 102.

Sonya Fallgatter
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Administrative Coordinator

Betty J. Harris
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Secretary

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The University of Oklahoma (Norman campus)
1992-93 Faculty Senate

Vehik, Susan (Anthropology) - Chair
 Hinson, Bruce (Journalism & Mass Comm.) - Chair-Elect
 Harris, Betty (Anthropology) - Secretary
 Kutner, Peter (Law) - Parliamentarian

| <u>Senators</u> | <u>Representing</u> | <u>Term</u> |
|--|-------------------------------------|-------------|
| Hilliard, Edmund (Architecture) | Architecture | 1990-93 |
| Jordan, Michael (Architecture) | Architecture | 1992-95* |
| Boyd, Tom (Philosophy) | Arts & Sciences | 1991-94 |
| Fonteneau, Yvonne (English) | Arts & Sciences | 1991-94 |
| Gordon, B. Brent (Mathematics) | Arts & Sciences | 1992-95* |
| Havener, Michael (Library & Info. Studies) | Arts & Sciences | 1990-93 |
| Hill, Larry (Political Science) | Arts & Sciences | 1992-95* |
| Hinson, Bruce (Journalism & Mass Comm.) | Arts & Sciences/ <u>Chair-Elect</u> | 1991-94 |
| Johnson, Arthur (Chemistry & Biochem.) | Arts & Sciences | 1990-93 |
| Landes, Ruediger (Mathematics) | Arts & Sciences | 1992-95* |
| Latrobe, Kathy (Library & Info. Studies) | Arts & Sciences | 1991-94 |
| Livesey, Steven (History of Science) | Arts & Sciences | 1990-93 |
| Miller, David (History) | Arts & Sciences | 1992-95* |
| Mock, Douglas (Zoology) | Arts & Sciences | 1992-95* |
| Nelson, Donna (Chemistry & Biochem.) | Arts & Sciences | 1990-93 |
| Norwood, Stephen (History) | Arts & Sciences | 1991-94 |
| O'Halloran, Maureen (Physics & Astronomy) | Arts & Sciences | 1990-93 |
| St. John, Craig (Sociology) | Arts & Sciences | 1990-93 |
| Sankowski, Edward (Philosophy) | Arts & Sciences | 1992-95* |
| Sullivan, Regina (Psychology) | Arts & Sciences | 1992-95** |
| Vehik, Susan (Anthropology) | Arts & Sciences/ <u>Chair</u> | 1990-93 |
| Watson, Deborah (Physics & Astronomy) | Arts & Sciences | 1992-95* |
| Wedel, Kenneth (Social Work) | Arts & Sciences | 1992-95* |
| Whitcotton, Joe (Anthropology) | Arts & Sciences | 1991-94 |
| Whitmore, Stephen (Physics & Astronomy) | Arts & Sciences | 1991-94 |
| Barman, Samir (Management) | Business Administration | 1991-94 |
| Mouser, James (EAP) | Business Administration | 1992-94* |
| Stanhouse, Bryan (Finance) | Business Administration | 1991-93 |
| Dillon, Connie (Educ. Leadership) | Education | 1991-94 |
| Kincade, Kay (Instructional Leadership) | Education | 1992-95* |
| Smith, Patricia (Educ. Psychology) | Education | 1990-93 |
| Breipohl, Arthur (Electrical Engr.) | Engineering | 1990-93 |
| Kukreti, Anant (CEES) | Engineering | 1992-95* |
| Kuriger, William (Electrical Engr.) | Engineering | 1990-93 |
| Lakshmiarahan, S. (Computer Science) | Engineering | 1992-94* |
| Sutton, William (AME) | Engineering | 1992-95* |
| Tiab, Djebbar (PGE) | Engineering | 1992-95* |
| Anderson, Eric (Art) | Fine Arts | 1992-95* |
| Bennett, Sally (Music) | Fine Arts | 1991-94 |
| Cornelius, Marjory (Music) | Fine Arts | 1991-94 |
| Koger, Kae (Drama) | Fine Arts | 1992-95* |
| Ahern, Judson (Geology & Geophysics) | Geosciences | 1992-95* |
| Carr, Fred (Meteorology) | Geosciences | 1992-94 |
| London, David (Geology & Geophysics) | Geosciences | 1991-94 |
| Gross, David (English) | Graduate College | 1992-95* |
| Kutner, Peter (Law) | Law | 1992-95** |
| Wiegand, Shirley (Law) | Law | 1992-94* |
| Vestal, Bedford (Zoology) | Liberal Studies | 1990-93 |
| Kidd, Claren (Univ. Libraries) | Provost Direct - Library | 1990-93 |
| Graf, Clifford (Naval Science) | Provost Direct - ROTC | 1992-94* |

* New member

** Re-elected member