

**JOURNAL OF THE FACULTY SENATE**  
 The University of Oklahoma (Norman campus)  
 Regular session - December 14, 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, Gordon, Graf, Harris, Havener, Hill, Hilliard, Hinson, Johnson, Kidd, Kincade, Kukreti, Kuriger, Kutner, Lakshmiarahan, Latrobe, Mouser, Nelson, Norwood, O'Halloran, Sankowski, Smith, Stanhouse, Sullivan, Sutton, Tiab, Vehik, Vestal, Watson, Wedel, Whitecotton, Whitmore

Provost's office representative: Kimpel  
 PSA representatives: Spencer, Vaughn  
 UOSA representatives: Parmley

**ABSENT:** Dillon, Fonteneau, Gross, Jordan, Koger, Landes, Livesey, London, Miller, Mock, St. John, Wiegand

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**APPROVAL OF JOURNAL**

The Senate Journal for the regular session of November 9, 1992, was approved.

**ANNOUNCEMENTS**

Prof. Claren Kidd (University Libraries) was selected by the administration for the faculty-at-large position on the Architecture dean search committee (see 11/92 Journal, page 2), Prof. Roy Knapp (PGE) for the Geosciences dean search committee, and Prof. Patricia First (Educational Leadership and Policy Studies) for the Law dean search committee (see 10/92 Journal, page 2).

Professors Patricia First (Educational Leadership and Policy Studies) and Peter Wood (Sociology) were nominated by the Executive Committee for the faculty position on the Golf Course Bid Evaluation Committee.

From State Regents' 1993-94 Proposed Operating Budget Needs:

In 1991 Oklahoma's higher education institutions were funded at 60 cents on the dollar compared to peers. In FY93 it moved to 66 cents. To achieve peer parity over the next five years will require a 10% increase in state funds.

In 1991-92 Oklahoma faculty salaries were 15% below the national average for like-type public institutions.

State Regents' New Funds Request priorities: (1) Replacement of one-time funding, (2) Institutional operating budgets including mandatory fixed costs, faculty salary increases, staff salary increases, GA salary increases, libraries, new faculty positions.

The failure of the Provider Tax increases the importance of the Academic Planning and Resource Allocation (APRA) effort. A key component is the redirection of existing resources toward areas of greatest priority.

From State Regents' Student Remediation Study: Of all first time entering freshmen in Fall '91, 24% of those at comprehensive universities required remediation (2 year institutions = 39%, 4 year institutions = 21%). At the comprehensives, 84% of students requiring remediation met the high school core curriculum.

The Provost's office has established a policy regarding course schedule changes: Courses may not be rescheduled from the published time/day(s) without the prior approval of the chair/director, the dean of the college offering the course, and the Provost. The policy is being implemented with the Spring 1993 semester.

From December OU Board of Regents' Agenda:

Fine Arts Studio Theater renovation: \$399,543 from Section 13 and New College Funds plus \$213,360 in private donations.

Holmberg Hall Renovation Project Architectural and Engineering Fees: 8.5% of construction cost plus circa \$20,000 in reimbursable expenses. Total budget \$4 million from State Bond Issue.

Whitehand Hall Renovation: Target budget \$1.5 million from State Bond Issue (a reduction from the original estimate of about \$2.4 million).

Botany-Microbiology Greenhouse: \$200,000 Section 13 and New College Funds, Department and Arts & Sciences funds.

Visiting Scientist and Collaborative Research Agreement with INTEVEP, S.A. (Petroleos de Venezuela): No new University of Oklahoma resources required for this program.

From November OU Board of Regents' minutes:

An Academic Partnership with Chulalongkorn University, Thailand, was approved to offer graduate programs in Petrochemical Technology. USAID to fund for first five years then to be funded by tuition and industrial support.

Approved a series of recommendations relative to implementing TIAA/CREF transferability and adding retirement plan investment options from Fidelity Investments, Vanguard Group, and Aetna Life Insurance and Annuity Company.

In October, the OU Regents approved \$100,000 of Associates Funds for faculty development and instructional/research equipment in academic departments; \$100,000 also to HSC.

Associates Funds Expenditures 7-1-92 through 9-30-92 (over \$5000):

Norman Campus Provost Development	\$100,000
HSC Provost Development	100,000
92-93 National Merit Scholarship support	239,625
92 Oklahoma Scholars Support	10,150
OU Academic Excellence Fund Expenditures 7-1-92 to 9-30-92	
92-93 National Merit Scholarship support	49,981

The OU Associates Research/Creative Activity Fund Competition that was held up until about two years ago no longer exists, according to memos from Vice President O'Neil and the President. These funds have been applied to the following programs:

- PI Research Investment Program (\$100,000)
- Interdisciplinary Centers Program (\$125,000)
- Arts and Humanities Research and Creative Activity Programs (\$50,000)
- Faculty Travel Assistance Grants (\$24,000)

Further information on the OU Associates Fund: Vice President for Research currently receives \$100,000/year in Associates Funds. FY92 money was not used and was carried over to FY93. In past years the Associates Fund was supplemented by \$100,000 from Section 13 funds. However, these latter monies are now being used by the University to match externally obtained grants.

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

"There are several matters to mention this month. To some degree they are all interrelated by the fact that they suggest a restructuring of priorities and resources. They will no doubt reappear at future meetings.

##### **State Funding**

"At present a \$100-150 million shortfall is envisioned in state funding. The legislature intends to continue to fund House Bill 1017, and that will take about \$120 million. There will also be less money in the Rainy Day fund. On December 16 the Provost will discuss with Chairs, Directors, and Committees the implications of and strategies for dealing with budget problems. The Governor's general emphasis on state funding has been to stress that agencies need to focus on primary goals and to restructure in ways that will decrease the number of employees while still providing raises to those that remain. He seems to see higher education as falling under this general philosophy of "total quality management." In essence, H.B. 1017, DHS, and State Question 640 will likely limit the resources available to Higher Education for the next fiscal year.

##### **Legislative Issues**

"The University's two main goals this legislative session are to annualize one time funding. The University is also interested in the possibility of new employees not participating in OTRS. The Executive Committee has stressed to University officials that retirement is a very sensitive issue with Norman campus faculty. Any solutions to OTRS must be addressed through the Retirement Task Force and must receive widespread discussion within the University. At their last meeting, the OU Regents stressed that they want a solution to retirement and the escalating costs of OTRS.

##### **Salary Increases**

"The Executive Committee met with their equivalents at OSU and the Health Sciences Center (HSC) during November. One of the issues addressed with both groups was faculty salary increases. We agreed to try and develop a joint resolution on this issue. Questions of resource reallocation and the state

revenue shortfall have put the issue on hold for a bit. OSU and HSC indicated that they were not really interested in raises obtained through reallocation, but preferred to ask for additional state funding. It seems unlikely that there will be much of an increase in state funding. Departmental reallocation (endocannibalism) was discussed in our November Faculty Senate meeting. It was considered to be a rather unreasonable and inefficient means for providing raises. This strategy requires cuts in people and services, including classes, but it does fit with the prevailing philosophy of state government. President Van Horn sees reallocation as an important source of raises and thinks it is acceptable to reallocate by cutting courses like general education. At any rate, the possibility of a joint resolution on faculty salary increases will probably be discussed by the Senate in January.

"As the last point on salaries and as a piece of information, you have a handout with data on enrollment and raises at other Big Eight and Southern University Group institutions (Appendix I). OU had one of the larger enrollment increases, especially in undergraduates. Within that group, it had one of the smallest faculty salary increases. All I could find for quick comparison was data from the Chronicle on two-year changes in state funding for higher education operating expenses. It really is not comparable data, but the Oklahoma legislature gave the largest two year increase among those states in the two groups. While the University's verbal commitment is to faculty salaries, that is one of the last areas to be funded.

#### **Professional Practice Plan**

"In early October the Executive Committee discussed with the President rumors that were going around about establishing Professional Practice Plans (PPP) on the Norman campus. These plans exist at the Health Sciences Center where faculty are partially funded through their involvement in clinical practice. It is also a way of generating funds for operations of departments. HSC gets only 16% of its funds in state monies. While there are advantages to such activities, there are also drawbacks. The Executive Committee emphasized to the President that such plans need to be developed departmentally and by faculty consensus and not be forced on them. The President said such plans were not high on the list of priorities. In late October, after continuing to hear rumors, the Executive Committee asked that I write the President confirming our discussion. The President responded that he was not involved in any discussion of such plans nor was he aware of any but that departments or colleges might be considering them. A memo from the Provost then noted that as part of the next step in strategic planning, departments and colleges are free to propose such plans. The Provost considers UCT and Advanced Programs as similar to PPPs. Last week we discussed the topic with the Provost. He stressed the importance of PPPs in funding HSC, both in maintenance/operation and in salary areas. Given inadequate state funding he sees these plans as potentially important sources of revenue for some departments' programs. The Executive Committee reiterated its concern as to how PPPs are developed and about their potential problems. How PPPs are developed will probably come up in the next version of strategic planning.

#### **Strategic Planning**

"You received the minutes of our discussion last time on Strategic Planning. As a handout you have a copy of a memo sent to the Provost on that discussion as well as other comments that have been received (Appendix II). The Executive Committee discussed the memo with the Provost. The Provost sees this round of strategic planning as a feedback process based on the 1987 plan with that plan's goals as the foundation for reassessment. Goals are then modified as a result of the planning process.

"The task forces and inter-campus committees are being selected or have been selected with consideration of membership in related campus committees along with gender and race considerations. In the future, it would be desirable for the timing to be such that the structure of these committees and

the appointment of members could receive more input from faculty, student, and staff governance groups.

"Among the other comments made in our discussion was that these plans are seen by the Provost as subject to yearly updating because they will be tied to the budgeting process. We requested that equity considerations should be built into the plan as well.

"One of the things that has become obvious is that the next steps in the process are still being formulated. We requested consideration of the comments in the memo under "implementation" and "assessment".

#### **Other Things**

"The Executive Committee discussed a revision of the Program Review procedures with the Provost and an associated committee. The revisions are designed to make the process simpler and to remove potential impacts of the deans of colleges being reviewed. Several modifications to the revision were suggested so that departments could be more informed about what was resulting from the various stages of review. Those suggestions were incorporated in the document you have received. We will consider it next month.

"Dean Young met with the Budget Council in November and discussed funding and budgeting within the College of Arts and Sciences. His major point was that A&S operates on vacant positions, especially to fund extra things like additional GAs or instructors. Concerns for next fiscal year include flat budgeting; reallocation; and prioritizing teaching needs, faculty salaries, and other needs. External support will be important and not just for research.

"The Role of Department Chairs report will be considered by the Senate next month. The Provost will also discuss this report with the deans.

"The University is still trying to find funds for the child care facility.

"The last thing to note is that I am going to meet with Senator Hobson and Representative Boyd this week to discuss the possibility of legislative visits and other issues of faculty concern."

#### **WITHDRAWAL POLICY (DROP PERIOD)**

A student request to extend the 'free drop' period was tried for the Spring 1992 semester (see 10/91 Senate Journal, page 3). The experimental policy extends from two to six weeks the period during which students may withdraw from courses without obtaining an instructor's signature and extends from six to ten weeks the period during which students may withdraw from courses without petitioning their college dean. In March 1992 a memo from Dr. Paul Bell noted that the new drop policy had no significant impact on the number of drops. He said students withdrew earlier in the semester, and the total number of drops was not affected. The Senate agreed to continue the experiment through the Fall 1992 semester in order to gather additional data (see 5/92 Senate Journal, page 7). A November 2, 1992 memo from Dr. Bell concluded, "there has been a significant increase in the number of courses dropped since the implementation of the experimental policy." According to December 14, 1992 data, the number of drops has doubled (see Appendix III).

Prof. Vehik reported, "the Executive Committee discussed the policy at some length. There is no particular enthusiasm for this policy. It seems to encourage students to let poor performance go on too long--beyond the point that it can be corrected. Also, with so many dropping and so few Fs being given, it probably contributes to grade inflation. The other side is that a study done by UOSA and reported in the October 14, 1992 Faculty Senate Journal noted that OU had one of the most restrictive policies in the Big Eight. We discussed compromises of various kinds, including coordination with mid-semester grade reports. It was finally decided that, given that this policy

is more congruent with those at other Big Eight institutions, we would recommend its formal adoption."

Prof. Carr noted that a student who withdraws between weeks three and ten is supposed to receive an F if s/he is failing the course. He said it looks like very few Fs are being given; otherwise, the policy is fine. The students have paid full tuition, and it means less grading for the instructor. Prof. Vestal said several years ago there was discussion about an F grade being an earned grade. Faculty could be using that as a justification for giving a W if there is a possibility that a student could earn a passing grade by staying in the course. Prof. Carr suggested that it would be more productive to encourage students to work hard to get a D rather than withdraw. He asked about the option of assigning a WF. Prof. Vehik said a WF would be an F. Prof. Gordon asked why a previous policy was changed that allowed for WFs and WPs that were not figured into the G.P.A. Prof. Kuriger said the W and F system was set by the State Regents.

Prof. Kuriger noted that students enroll in more classes than they can possibly take. A larger drop fee might discourage that. Prof. Vestal pointed out that a policy that penalizes drops in some way might alleviate the problem of closed courses. Prof. Boyd agreed that a fee, if sufficient, could control the number of drops. Prof. Havener said a \$50 or \$100 drop fee might not be out of line. Prof. Breipohl asked whether the Senate had any right to establish a fee. Prof. Vehik said the Senate could recommend that to discourage students from shopping for classes.

Prof. Hilliard said that would penalize students who are dropping for a good reason. Mr. Spencer noted that many students have personal crises in their lives, and a more liberal policy could help them. Prof. Gordon said if a fee is recommended, some details would have to be worked out, such as what point in the semester it would be imposed and whether students who are dropping for financial reasons would need a signature. Prof. Hilliard said there could be a scale depending on when the drop occurred. Prof. Vestal said there are all sorts of reasons for withdrawing, and this will not be a simple issue to solve. Prof. Whitmore said there could be some kind of waiver for students who need it. Prof. Hilliard noted that instructors can give an I if necessary. Prof. Carr said students already pay a tremendous fee in that they do not receive a tuition refund after a certain period of time. Prof. Vestal added that they must also pay for books.

Prof. Boyd said a W used to occur so early in the semester that an instructor could not tell if the student was passing or failing. Prof. Kutner said a student who shows cause can withdraw until the end of the semester with the permission of the dean. This trial policy allows students to withdraw later in the semester when the chances of getting an F are very small. He said he does not see the point of letting a student go until the eleventh week and then withdraw.

Prof. Vehik described the drop periods at the other Big Eight universities but said she did not know how many courses were dropped or the grades given at those universities. Prof. Ahern pointed out that, even with 2600 courses dropped this semester, this does not involve a huge number of students.

Mr. Jay Parmley, UOSA President, said this trial policy is more in line with policies at the other Big Eight universities, although Colorado and Nebraska are even more lenient. The policy is similar to OSU's. He will ask that the policy be implemented permanently because it is in the best interest of the students. He would not support a large fee, but something like a \$20 fee

would have a dramatic effect when the student has already paid for tuition, fees, and books. He would like this to work for both students and faculty. If there is a need some day, the University could return to a stricter policy.

Prof. Kuriger said he would like to see the Faculty Senate look into the possibility of a fee. Prof. Carr reiterated that he does not have a problem with the length of the drop period but rather with the fact that few Fs are being given. Prof. Vehik noted that grades are up to the individual faculty members, and the Senate would not want to interfere with how instructors assess their courses. The motion of the Executive Committee to adopt the trial policy on a permanent basis was approved 22 to 12. [No amendment was proposed to increase the drop fee.]

#### **FEE REMISSION PROPOSAL FOR SPOUSES/DEPENDENTS**

After reviewing a tuition and fee reduction proposal submitted by the Employee Executive Council, President Van Horn recommended to the State Regents, in Spring 1991, an increase in the faculty/staff fee waiver from 50 to 75 percent and a 25 percent fee waiver for dependent children or spouses of faculty and staff after the employee has completed one year of service (see Appendix IV: April 5, 1991 letter to Chancellor Hans Brisch, OU Regents' action, and State Regents' policy on fee and tuition waivers).

Prof. Vehik reported, "the Faculty Advisory Committee to the State Regents also submitted a Fee Waiver proposal. The State Regents' Budget and Audit Committee concluded that fee waiver policy should be a responsibility of individual governing boards and that the Regents should not mandate it for the State system. There was also concern among the Regents about how fee waivers for spouses and dependents of faculty and staff would be received politically. The Chancellor was asked by the Budget and Audit Committee to strongly encourage institutions to make fee waivers a high priority as relates to their scholarship program. In a November 10, 1992 letter to state system presidents, the Chancellor noted that the existing fee waiver policy allows up to three percent of an institution's E&G budget to be allocated to fee waivers following existing guidelines. The Chancellor urged that consideration of faculty, staff, and their dependents be given under the existing policy.

"The Executive Committee discussed various aspects of including ourselves in the fee waiver business. Some of these include the fact that for over a year we have been complaining about the amount of money being spent on fee waivers. Fee waivers would be a benefit, like the child care facility, that is available only to a subset of faculty--those that have children. Fee waivers may be a taxable benefit. The University may have to pay FICA, and those receiving the benefit may have to pay FICA and income tax. Finally, as the Regents noted, this could be a politically sensitive issue. The Executive Committee recommends that the policy described in President Van Horn's 4-5-91 letter be approved, but with the understanding that this is to be within the three percent limit."

Prof. O'Halloran asked how the University would decide who would fall within the 3% fee waiver limit. Prof. Vehik said she assumes it would be first come, first served. Prof. Carr asked for an explanation of the 3% limit. Prof. Vehik said it was 3% of the educational and general budget. Prof. O'Halloran asked whether these waivers would be in competition with graduate students. Provost Kimpel explained that graduate student fee waivers are outside the 3% limit. The amount spent this semester was 3% of about \$130 million. Currently, the total for all fee waivers is about \$8.5 million.

Prof. Mouser asked whether this would be considered a fringe benefit and reported on the contracts. Prof. Vehik said it could be a taxable benefit. Prof. Vestal asked whether the current 50% waiver for faculty and staff is considered taxable. Prof. Vehik said that it currently is not, but the IRS is investigating that. Prof. Vestal commented that, for faculty and staff, the waiver would apply to graduate and undergraduate courses, but for spouses and dependents it would be for undergraduate courses only. Prof. Vehik said she did not know the reason for that. Prof. Johnson said he would not want this to be considered a faculty benefit when it probably would not benefit many of the faculty. He would rather apply the funds that would be used for this to salary increases. Prof. Havener remarked that in times of a flat or reduced budget we should be careful about reallocating money. Prof. Hill said he does not think faculty would have the choice of putting that money into salaries, and they should take advantage of what could be a potential opportunity for some people. Prof. Wedel said it could be a good recruiting tool.

Prof. Smith said it is more likely that faculty spouses would be taking graduate courses. Prof. Wedel said he would like to see it expanded to graduate level. Mr. Spencer suggested that unless a more modest plan is implemented first, there is no hope for expansion.

Prof. Carr commented that this proposal would compete with the other fee waivers if the University is already at the 3% level. Prof. Vehik mentioned that the Budget Council and Executive Committee had complained about the money going toward fee waivers that could be used for other things.

Prof. Hilliard asked if this would be a state-wide policy. Prof. Vehik said it would be just for OU. The State Regents do not want to get involved with this. Prof. Hilliard remarked that, politically, it would be difficult to do at one institution and not the others. He observed that most schools that give waivers have very high tuition rates. Prof. Kuriger noted that tuition is so inexpensive here that OU in essence gives fee waivers to everyone. Prof. Gordon pointed out that if the University is already at the 3% limit, then it is not going to cost OU any more money.

The Senate voted 19 to 13 to approve the policy described in the President's April 5, 1991 letter, with the understanding that it would be within the 3% limit.

#### **RESULTS OF FACULTY WELFARE COMMITTEE SURVEY**

Prof. Trent Gabert, Chair of the Faculty Welfare Committee (FWC), reported on the results of the survey conducted at last month's meeting.

Prof. Gabert said the survey had a 33% return rate. Individuals who returned forms wanted health benefits to remain the same and costs to be contained. Prof. Gabert explained that the Personnel office is looking at the state health plan and will review about five different plans. Prevention is a significant issue to the respondents. Benefits are considered as important as salary. In terms of retirement, the defined contribution is very important. The general feeling is to try to get new employees out of OTRS if it does not reduce the benefit to current employees. The annual contribution by the University to OTRS will increase from \$300,000 to \$15.2 million in 15 years.

The FWC made six recommendations to the Retirement Task Force: (1) discuss OTRS plans for OU and OSU with the legislature, (2) determine the appropriate contribution or benefit for OU, (3) seek advice from an independent



consultant, (4) ask OTRS for their investment strategy to determine whether it is a good process, (5) develop an information and awareness packet for faculty and staff so employees do not receive information piecemeal, and (6) be provided with some calculations of what the benefits will be. In summary, the FWC philosophy is that the University should provide a good retirement contribution, and the benefit plan should be in the best interest of all current employees.

The following items of new business will be discussed at the January meeting. The associated documents are available from the Senate office.

**ACADEMIC FORGIVENESS POLICY** (see November 18, 1992 memo from Dr. Avraham Scherman and State Regents' policy statement).

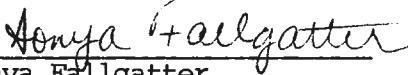
**ROLE OF DEPARTMENT CHAIRS** (see November 17, 1992 report and refer to pages 15-16 of the 1988 Faculty Handbook).


**PROPOSED REVISIONS IN PROGRAM REVIEW PROCESS** (see December 7, 1992 memo from Provost).

Prof. Kidd announced that the Government Printing Office has decided that Department of Energy and National Aeronautics and Space Administration microfiche will no longer be sent to libraries like OU as of January 1, 1993. These microfiche will only be available at the regional depositories; in Oklahoma those are the Oklahoma City Department of Libraries or Oklahoma State University library. Those affected by this policy should contact Prof. Kidd. A copy of the letter from the Superintendent of Documents to depository librarians is available from the Senate office.

#### **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, January 11, 1993, in Jacobson Faculty Hall 102.

  
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Sonya Fallgatter  
Administrative Coordinator

  
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Chair

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BIG EIGHT INSTITUTIONAL SUMMARIES  
FALL 1992

Institution	Enrollment		Tuition Est. change 1993-94	Salary Increases 1992-93	
	Fall 1992	% change in 1993		Faculty	Staff
Iowa State U	25,263	0.1%	NA	6.6%	15.5% (Hourly Staff) (2 yr)
Kansas State U	20,449	-1.3%	8.0%	3.8%	2.5% + longevity
U of Kansas	26,465	0.1%	8.0%	2.5% + 1.0% midyear	
U of Missouri	23,346	-2.0%	13.7%	6.0%	5.0%
U of Nebraska	24,573	-0.5%	NA	4.3%	4.3%
Oklahoma State U	18,426	-	0.0%	0.0%	0.0%
U of Oklahoma	20,015	0.4%	0.0%	1.2%	1.5%

SOUTHERN UNIVERSITY GROUP INSTITUTIONAL SUMMARIES  
FALL 1992

<u>Institution</u>	<u>1992 Enrollment</u>	<u>% Change from 1991</u>		<u>Salary Increase</u>		<u>FY 94 Proposed Tuition Increase</u>	<u>Funding Changes FY93</u>
		<u>Undergrad</u>	<u>Grad</u>	<u>Faculty</u>	<u>Staff</u>		
U of Alabama	19,234	-3.9%	1.4%	1.0%	3.5%	3.5-4.0% tied to inflation rate	no reduction anticipated
Auburn University	21,551	-1.7%	1.1%	0.0%	0.0%	12.0%	possibility of large tuition increase to reach SUG average
Florida State U	26,874	-0.9%	4.5%	0.0%	0.0%	0.0%	decrease due to shortfall in lottery ticket sales
U of Georgia	28,493	-0.8%	-0.3%	3.0%	3.0%	4.0%	1% cut; possible additional 2% cut
U of Kentucky	24,445	-1.0%	3.5%	0.0%	0.0%	1.0%-7.0%	bleak
U of Maryland	32,858	-6.8%	-0.4%	0.0%	0.0%	3.0-9.0%	3.5% budget cut.
U of Mississippi	10,704	-3.6%	-0.4%	10.1%	5.0%	5.7%	stable
U of S Miss	11,680	-6.0%	-3.0%	8.0%	5.0%	0.0%	-
Miss St U	13,866	0.4%	3.6%	10.8%	7.9%	0.0%	-
UNC-Chapel Hill	23,944	-1.1%	3.9%	1.0%	\$522	-	no cuts
N Carolina St U	27,156	-1.6%	6.4%	1.0%	\$522	0.0%	2.6% reversion
U of Oklahoma	20,015	2.0%	1.4%	1.2%	1.5%	0.0%	stable
Oklahoma St U	19,477	-1.2%	3.8%	0.0%	0.0%	6.0%	2.35% increase
U South Carolina	26,191	0.5%	2.5%	2.0%	2.0%	5.0-10.0%	state appropriation reduced by 4%
U of Tenn-Knoxville	26,579	-0.2%	5.2%	2.0-4.0%	2.0-4.0%	5.0%	budget recovery by priority, not by entity
U of Texas-Austin	49,253	-3.0%	3.1%	3.0%	3.0%	4.4% (UG) 26.4% (Grad)	stable
U of Houston	33,004	-1.2%	-3.6%	3.0%	3.0%	8.0% (UG)	no change
U of Virginia	18,016	0.3%	-0.3%	2.0%	2.0%	-	5% general fund budget reduction; replaced wholly by tuition.
Virginia Poly Tech	23,637	-2.5%	4.4%	2.0%	2.0%	-	-
W Virginia U	-	-	-	0.0%	0.0%	increase expected	-

\* Includes UCT

MEMORANDUM

TO: Provost James Kimpel  
FROM: Susan Vehik, Chair *Susan Vehik*  
Norman Campus Faculty Senate  
DATE: December 7, 1992  
SUBJECT: Strategic Planning

This memo attempts to organize and summarize the Faculty Senate discussion on Strategic Planning.

General

Many faculty believed that Strategic Planning was not a particularly productive use of faculty time. There was the belief that the administration already has a plan but that its viability is greater with faculty validation. This validation is obtained by requiring Strategic Planning. In short, the faculty have not been involved in the development of University Strategic Planning goals but simply are being required to ascertain how those goals are to be achieved. As an example, as the various committees are formed, faculty have begun to express concern about committee composition and the lack of faculty input.

Reallocation

Reallocation was considered to be unrealistic at the departmental level. Departmental resource allocation is not the important problem. Departments took heavy cuts in resources in the early 1980s. While the administration believes there has been a recent period of prosperity, the faculty do not see present resources as being in excess of those necessary to fulfil basic missions. Instead of cuts/reductions in academic programs, the critical question is how to reallocate funds from other University areas, including administration. Had faculty been involved in the development of Strategic Planning goals, there might have been a different view on reallocation.

Implementation

The broadest concern about implementation was that while faculty are involved with figuring out how to achieve the University's goals on the department level, faculty have little to no involvement in implementing the plans at the University level. There is essentially no faculty involvement after recommendations have been returned to departments/units. Modifications occurring to the plan after that point need to be subject to faculty review. A review of the plan and a vote on approval by the Faculty Senate was requested before the plan is submitted to the Regents.

There is also no obvious mechanism for implementing the plan. It was considered unlikely that decisions would follow the plan but would instead be made as much on other considerations (opportunities, political factors, etc). Frequent administrative turn-over adds to the problem. The University Planning Review Committee or some other entity needs to be involved in monitoring implementation. It and/or the Provost/President needs to provide the Faculty Senate with a report of progress at the start of each academic year.

Faculty were also concerned that the development and institutionalization of these plans will limit flexibility. Departments will be less adaptable and at a competitive disadvantage nationally as a result of centralization.

Assessment

It is not at all clear how departments and the administration are going to be assessed on these plans. What are the assessment measures? What is the assessment process? Who/what is to do the assessing? These need to be identified and discussed.

Other

What about the already existing University Strategic Planning Committee?

Why is all of this being done in such a hurry?

OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST  
The University of Oklahoma  
Norman Campus

The University of Oklahoma - Norman Campus  
Pattern of Drop Activity - Spring 91 - Fall 92

MEMORANDUM

TO: Professor Susan Vehik, Chair, Norman Campus Faculty Senate  
Mr. Jay Parnley, President, UOSA

FROM: Paul B. Bell, Jr., Associate Provost and University Registrar

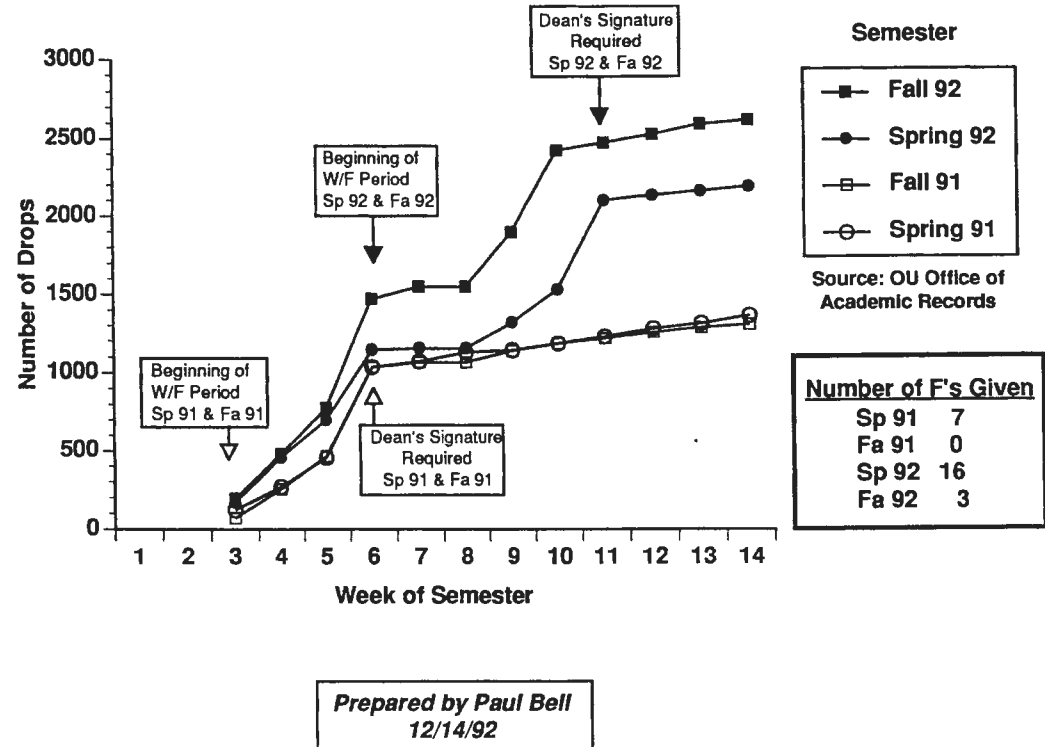
DATE: December 14, 1992

SUBJECT: Data on Drops

Attached is a graph and the data on which it is based showing the number of courses dropped by students for the Spring 91-Fall 92 semesters. The data show the effect of the change in the dates of the drop periods on the number and pattern of dropped courses. In the two semesters prior to the change in the drop periods, there were about 1300 dropped courses per semester. This number has increased to about 2600 for the current semester.

An examination of the data suggests that changing the date of the time during which courses may be dropped with a grade of W or F assigned by the instructor has less effect than changing the date when permission of the Dean is required. In general, faculty appear to be willing to allow students to withdraw with a grade of W throughout the period of time allowed, whether it is through the 4th week or the 10th week. The number of failing grades assigned is extremely small, the maximum being 0.7% of all dropped courses in Spring 92. The number of courses dropped decreases dramatically once the signature of the Dean is required. Therefore, the most significant cause of the increase in dropped courses has been changing the length of the period during which students may drop without permission of the Dean from six weeks to ten weeks.

cc: Senior Vice President and Provost James F. Kimpel  
Mr. Rick Skeel, Director of Academic Records





*The*  
**University of Oklahoma**

12/92 (Appendix IV)

OFFICE OF THE PRESIDENT  
550 Parrington Oval, Room 1117  
Norman, Oklahoma 73019-0391  
405/325-3916  
FAX: 405/325-7622

April 5, 1991

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

Dear Hans:

The University of Oklahoma requests approval of the following fee remission plan:

Full-time permanent faculty and staff may enroll in courses and be charged fees at 25 percent of the amount charged to regular students. A 25 percent fee waiver for undergraduate courses will be provided to dependent children or spouses of full-time permanent faculty and staff after the employee has completed one year of service.

The University also requests the State Regents to authorize the University to implement this policy outside of the three percent fee waiver limitation.

This proposed plan increases the faculty/staff fee waiver, which is a State Regents' policy, from 50 to 75 percent and adds a 25 percent fee waiver for dependent children or spouses of faculty and staff taking undergraduate courses after the employee has completed one year of service. The University believes faculty and staff waivers should be in addition to the allowed waivers for regular students. Currently no dependent benefit exists. A survey of other institutions currently granting dependent tuition waivers indicates that the number of dependents taking advantage of this benefit is about 12% of the number of faculty and staff whose dependents would be eligible. The most common waiver is 50 percent, but we are proposing a 25 percent fee waiver that would be for undergraduate courses only.

This fee waiver has been approved by The University of Oklahoma Board of Regents and is now submitted for consideration by the Oklahoma State Regents for Higher Education.

Sincerely,

Richard L. Van Horn  
President

RLV:bjm

cc: Dr. Joan Wadlow  
Dr. Clayton Rich  
Dr. Arthur J. Elbert  
Dr. Jerry B. Farley  
Mrs. Barbara H. Tuttle

**ISSUE: FEE WAIVERS FOR FACULTY AND STAFF**

**ACTION PROPOSED:**

President Van Horn recommends that the Board of Regents approve the following fee remission plan and request the Oklahoma State Regents for Higher Education to authorize The University of Oklahoma to implement it outside the 3 percent fee waiver limitation. The new policy will read:

*Full-time permanent faculty and staff may enroll in courses and be charged fees at 25 percent of the amount charged to regular students. A 25 percent fee waiver for undergraduate courses will be provided to dependent children or spouses of full-time permanent faculty and staff after the employee has completed one year of service.*

**BACKGROUND AND/OR RATIONALE:**

The administration has received and endorsed a proposal from the Employee Executive Council to enhance the fee reduction offered to employees and dependents. The plan increases the faculty/staff fee waiver from 50 to 75 percent and adds a 25 percent fee waiver for dependent children or spouses of faculty and staff taking undergraduate courses after the employee has completed one year of service.

The fee waiver policy is State Regents' policy. The State Regents are being asked to increase the waivers and not include these fee waivers in the three percent limitation. The State Regents' policy permits an institution to waive fees for in-State students to the extent of 3% of the institution's total E&G budget. Faculty and staff waivers should be in addition to the allowed waivers for regular students.

Fiscal year 1990 fee waivers at the 50 percent level were \$53,000 for Norman Campus and \$19,000 for HSC. The additional cost for 75 percent would have been \$26,500 for Norman and \$9,500 for HSC.

No dependent benefit exists currently. A survey of other institutions currently granting dependent tuition waivers indicated that the number of dependents taking advantage of this benefit is about 12 percent of the number of faculty and staff whose dependents would be eligible. The most common waiver is 50 percent. If dependent students under this plan equal 12 percent of the 6,700 faculty and staff University-wide, the cost would be \$318,000. This projection assumes an average tuition rate of \$47.93.

The proposed policy changes will be effective when approved by the State Regents.

**Fee Refund Policy for Students Entering Military Service**

If a student enters military service during the term in which he is enrolled and he has not completed sufficient work for receiving his grades, but is in good standing academically, the institution is authorized to waive enrollment fees for the student during the term in which he enrolls after his military service has been completed to the extent of the amount that he paid previously for enrollment in the term during which he entered military service (the institution could issue a certificate to the student for this purpose). Alternative: If the institution feels that it is not feasible to issue a certificate, the institution is authorized to make a refund to the student for the full amount of his fees paid.

If a student enters military service during the term and is not in good academic standing at the time, the regular fee refund policy of the institution would apply. (Adopted September 19-20, 1966).

**Waiver of Fees**

No student fee, resident or nonresident, may be assessed or waived unless by general policy or by specific authorization of the Oklahoma State Regents for Higher Education. (Adopted January 30, 1961).

**Policy Relating to Fee Waiver Scholarships**

Pursuant to Title 70, Oklahoma Statutes 1981, Section 3219, authorizing the State Regents to establish a system of student scholarships, the following policy of fee waiver scholarships is hereby authorized for each institution in the State System. Except as provided below, it is the intent of this policy to provide assistance to Oklahoma students with demonstrated financial needs, and to promote excellence of scholarship throughout all of the academic and professional fields of study. It is further intended that this program provide equitably for students at all academic levels from the freshman year through the graduate study. Also, insofar as practicable, awards should be distributed so as to be supportive of the state's needs and demands for trained manpower in the various career and occupational areas. Finally, assistance under this program should be utilized to promote equity of treatment for those students in fields without access to funds from other student assistance programs.

1. Each institution is authorized to award scholarships to residents of Oklahoma from the Educational and General Budget - Part I in the form of general enrollment fee waivers, the total amount of which shall not exceed three (3) percent of the total E&G Budget - Part I for the current year.
2. Except as noted in 2.a. below, the authorized amount shall include scholarships awarded under all categories, including the following:

- a. Auditing of Classes by Senior Citizens

State System institutions are hereby authorized to waive the fees for auditing of classes for residents of Oklahoma who are 65 years of age or older. Such students may be admitted without charge to classes on a space available basis. (Revised February 26, 1986).

- b. Reduced Fees for Staff Members

Regular staff members at constituent institutions in The Oklahoma State System of Higher Education may enroll in courses at the institution where employed and be charged fees at the rate of one-half the amount charged regular students. The term "regular staff members" as used herein means full-time and permanent employees of the institution. It should be assumed that an employee's enrollment in a course of study is for the benefit of both the employee and the institution. Procedures including appropriate limitation as to the amount of formal study to be pursued in a given term shall be determined by the institution. (Adopted September 19, 1967)

- c. Waiver of Enrollment Fees for Prisoners of War, Persons Missing in Action, and Dependents

The Oklahoma Legislature has enacted legislation which provides that any former prisoner of war or person missing in action and their dependents may, if otherwise qualified, enroll and pursue study at any state-supported institution of higher education or state-supported technical institute without payment of enrollment fees. The following points of policy and procedure will serve as guidance for institutions in the administration of this law:

1. A "prisoner of war" or a "person missing in action" means any person who was a resident of the State of Oklahoma at the time he or she entered service of the United States Armed Forces or whose official residence is within the State of Oklahoma and who, while in the United States Armed Forces, has been declared to be a prisoner of war or to be a person missing in action as established by the Secretary of Defense after January 1, 1960.
2. A "dependent" means any child whose parent served as a prisoner of war or was declared by the United States Armed Forces to be a person missing in action. A "dependent" child ceases to be eligible for benefits on his/her 26th birthday.
3. Dependents of prisoners of war, persons missing in action, or persons reclassified as killed in action are not eligible for this benefit if federal funds are provided to pay their enrollment fees.
4. The benefits to which an eligible person is entitled under this policy includes enrollment fee waivers for five years or the completion of the bachelor's degree, whichever occurs first.

Each institution in The Oklahoma State System of Higher Education shall make a report to the State Regents at the end of each semester and summer term. (Adopted September 1989)

- d. Waiver for Children of Peace Officers and Fire Fighters

No general enrollment fee or nonresident tuition shall be charged to the children of Oklahoma peace officers or fire fighters who have given their lives in the line of duty. Institutions shall grant fee and tuition waivers to eligible persons upon presentation of evidence that the deceased person was a duly appointed police or peace officer or fire fighter as defined in Title 70,



OSS.1989, Section 3218.7. Such waivers shall be limited to a period of five years from the date of the first waiver. (SB 234, 1989)

**e. Waiver for Graduate Assistants**

Graduate students with at least a one-quarter time graduate assistantship are eligible for these scholarships irrespective of Oklahoma residency status. Graduate assistants involved in teaching must be proficient in both oral and written English. The ability to effectively communicate course material in understandable English is required of all graduate teaching assistants awarded these waivers. Scholarships awarded to graduate students meeting the above criteria shall not be subject to the limit of three percent of the Educational and General Budget - Part I.

3. Scholarships so granted shall be gratuities, and the student shall not be required to perform services in return for the award.
4. Elements to be considered by institutions in the awarding of scholarships are financial need, scholastic aptitude and achievement, academic discipline or field of study, and academic level. These elements shall be specifically incorporated into institutional procedures as follows:
  - a. At least 50 percent of all scholarships awarded shall be on the basis of financial need of students.
  - b. Awards shall be apportioned in such a manner as to provide equity for students by academic discipline or field of study consistent with the state's manpower priorities and taking into consideration other kinds of funds available for the support of students in particular programs.
  - c. Awards shall be apportioned at each institution generally in accordance with the distribution of student enrollment among the various academic levels (lower division, upper division, graduate division) and by student classification (freshman, sophomore, junior, senior, master's or doctor's).
  - d. Scholarships shall be available both to full-time and part-time students enrolled in a minimum of six (6) semester credit hours per academic semester or three (3) semester credit hours during the summer term.

Each institution shall make a report during each academic semester or term to the State Regents on a form provided for this purpose listing all such awards made in connection with administration of the Fee Waiver Scholarship Program.

**Nonresident Tuition Waiver**

Any institution in The Oklahoma State System of Higher Education may award a scholarship that includes a waiver of nonresident tuition.

**Nonresident Tuition Waiver for Graduate Assistants**

This policy shall apply at institutions in The Oklahoma State System of Higher Education that are authorized to offer graduate education. For the purpose of this policy, nonresident tuition is interpreted to mean the amount charged per semester hour over and above the amount per semester hour that is charged resident students.

Institutions are authorized to waive the nonresident tuition for graduate assistants and Postdoctoral Fellows employed at least one-

fourth time in the functions of instruction, research, or extension. Such waiver may include the summer term immediately following employment for the academic year, or for the second semester of the academic year, even though not employed for that summer term.

Institutions are expected to exercise reasonable judgment as to the number of semester hours that graduate assistants may carry so that their study does not interfere with their teaching or research responsibilities.

An institution may waive the nonresident tuition for the spouse of a nonresident Postdoctoral Fellow or graduate or teaching assistant during the same semester(s) or term(s) that the eligible assistant or fellow is receiving such waiver.

Institutions will be expected to report the number of students for whom nonresident charges were waived, the number of semester hours carried by each student, and the amount of nonresident tuition waived at the end of each fiscal year, on forms provided by the State Regents' office for this purpose. (Revised December 5, 1988)

**Nonresident Tuition Waiver for Social Justice Provision**

Institutions are hereby authorized to waive the nonresident tuition for a limited number of nonresident professional and graduate students whose enrollment is designed to assist the awarding institution on the achievement of its social justice purposes. Tuition waivers awarded under this provision shall be reported each year to the State Regents' office on forms provided for this purpose (Adopted March 26, 1985)

**Nonresident Tuition Waivers for Exchange Students on a Reciprocal Basis**

Institutions are hereby authorized to grant waivers of nonresident tuition for students from institutions outside the continental limits of the United States which institutions have entered into an exchange agreement with the State System institution providing reciprocal waivers for students from the Oklahoma institution. The number of nonresident students received by the Oklahoma institution is expected to equal the number of students sent by the Oklahoma institution to the exchange institution. Such authorization will be effective for the period beginning with the spring semester 1988 and will end with the close of the spring semester 1993.

Institutions granting tuition waivers under this authorization will report for each year as of June 30 the following information for each student for whom tuition has been waived: (1) Reciprocating institution, (2) Student name, (3) Student level (fr, so, jr, sr, ma, dr) (4) Student field of study, (5) Number of credit hours for which tuition is waived, (6) Amount of nonresident tuition waived, and like information regarding students from the Oklahoma institution attending the reciprocating institution. (Adopted November 23, 1987)