

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - October 12, 1992 - 3:30 p.m.
Jacobson Faculty Hall 102

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

PRESENT: Ahern, Bennett, Boyd, Breipohl, Cornelius, Dillon, Fonteneau, Gordon, Graf, Gross, Harris, Havener, Hill, Hinson, Johnson, Kidd, Kincade, Koger, Kuriger, Kutner, Landes, Lakshmiarahan, Livesey, London, Miller, Mock, Mouser, Nelson, Norwood, O'Halloran, St. John, Sankowski, Smith, Sullivan, Sutton, Vehik, Vestal, Wedel, Whitecotton, Whitmore, Wiegand

PSA representative: Barth

UOSA representative: Massey

ABSENT: Anderson, Barman, Carr, Hilliard, Jordan, Kukreti, Latrobe, Stanhouse, Tiab, Watson

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of September 14, 1992, was approved.

ANNOUNCEMENTS

Prof. Jay Smith, co-chair of the University United Way campaign asked Prof. Vehik to distribute a United Way fact sheet (available from the Senate office) at the meeting and to remind the faculty that the campaign is coming to a close and to please submit their contributions.

Information pertaining to the proposed capital bond issue is attached (Appendix I). State Question 649 would authorize a \$350 million capital bond issue, with \$22.7 million designated for the Norman campus and \$15 million for the Oklahoma Museum of Natural History. State Question 650 provides the funding for S. Q. 649. These questions will be on the November 3 ballot. (See further discussion below.)

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, such as the role of the State Regents and their impact on OU.

A search committee is being formed for the College of Architecture Dean position. The Senate was asked to submit two names for the faculty member-at-large position by October 28. Volunteers or nominations should be submitted to the Faculty Senate office by October 23.

Because the deadline for submission of Faculty Senate nominees to the Law and Geosciences deans' search committees occurred before the October Senate meeting, the Executive Committee forwarded the following nominations. For Geosciences: Roy Knapp (Petroleum and Geological Engineering) and Donna Nelson (Chemistry and Biochemistry). For Law: Patricia First (Educational Leadership) and Scott Branvold (Health and Sport Sciences).

The summary record of the disposition by the administration of Senate actions for September 1991 to August 1992 is attached (Appendix II).

A list of the issues and concerns identified by the Faculty Senate members was distributed at the meeting (Appendix III). This list has been sent to the President, Provost, and appropriate vice presidents for their information and possible action. Prof. Vehik explained that some of the issues have already been taken care of, and the others will be pursued through the year.

For those anticipating filing a discrimination complaint with EEOC: Even where there are state and local appeals processes, you must file charges with the EEOC within 300 days of the discriminatory act or 30 days after state or local agencies have terminated their action, whichever occurs first. The EEOC can be requested to delay action while other options are being pursued.

The sponsored research incentive (SRI) pool is based on 20% of the previous year's collected indirect costs; 90% goes to the department and 10% goes to the dean. How the department uses that money is its business.

The OU Board of Regents committed \$149,944 of Associates' funds and \$49,981 of President's Partners funds to support the National Merit program in FY93.

In the April 1992 Regents' Agenda \$100,000 of Associates Funds were committed to expand research and creative activity and \$100,000 was committed to support instructional innovation in undergraduate teaching. These were for FY92. In response to inquiries from faculty about expenditures of Associates Funds, a list of expenditures of unrestricted funds above \$5000 is attached (Appendix IV). The information comes from Regents' Agenda and Minutes.

Rules regarding the Associates program were modified at the June Regents' meeting. The agenda and minutes for June are in the Senate office.

There have been several questions about internal research support. For 1991 Junior Faculty Summer Fellowships, the Research Council reviewed 67 proposals and funded 28 (\$140,000). For 1992 there were 51 proposals with 26 funded (\$130,000). Other information on internal research support: In 1990-91 there were 53 proposals to the Faculty Research Fund for over \$750 and in 1991-92 there were 29. In 1990-91 the Research Council reviewed 37 proposals to OU Associates Research/Creative Activity Funds. In 1991-92 there was no competition for Associates Funds. The Senior Faculty Summer Fellowship program received no funds in either 1990-91 or 1991-92.

The Vice President for Research on March 18, 1992 introduced an "Experimental Program to Stimulate Competitive Research in the Humanities." Internal support was provided for preparation of proposals for NEH competitions. This resulted in some changes from previous procedures. Anyone interested in NEH competitions should check into OU's procedures.

The FY93 fringe benefit rate increase that was to be applied to already active grants has been or likely will be rescinded for this year. The Research Council and a group of PIs will look into how to address increases in fringe benefits and indirect costs for multi-year projects. Faculty with concerns should contact Professor Gary Schnell, Research Council Chair.

Policies on Faculty Recruiting as well as on Sexual Harassment and Consensual Sexual Relationships have been distributed by the Provost. Both policies are available in the Senate office.

The Goddard Advisory Board now includes two rather than one faculty representative. The two representatives from last year, David Jaffe of Journalism and Mass Communication and Paul Kleine of Educational Psychology, will continue. Please communicate any concerns about Goddard to Professors Jaffe or Kleine.

A memo from Director of Personnel Don Flegal concerning OU Care is attached (Appendix V). It explains why OU Care members were not able to change their health care election after the recent reorganization of Goddard Health Center.

The State Regents' Budget for FY93 shows the following major changes in expenses by function for universities and colleges: An 18% increase in scholarships, 7.8% increase in academic support, 6.6% increase in data processing, 6.3% increase in student services, 5.0% increase in administration, and a 3.3% increase in instruction. Of FY93 new recurring funds the major expenses as a percent of total are: 33.6% into mandatory increases, 15.2% into new faculty positions, 11.5% into benefits, and 10.2% into faculty salaries.

As noted in the Norman Transcript, OU has formed a Center for Reservoir Characterization (Energy Center) that takes over operation of British Petroleum's Gypsy Project. The director of British Petroleum's Gypsy Project is now the Director of the Reservoir Characterization Center. See the Regents' Minutes under administrative appointments for more details.

REMARKS ABOUT THE OU WRITING CENTER

Ms. Gloria Pollard, Director of the Writing Center, explained that the service is available to faculty and administrators, as well as students. The center is now under the Provost office instead of Arts and Sciences. Tutoring sessions last 45 minutes. Fourteen tutors--teachers, graduate assistants, and undergraduate assistants--represent various age groups. Mr. Randy Shattuck, one of the tutors, noted that it is helpful for instructors to give students a handout describing the writing assignment. Brochures about the service are available from the Senate office or the Writing Center.

SENATE CHAIR'S REPORT, by Prof. Susan Vehik.

"There are a number of issues that need to be addressed today.

"There has been a great deal of concern expressed regarding retirement again. Particularly there is concern about OTRS and its costs. It seemed to the Executive Committee that retirement needed to be addressed by a committee having as broad a representation as possible. The committee also needed to be of a manageable size and composed of knowledgeable people. We proposed to the President at our last meeting an Ad Hoc Retirement committee composed of the chairs of the various Norman and HSC campus committees that have retirement benefits as one of their charges (Personnel Policy Committee of the Norman campus Employee Executive Council, the Policy Review Committee of the HSC Employee Liaison Council, the Faculty Affairs Committee of the HSC Faculty Senate, the Faculty Welfare Committee of the Norman campus Faculty Senate, and the Employment Benefits Committee representing the general University community). The chairs of most of these committees are on the executive committees of their respective governing bodies. The chairs of the ad hoc committee would be the Norman and HSC Personnel Services directors. The President agreed with the formation of the ad hoc committee. Faculty with concerns about retirement should contact Trent Gabert, Chair of the Faculty Welfare Committee.

"The Executive Committee also suggested to the President that an ad hoc committee be formed to define more fully temporary faculty appointments. This would include types of titles and associated rights and duties; including benefits, responsibilities, and limitations. The President is to discuss the formation of such a committee with the Provost.

"The Executive Committee also addressed the issue of legislative efforts. Several years ago the Faculty Senate would occasionally bring legislators to campus for visits of various kinds. Several people have suggested renewing these interactions. The President offered to help support the financial end of such visits. Robert White, who is responsible for legislative relations, and I have been exploring how to implement the project. Prof. Vehik would like to identify legislators involved with projects important to OU but who are not particularly supportive of OU and have them visit campus.

"As might be expected there have been complaints about raises not following the publicized guidelines (and also one or two complaints about the tone of the reappointment letters). The Compensation Committee has been asked to look into the raise question. In addition they have also been asked to consider addressing compression and inversion, equality for women and minorities, comparisons with other universities, and the percentage of budget spent on faculty in comparison to staff and administration. They probably cannot do all of these things and will have to prioritize their efforts. If you have any concerns in this area, the committee chair is Brent Gordon of Mathematics.

"The University intends to proceed with the Strategic Plan update. The intent is that these should be able to be done quickly. They should focus on departmental areas of strength and should tie into the budget allocation process. The administration is aware of faculty displeasure and cynicism about these sorts of activities.

"The child care project has run into a snag. The OU Foundation does not believe it is appropriate to get involved. The University is now exploring alternative sources of funding. It is probably not realistic for the center to be open by Fall '93.

"The last thing that needs to be brought up is the bond issue. As one of the attachments to the agenda, you received a 1992 Capital Bond Issue Fact Sheet (Appendix I).

"The state questions providing for the bond issue and its funding were not easily obtained from the state legislature. The issue of funding was critical. Lobbying efforts by those being considered as revenue sources almost made the bond issue a moot point. For instance, tobacco lobbyists and their ability to mobilize smokers headed off an increase in cigarette taxes. Although we may think that higher education deserved a greater share of general appropriations, there is DHS, there is the prison system, and there is a general attitude among the public that we are funded appropriately. Within the overall setting, the legislature strongly feels that it has done higher education a favor by the capital bond issue.

"Facilities are an important part of what a university is. But, facilities deteriorate, priorities and directions for the use of facilities change, and federal and state laws require increased access and hazardous substance removal. Some of the listed capital projects must be done even if they have to be funded from the general University budget. The more projects that are covered by the bond issue, the more Section 13 and other monies become available for yet other activities.

"The vast majority of the bond issue goes toward increasing or improving teaching and research facilities. Our teaching and research facilities badly need updating; faculty have complained to the press about how bad facilities are. While perhaps some of us may not agree that all the projects receiving bond monies are high priority or that appropriate decision making procedures were followed, is it worth the continued deterioration of our facilities? Facilities are relatively more permanent than the projects and people who occupy them.

"We can also argue about whether the University has allocated its existing resources appropriately. However, reallocating the revenue for the bond issue to the general state revenue pool would open that money for allocation to other state agencies with greater political clout. Gambling and smoking revenues are not likely something to which we would want our salaries tied.

"The vote on the bond issue is critical. Facilities and facility improvements are hard to come by. Can we afford to wait another 25 years? To vote no because we do not like the way the University has allocated its resources or because we do not like this or that project does more to damage the future than it does to cure any of the ills around here. More important than that, should the bond issue get voted down, particularly in Norman and Stillwater, it will send the legislature, the state, and the nation a message that higher education is not a burning issue--not even to higher education. It will be real tough for any of us to request increased general appropriations after that kind of statement. It will also not do a whole lot to improve opportunities for future economic development and an increased tax base.

"Before we vote in November we need to give careful thought to the messages we wish to send--both short term and long term." (See related resolution below.)

FOCUS ON EXCELLENCE: SCHOOL OF LIBRARY AND INFORMATION STUDIES

by Prof. Bruce Hinson, Chair-Elect

"This month's Focus on Excellence recognizes an unusually successful crew of bounty hunters...quite legal...from the School of Library and Information Studies. Targeting a total reward of \$4.9 million put up by the U.S. Department of Education, five well coordinated and well aimed proposals were funded in the amount of nearly one-third of a million dollars. OU's L.I.S. program, which represents only 2% of the total enrollment in accredited programs, made off with about 7% of the available money. The awards will fund 24 fellowships at the master's level...more than any other single school...and 4 fellowships at the post-master's level in the Certificate of Advanced Studies program. Each master's fellowship is worth nearly \$11,000 to the recipient, and each advanced fellowship brings in about \$15,000.

"The 28 students have reason to thank Professors Mary Lockett, Kathleen Haynes, Judith Overmier and two of our Senate colleagues, Professors Kathy Latrobe and Michael Havener. This year, fearlessly looking a gift horse in the mouth, the School of Library and Information Studies is looking for one-half million dollars.

"The Senate wants to congratulate these people on successful grantsmanship and wish them continued success."

ELECTION, COUNCILS/COMMITTEES/BOARDS

The Senate approved the following Committee on Committees' nominations to fill vacancies on University and Campus Councils, Committees and Boards.

Committee on Sexual Harassment, to replace Jacqueline Frost, 1992-95 term: Haijung Paik (Communication)

Continuing Education and Public Service Council, to replace Diana Mobley, 1990-93 term: Lotsee Patterson (Library & Info. Studies)

Faculty Appeals Board:

to replace Teree Foster, 1989-93 term: Kathryn Haring (Educational Psychology)

to replace Arn Henderson, 1989-93 term: Avraham Scherman (Educational Psychology)

to replace Tibor Herczeg, 1990-94 term: Pat Smith (Educational Psychology)

to replace Walter Wei, 1992-96 term: Jon Nussbaum (Communication)

Honorary Degrees Screening Committee, to replace Stanley Vardys, 1990-93 term: David Branch (Physics & Astronomy)

Honors Council, to replace Melissa Stockdale, 1992-95 term: Neera Badhwar (Philosophy)

Research Council, to replace Lois Pfiester, 1990-93 term [biological sciences area]: Linda Wallace (Botany & Microbiology)

RESOLUTION ON CAPITAL BOND ISSUE

Prof. London noted that a fact sheet on the proposed capital bond issue was attached to the agenda (Appendix I), and a brief summary of the state questions is included at the top of resolution. Close to \$1.5 million is designated for classroom and lab renovation. The list of projects that

would be funded by the bond issue was reviewed by the Campus Planning Council. The University is mandated to do some of the items, mostly under critical health, safety and access projects, such as asbestos removal. The Oklahoma Museum of Natural History would receive \$15 million; the City of Norman has pledged \$5 million for the museum. Prof. London noted that the resolution is less committal than he would have liked.

S.Q. 649 authorizes the issuance of bonds totaling \$350 million for capital expenditures in higher education and state government.

S.Q. 650 generates funds to pay for the bond indebtedness by (1) rededication of the cigarette tax revenue; (2) Indian smoke shop revenue in lieu of taxes, and (3) taxes on bingo.

RESOLUTION

WHEREAS, the state system of higher education has not received significant, comprehensive capital improvement funds in nearly 25 years; and

WHEREAS, S.Q. 649 and 650 will provide greater than \$37.7 million in funding for capital expenditures on the Norman campus; and

WHEREAS, these state funds will be crucial in raising the necessary matching funds from other public and private sources; and

WHEREAS, the proceeds from these bonds and their matches will fund important and necessary capital improvements on the Norman campus;

THEREFORE, let it be resolved that the Faculty Senate of the Norman campus supports doing everything possible to inform the public regarding the impact of S.Q. 649 and S.Q. 650 on the University of Oklahoma.

The resolution was approved on a voice vote. Prof. Vehik pointed out that originally it was a much stronger statement but had to be reworded to keep from violating state law.

Prof. Wedel said he was also concerned about State Question 647--the provider tax. He said if that fails, some believe it will have an even greater impact on higher education institutions than S.Q. 649 and S.Q. 650. Prof. Larkin Warner, economics professor at OSU, has written some thorough papers about the influence of the provider tax. Prof. Vehik commented that she had brought up this issue at the last meeting and had reported that if S.Q. 647 fails, there would be a budget shortfall and OU might have to return 5% of its budget. She said she would be glad to send out information.

UNIVERSITY SCHOLARSHIPS COMMITTEE PROPOSAL

The administration asked the Senate to consider a proposal to abolish the University Scholarships Committee and consolidate its functions into the OU Scholars Selection Committee, except that the Division of Student Affairs would be responsible for producing the Guide to Scholarships. The proposed charge and membership of Scholars Selection Committee was distributed at the meeting (Appendix VI). The Senate was asked to submit its recommendation by October 16. The University Scholarships Committee is composed of 3 faculty, the Faculty Senate Chair, 20 administrators and students, and the OU Regents and is charged with coordinating the collection and documentation of

scholarship information, reviewing scholarship funds, and advising the President on scholarships, financial aid and the basis for awards. The Scholars Selection Committee has 3 faculty and 9 administrators. Under the proposal, the composition would change slightly (3 faculty, 10 administrators and 2 ex officio).

Prof. Vestal commented that in the proposed charge, statement 2. of the "Principles guiding the OU Scholars Selection Committee," the point is well made that students should not make a profit for attending class. He pointed out that Dr. Kumin should not be listed both as a faculty member and as an administrator. Prof. Ahern asked how it was decided which colleges would be represented.

Prof. Gordon questioned the rationale for recipients of merit-based scholarships being selected so predominantly by administrators with so little faculty involvement. Prof. Vehik explained that even the current USC was predominantly administrators but those administrators are the ones who are primarily involved with scholarships. Prof. Breipohl suggested that the Senate obtain a statement of the criteria for selection, for without that, it is possible for a certain group to be favored without the committee proceeding according to set criteria.

Prof. Gordon commented that this may be viewed as streamlining and housekeeping changes, but when the selection of scholars is so vital to the University, the turnaround should not be so short. Prof. Vehik said she will get the answers to the questions and defer action until the next meeting. She explained that the idea had been floating around for a few months, but the final format was just recently proposed.

GAS RESEARCH INSTITUTE

Prof. Johnson mentioned a recent article in the Oklahoma Daily that reported that the Gas Research Institute (GRI) had reduced its commitment by \$5.9 million. OU then had to ask the Department of Energy for the difference, which is money that might have funded other OU projects. He said this sounds like what the University went through with the Energy Center, where a donor backed out and OU had to find the rest of the funding. This group was given some sweetheart deals, including a promise by OU to build a building by 1993. He contended that the University should have the option of reneging on a commitment if the donor has reneged, and items such as this should be prioritized. He said he would like to have President Van Horn address this publicly. He added that sweetheart deals usually do not occur with peer review proposals.

Prof. Vehik remarked that President Van Horn said GRI had arranged for the DOE to pick up the shortfall. He also said the University would have abandoned the project if the funding had not been forthcoming. She said she could ask again if the University has some policy on how to get out of arrangements that fall through.

Prof. Sutton commented that as we chase more research projects, there is no feedback on whether the project is a net loser during its life and whether we are spending the dollars effectively. Prof. Kuriger said he had heard that research dollars are down because too many faculty are involved in interdisciplinary research. Faculty are encouraged to do interdisciplinary work, but there is a problem with who receives the credit. He would like Prof. Vehik to look into that.

RESOLUTION, RIGOBERTA MENCHU

Prof. Whitecotton explained that Ms. Rigoberta Menchu, Nobel Peace Prize candidate from Guatemala, recently visited the campus to speak on behalf of human rights. He distributed a September 30 article in The Oklahoma Daily about her talk (available from the Senate office) and presented the following resolution. Saying that, unofficially, Guatemala has essentially exterminated the Native American population there, one of the things the resolution would accomplish is to make a statement from the state with the largest population of Native American peoples and on Columbus Day.

WHEREAS, Rigoberta Menchu is a distinguished Guatemalan human rights activist and a 1992 nominee for the Nobel Peace Prize;

WHEREAS, she has expressed a peaceful and unifying message for all people on a recent visit to the University of Oklahoma;

WHEREAS, she is in exile from Guatemala because of her global representation of its Native American population;

WHEREAS, she plans to return to Guatemala from exile at the time that the Nobel Committee announces its winner; and

WHEREAS, the State of Oklahoma has a twenty-seven year history of relations with Guatemala;

BE IT THEREFORE RESOLVED that the Faculty Senate on the Norman campus of the University of Oklahoma sends a message of solidarity and protection on her journey to Guatemala and wishes her safe travel as she continues to spread her peaceful message to other parts of the world.

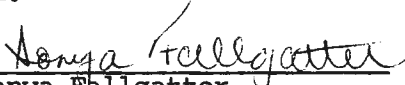
The resolution was approved on a voice vote.

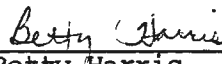
SCHEDULING OF EVENTS

Prof. Norwood complained that the October 7 symposium on the future of higher education, which the Senate held jointly with OSU, was scheduled on Yom Kippur. He said it showed extremely bad judgment, was offensive to some faculty, and he hoped it would not happen again. Prof. Vehik apologized for holding the symposium on a Jewish holiday and explained that other organizers had already set it up for then.

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, November 9, 1992, in Jacobson Faculty Hall 102.


Sonya Fallgatter
Administrative Coordinator


Betty Harris
Secretary

Norman Campus Faculty Senate
Jacobson Faculty Hall 206
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1992 Capital Bond Issue Fact Sheet

S.Q. 649 \$350 million in bonds issued for higher education and state government.

➤ Could create up to 15,900 jobs for the state.

	<i>Bond Funds</i>	<i>Federal Private & Other</i>	<i>Total Funds Generated</i>
➤ Higher Education	\$258,038,075	\$73,001,919	\$331,039,994
Other State Agencies	92,832,500	18,525,000	111,357,500
Total	\$350,870,575	\$91,526,919	\$442,397,494
➤ Veterans Center—Norman	\$9,100,000	\$18,500,000	\$27,600,000
➤ OU Norman Campus:			
Catlett Music Center	\$4,246,158	\$4,468,842	\$8,715,000
Holmberg Hall Renovation	2,000,000	2,000,000	4,000,000
Physical Sciences Center Renovation, Phase II	2,712,000	0	2,712,000
Classroom & Lab Renovation and Equipment	1,840,000	0	1,840,000
Whitehand Hall Renovation	2,370,000	0	2,370,000
Engineering Laboratory Building Renovation	1,150,000	225,000	1,375,000
Critical Health, Safety & Access Projects	1,643,000	0	1,643,000
Engineering Facilities Renovation, Phase I	1,800,000	0	1,800,000
Computer Equipment, Phase I	4,000,000	0	4,000,000
Adams Hall Renovation	969,842	30,158	1,000,000
Oklahoma Museum of Natural History	15,000,000	20,000,000	35,000,000
Subtotal Norman Campus	\$37,731,000	\$26,724,000	\$64,455,000
OU Health Sciences Center:			
Family Medicine Building	\$4,500,000	\$3,250,000	\$7,750,000
Biomedical Research Center	17,900,000	21,500,000	39,400,000
Tulsa Campus Debt Retirement	6,600,000	0	6,600,000
Subtotal HSC	\$29,000,000	\$24,750,000	\$53,750,000
Total OU	\$66,731,000	\$51,474,000	\$118,205,000

S.Q. 650 Revenue proposal for funding indebtedness.

Rededication of existing Cigarette Tax Revenue – 2 cents per pack

Indian Smoke Shop Revenue (in-lieu of taxes)

Bingo Taxes

1.5 cents excise tax per bingo card

10 percent gross receipts tax on game tickets

10 percent gross receipts tax on gaming equipment

Capital Bond Issue – State Questions 649 and 650

- On Nov. 3rd, Oklahoma citizens will vote on a \$350 million capital bond issue for state facilities and equipment needs.
- The bond issue provides approximately \$260 million for revitalization of the capital foundation for Higher Education, including almost \$67 million for OU.
- A joint OU/OSU economic impact analysis projects the creation of approximately 15,900 jobs in the State of Oklahoma with personal income rising by \$319 million as a result of the bond issue.
- The revenue proposal for the bond issue involves voluntary taxes such as rededication of the cigarette tax, a bingo tax, a charity game tax and Indian smokeshop payments in -lieu of taxes.
- It has been 25 years since the state passed a capital bond issue, therefore, Oklahoma has some catch -up improvements to make.
- Oklahoma ranks 47th in the nation in the amount of tax supported debt.
- Economic development will be stimulated and industry attracted by some of the major projects such as the Food Processing Center in Stillwater, a Biomedical Research Center at the OU Health Sciences Center, chemistry and engineering laboratory improvements at the OU Norman Campus, and many other higher education labs and classroom improvements across the state.
- The capital bond issue will meet critical needs that will not burden and, in most cases, will enhance the operating budgets of our state government.
- A yes vote for S.Q. 649 would authorize the bond issue; a yes vote for S.Q. 650 would establish the funding for the bonds.

RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 1991 - August 1992)

	Date of Senate mtg.	Item*	Origin	Disposition, Date
1	9-16-91	Faculty replacements, councils/committees	Senate	Appointed, 9/25/91
2	10-14-91	Resolution, Oklahoma Museum of Natural History	Senate	Acknowledged, 10/18/91
3	10-14-91	Resolution, class size minimums	Senate	Range identified, 10/23/91
4	10-14-91	Resolution, confidence in Prof. Anita Hill	Senate	Acknowledged, 10/18/91
5	11-11-91	Faculty replacements, councils/committees	Senate	Appointed, 11/22/91
6	12-9-91	Faculty replacements, councils/committees	Senate	Appointed, 1/4/92
7	12-9-91	Extended care leave policy revisions	Senate	Under review
8	12-9-91	Postpone recommendation on retirement issues	President	Noted, 4/23/92
9	1-13-92	Faculty replacements, councils/committees	Senate	Appointed, 1/21/92
10	1-13-92	Retirement - CREF transferability and cashability	President	Approved by OU Regents, 7/92
11	1-13-92	Program discontinuance policy revisions	Provost	Under review
12	2-10-92	Child care center subsidy	President	OU Regents asked OU Foundation to construct and own building, 5/92
13	2-10-92	Retirement - Oklahoma Teachers' Retirement System	President	Under review
14	2-10-92	Resolution, admissions standards	Senate	No response
15	3-16-92	Faculty replacements, councils/committees	Senate	Appointed, 3/17/92
16	3-16-92	Fall break	Student Congress	Noted, 3/25/92
17	4-13-92	Retirement - TIAA-CREF age threshold and vesting	President	Under review
18	4-13-92	Resolutions of appreciation, Regents Hogan & Lewis	Senate	Noted, 4/22/92
19	5-4-92	End-of-year faculty replacements, councils/comm.	Senate	Appointed, 8/92
20	5-4-92	Report and resolutions, definition of faculty	Senate	Committee formed to work out a solution to library faculty status, 9/92
21	5-4-92	Trial withdrawal policy (drop period) extended	UOSA	Under review
22	5-4-92	Sexual orientation clause for Faculty Handbook	GSS	Under review

*Full text of recommendation can be found in Senate Journal for date indicated at left

FACULTY ISSUES AND CONCERNS, 1992

1. There have been several complaints to the Affirmative Action Office during the past few years, which have not been dealt with either in a timely manner or using proper procedures. The result of this, at least in the cases of which I am aware, is that the individuals and departments against whom complaints were lodged have been unable to clear their name. Instead of resolving the problems, the Affirmative Action Office, by inaction, has caused the problems to escalate in magnitude far beyond what would have been necessary to solve the problems equitably and peaceably. I have heard that the Faculty Senate had an ad hoc committee looking into problems in the Affirmative Action Office last year. However, I have not heard how the committee concluded its work and whether it had any influence on administrative handling of the problems. I have been told, however, that the operation of that office has not improved as of this month, and that the office is still not functioning efficiently. If you are not already doing it, I request that an attempt be made to get the Affirmative Action Office functioning properly, i.e., following proper procedures and doing things in a timely manner.
2. President Horton established a policy that OU would not increase costs on grants whose budget and award was based on a constant fringe benefit rate (set by OU). The decision to increase those costs has a substantial negative impact on research performance.
3. The Senate must push hard to establish the status, in writing, of the pseudo-faculty who are being hired in areas such as the Energy Center. Such people should not be eligible for tenure; they will only be doing research, with no teaching or service responsibilities, and hence do not constitute full-fledged University faculty members. In stark contrast, we will be carrying full teaching and service loads, as well as trying to maintain research programs and to train graduate students. In fact, it is likely that some of us will be competing directly with these pseudo-faculty for funding from external agencies, and there will be no "correction factor" in the peer review to consider the time and productivity lost by real faculty while they meet their substantial educational responsibilities. I certainly have no interest in spending my time recruiting students for such pseudo-faculty, doing all the committee work associated with such students, and also teaching those students while the pseudo-faculty who direct those students get to spend 100% of their time on research. Another issue, of course, is the origin of the funds used to set up such people. I suspect that the external funding currently being brought in by PIs is being used, along with Associates' funds, to set up these people while our programs are pillaged (e.g., the fringe benefits rate increase on existing grants). I have also heard that O'Neil is trying to work out some arrangement whereby indirect costs, or at least part of them, brought in by the pseudo-faculty will be under his control and "re-invested" in research. If so, will any money be directed back to the programs that are currently being raped to establish this new empire?
4. Why can't we get a "sunset" provision put in place in this university to protect ourselves against the inevitable new "programs" put in place by each administrator shortly after he/she arrives in town. Those of us who have been here long enough to observe the administrative turnover at OU recognize, with only a small amount of cynicism, that most of these programs have a single purpose: to add to the cv of the administrator and indicate how "productive, innovative, etc." he/she is. I would argue that every program should automatically disappear and lose funding every year; then a program will be saved only if it is worthwhile or if its instigator is still here to protect and nurture it. I see no reason to prolong programs that have lost their primary supporter(s).
5. The University is denying many employees fringe benefits by extensive use of temporary or part-time hirings when full-time employment would be more ethical and moral.
6. The University's nondiscrimination policy should be restated to be more accurate. Consistent with the Bakke, Weber and Johnson decisions of the United States Supreme Court, the University of Oklahoma does discriminate on the basis of race and gender. This discrimination takes the form of hiring and scholarship preferences for certain ethnic and gender groups. The nature and extent of these preferences are governed by a democratic process that originates from the Oklahoma State Legislature. Except for the officially sanctioned discrimination, no faculty or staff member may discriminate on the basis of race, color, national origin, sex, age, religion, handicap or status as a veteran in any of their policies, practices or procedures...
7. A thorough investigation should be done of the quality (or lack thereof) of health benefits available through OU Care and the Goddard Health Clinic.
8. The decrease in quality of some kinds of service at Goddard, apparently without consultation of faculty committee or Goddard staff about effects on service or priorities. Several faculty and staff had previously used Goddard for primary care and now do not feel confident in their services.
9. The redistribution of funds back to departments and colleges based on credit hours taught will encourage departments to change degree programs to maximize their return rather than best benefit students in that department or in other departments.

10. There is a pressing need to decide on the voting and other rights and duties of members of the faculty who hold joint appointments such a .5 FTE in two units, 1 FTE in one and FTE in another, etc.
11. The current state of the leadership of the College of Engineering is unimaginably bad. What can be done to get the administration to fulfill their oversight responsibilities?
12. I have heard an inordinately large number of complaints that the Dean of Engineering makes arbitrary and capricious decisions. This impression, if it is truly widespread, destroys faculty incentive and faculty confidence in the University administration.
13. The 25% limit on overload teaching has the potential to become a problem for Continuing Education and Liberal Studies. The faculty is so small in numbers that problems in meeting these missions may arise.
14. Faculty, teaching assistant, and staff sizes are too small, leading to too few sections of needed courses and larger sections than desirable. At the same time faculty are urged to write more grants, do more research, advise more, teach more effectively including more writing to be graded, be mentors in the dorms, give talks around the state, etc. Many faculty would simply like some acknowledgement from higher administration that expectations keep going up while resources (people and fiscal) keep going down.
15. A computer network and e-mail system connecting the faculty would do wonders for communication and saving time at telephone tag.
16. The collection of personal computers on campus is growing in number and variety. It is my impression that if only legal PC software was allowed to operate, the campus would grind to a halt. While the Campus Computer Store is a real asset, some sort of site-licensing system or other policy to reduce costs and legalize the software on campus would be very helpful. For example, having a good statistics program for PCs (both Mac and IBM) available at low cost for faculty and graduate students would be a boon for social and natural sciences.
17. After all the talk about having adequate child care available on campus last spring, there appears to have been no movement toward developing the facility.
18. We have been encouraged to develop night classes, and students have been encouraged to use CART. Many classes end around 9:30 p.m. but with the new CART schedule, the last bus leaves at 9:00 p.m., leading to student complaints. This is a money problem but also a case of an administrative office not considering academic concerns before initiating action.
19. Campus leadership is in a constant state of flux. Faculty feel they spend inordinate amounts of time on search committees for administrators who initiate evaluations and changes (requiring more faculty time) and then move on. Hiring the new provost from current administration had been considered a plus, and the decision to look internally first for a new A & S dean has been approved. Perhaps more future internal searches would develop an administration with more of an investment in this University and less tendency to migrate.
20. Salary bonuses for the coaches.
21. No contracts by September 1, raises and overpayments to some faculty and administrators; benign neglect of many non-science academic areas.
22. Lack of money for faculty raises while administration positions are being increased.
23. Increasing emphasis on research and external grants as measure of faculty success by higher administration. Grant opportunities in the fine arts are extremely rare.
24. Lack of sensitivity toward faculty members raising families.
25. Prayer at OU functions (i.e. football games, etc.).
26. Lack of basic equipment (xerox machines, computers) in departments.
27. Students parking in faculty/staff spots in faculty/staff lot.
28. Changes in the Student Code are proposed by a committee which in theory could have faculty representation but in practice does not. The Code includes procedures for academic appeals and academic misconduct, academic affairs which should have the involvement of faculty. The Faculty Senate passed a resolution in 1989 asking for faculty membership on the committee, but the administration has taken no action on it. In a related matter, the Code should be amended to provide some protection against frivolous academic appeals by students.

ASSOCIATES FUNDS EXPENDITURES

Unrestricted Funds Expenditures greater than \$5000.

Period 4-1-91 to 6-30-91	
Sooner Saturday	\$ 8000
OU Research Today for a Better Tomorrow	9345
OU Festival Ballet Tour to Taiwan	10000
Period 7-1-91 to 9-30-91	
1991 Scholars Program	10150
A&S National Merit Scholarships	10000
Geopolitics Program	70000
Provost Development Fund	30000
Provost Development Fund-HSC	30000
Engineering National Merit/National Achievement Scholarships	40000
Regents' Professors Awards	18000
1991-92 National Merit Scholarships	73046
Period 10-1-91 to 12-31-91	
School of Music Outreach Activities	25000
Geopolitics Program	10000
Period 1-1-92 to 3-31-92	
Regents' Awards	38000
Distinguished Professor of Literature Award	5000
1992 Neustadt Prize and Competition	35000
OU Scholars Support	5075
A&S National Merit Scholarships	13750
Engineering National Merit Scholarships	60000
Drama, Dance, & Art Outreach	20000
Period 4-1-92 to 6-30-92	
Administrative Fund Support	37465
OU Research Today for a Better Tomorrow	12348
OU Percussion Ensemble International Conference	8000
Research and Creative Activity Support	100000
Undergraduate Instructional Innovation	100000

OFFICE OF PERSONNEL SERVICES

UNIVERSITY OF OKLAHOMA

MEMORANDUM

TO: Susan Vehik, Chair
Faculty Senate

Mike Newkham, Chair
Employee Executive Council

FROM: Don Flegal
Director of Personnel

SUBJECT: OU Care

DATE: August 28, 1992

To help you respond to questions about why the administration cannot allow OU Care members to change their health care election, I want to provide you the following background information. Sooner Options, the University of Oklahoma's cafeteria plan, is subject to Internal Revenue Service regulations under Section 125. Cafeteria plans are subject to an IRS audit at any time. Each employee's election of cafeteria plan benefits must be made during the designated enrollment period in advance of the University's benefit year, July 1 through June 30. These elections must be irrevocable except for changes "on account of and consistent with a change in family status". Below is a list of qualified family status changes:

- (1) Marriage or divorce of the employee.
- (2) Death of the employee's spouse or dependent.
- (3) Birth or adoption of the employee's child.
- (4) Termination or commencement of employment of the employee's spouse.
- (5) A switch from part-time to full-time status (or vice versa) by the employee or the spouse.
- (6) Unpaid leave of absence taken by the employee or the employee's spouse.
- (7) A significant change in the health coverage of the employee or spouse attributable to the spouse's employment.

The recent reorganization of Goddard Health Center does not affect a faculty or staff member's benefits under OU Care. It is the intent of the University to maintain the same benefit as provided in the contract. In a memo sent July 14, 1992, OU Care members were asked to contact Personnel Services if they incur increased cost to obtain benefits which would otherwise have been provided at Goddard Health Center but are not available due to the change in hours. To date, Personnel Services has received no requests. If you are contacted by anyone adversely affected by this change, please encourage them to call Jean Davis, Manager of Insurance Programs, at 325-2963. If you have any questions, please call me.

DBF:skp

cc: Jean Davis

OU SCHOLARS SELECTION COMMITTEE
University of Oklahoma

Committee Charge:

The University of Oklahoma OU Scholars Selection Committee is responsible for:

1. All aspects of the administration of talent-based recruitment scholarships (enrollment fee waivers and tuition waivers) for direct-from-high school freshmen within the OU Scholars Program. The **OU Scholars Program** is the largest source of talent-based scholarships for freshmen at the University of Oklahoma and thus serves a critically important role in the recruitment and retention of excellent undergraduates at OU.

This administration includes annual review of 1) the total amount of tuition waiver and enrollment waiver moneys budgeted to OU Scholars by the Office of Financial Aids, 2) annual report of academic performance of previous years' scholars, 3) procedures for receiving and processing applications and offering awards, and 4) enrollment, orientation, and advising programs for OU Scholars.

2. Co-ordination with the other talent-based recruitment scholarship programs for direct-from-high school freshmen. All OU programs (including the National Scholars Program, the OU Achievement Class, and the President's Leadership Class) need to complement one another to get as much recruitment benefit as possible from the waiver scholarships.

3. Administering undergraduate Retention Scholarships that are not college or major-specific. For 1992-1993, there are two retention scholarship programs - the R. Boyd Gunning Scholarships and the Alumni Scholarships - administered by the OU Scholars Selection committee. The administration includes establishing clear definitions of eligibility, active solicitation of applications from eligible students, award selection, and verification of scholarship continuation from year to year.

4. Oversight of OU efforts to advertize, recruit applications, and groom undergraduates for nationally competitive scholarship programs such as the Truman, the Goldwater, the Mellon, and the Rhodes.

5. Oversight of the Will Rogers Scholarship Program coordinated through the Financial Aid Office.

6. Other responsibilities as assigned by the President's Office or the Senior Vice President of Academic Affairs.

Principles guiding the OU Scholars Selection Committee:

1. Recruitment and retention of academically-talented undergraduates is a critical component of the University of Oklahoma's enrollment management strategy.

2. No student should be awarded talent-based scholarships from the limited amount of university and state monies available **more than the total direct costs for attending OU.**

**OU SCHOLARS SELECTION COMMITTEE
MEMBERSHIP**

		1992-93 Incumbant
Chair	Director of the OU Honors Program/OU Scholars Program	Dr. Nancy Margler
Faculty Senate		
Representatives	Three OU faculty recommended by the senate and appointed by the President, on three year rotating terms	
		Dr. Hillel Kumin Fall 1991 - Spring 1993
		Mr. Donald Patten Fall 1991 - Spring 1994
		TBA Fall 1992 - Spring 1995 (pending President's Selection)
Staff		
Representatives	Associate Provost for Undergraduate Education & Programs & Executive Director of Enrollment Management Board	Dr. Paul Bell
	Director of Admissions	Mr. Marc Borish
	Assistant or Associate Dean of College of Arts & Sciences	Dr. Blake Thurman
	Assistant or Associate Dean of College of Engineering	Dr. Hillel Kumin
	Director of the College of Business Administration's Leadership Program	Mr. Jim Stanley
	Assistant Vice President of Student Affairs for Recruitment Services	Mr. Fred Weddle (Interim)
	Director of Prospective Student Services	Ms. Leslie Baumert (Acting)
	Director of Financial Aid Services	Ms. Mary Mowdy (Interim)
	Assistant Vice President of Student Affairs for Student Services & Dean of Students	Dr. Richard Hall
	Executive Director of the OU Foundation	Mr. Ron Burton
Ex Officio	Provost, Norman, & Senior Vice President of Academic Affairs	Dr. James Kimpel
	Vice President of Student Affairs	Dr. Roland Smith