

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - September 13, 1993 - 3:30 p.m.
Jacobson Faculty Hall 102

The Faculty Senate was called to order by Professor Bruce H. Hinson, Chair.

PRESENT: Badiru, Barman, Boyd, Cornelius, Dillon, Faulconer, Fonteneau, Friedrich, Genova, Gordon, Gutierrez, Harper, Havener, Hill, Hinson, Holmes, Johnson, Koger, Kukreti, Lakshmiarahan, Landes, London, D. Miller, R. Miller, Mock, D. Morgan, Mouser, Pailes, Reeder, Rhodes, Sankowski, Schubert, Stock, Sullivan, Sutton, Tepker, Tiab, Watson, Weaver-Meyers, Weinel, Whitecotton, Wiegand

PSA representatives: Barth, Marshall, Spencer, Streller, Vaughn

ABSENT: Ahern, Anderson, R.C. Davis, Jordan, Kincade, Latrobe, Roegiers, Wedel

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of May 13, 1993, was approved.

ANNOUNCEMENTS

A list of the Faculty Senate members is attached (Appendix I). The Chair introduced the new members of the Faculty Senate.

The regular meetings of the Faculty Senate for 1993-94 will be held at 3:30 p.m. on the following Mondays in Jacobson Faculty Hall 102: September 13, October 11, November 8, December 13, January 10, February 14, March 14, April 11, and May 2.

The Senate Executive Committee elected Prof. Shirley Wiegand (Law) as parliamentarian of the Faculty Senate and General Faculty.

The compilation of the 1992-93 annual reports of University Councils was mailed August 10 to the Faculty Senate members and to chairs/directors and deans to make available to the general faculty. Copies are available from the Senate office.

President Van Horn is hosting a faculty/staff picnic before the OU/Colorado football game on Saturday, October 16, on the south oval. A flier will be distributed with further information. Faculty who are interested in volunteering to help that day may contact the Faculty Senate office, 5-6789.

The following faculty will serve on the 1993-94 Campus Departmental Review Panel: Francis Ayres (Accounting), Susan Caldwell (Art), Joel Dietrich (Architecture), George Henderson (Human Relations), Drew Kershen (Law), June Lester (Library & Information Studies), Patricia Smith (Educational Psychology), and Gary Thompson (Geography). In addition, three deans will participate, and Dr. Roland Lehr will coordinate the review. A cluster of twelve similar departments will be reviewed.

Prof. Bruce Hinson, Faculty Senate Chair, is serving on a committee to evaluate bids for a new telephone switching system, voice processing system, and a long distance billing system. He also served during the summer on a committee to select a retirement consultant for the University.

Prof. Herman Curiel (Social Work) is serving on the Union Programs Advisory Committee. This committee has been asked by the Vice President for Student Affairs to design initial and ongoing programs and activities held in the Oklahoma Memorial Union for students, faculty, staff, alumni, and friends of the University.

Prof. Susan Vehik, immediate past Faculty Senate Chair, will continue to serve on the Campus Activities Center Planning Committee, the group that will recommend space use for the Union, Buchanan Hall, Carpenter Hall, and Jacobson Faculty Hall.

Prof. Ron Ratliff (Health and Sport Sciences) is the faculty representative on the search committee for a Director of the Goddard Health Center. Mr. Fred Weddle is chairing the committee.

The Chronicle of Higher Education and Academe are available in the Senate office. The University Budget will be available after the September 15-16 OU Regents' meeting.

Information about this year's United Way campaign was distributed at the meeting. Co-chairs of the University campaign are Trent Gabert (Health & Sport Sciences) and Joe Lester (Public Safety).

An April 1993 State Regents' report on Student Competencies for College Success is available in the Senate office.

The summary record of the disposition by the administration of Faculty Senate actions for September 1992 to August 1993 is attached (Appendix II). Detailed information about specific items follows.

DISPOSITION BY THE ADMINISTRATION OF SENATE ACTIONS

The OU Regents approved the following actions July 27-28, 1993:

The contract to operate the child care center on the Norman Campus (see 2/92 Senate Journal, page 6) was awarded to Children's World Learning Center; the construction will be financed from the University Book Exchange contract reserve funds.

An interim family and medical leave policy--which incorporates provisions of existing University policies and the federal Family and Medical Leave Act of 1993--was adopted pending further review of University proposals and federal legislation (available from the Senate office; refer to Senate's proposal for extended care leave in 12/91 Journal, page 4.)

The revisions in the role of department chairs (see 1/93 Senate Journal, page 5; 2/93, page 2 and 5/93, page 4), were approved but with some modifications proposed by the Provost's office and OU Regents (Appendix III). All of the changes will be incorporated in section 2.8.2 of the Faculty Handbook. A "clean" copy is available from the Senate office. (See discussion below.)

The Senate appointments to the end-of-the-year vacancies on councils, committees and boards were approved (see 5/93 Senate Journal, page 4 and Appendix I). The 1993-94 membership booklet will be mailed to the general faculty this month.

REMARKS BY PRESIDENT RICHARD VAN HORN

President Van Horn said significant progress has been made toward earning increased recognition as a major national university. According to U.S. News and World Report, OU moved from the third quartile to the second quartile of 200 major national universities in the area primarily of undergraduate education. The Law School was ranked in the second quartile. The College of Medicine was ranked among the top 20 comprehensive medical schools in the U.S. The Petroleum Engineering program was tied for third in the country. Last year, OU had \$89 million in research expenditures; this year that figure should be close to \$100 million. By National Science Foundation rankings, OU moved up from 95th to 76th nationally in terms of total research expenditures between FY90 and FY91. Currently, the University should be about 55th in the U.S. We are number one among public universities in the number of national scholars as a percentage of the freshman class. In absolute numbers, we are number three, with a total of nearly 500 national scholars. OU has 77 new endowed chairs and professorships, for a total of 99. The endowment has grown from \$30 million in 1980 to \$187 million for FY93. These things were accomplished, with funding at 60% of the average funding of the Big 8 and 10, because OU's faculty and staff are more productive.

Over the past year, OU received \$67 million out of the \$350 million capital bond issue. Construction will start soon on the second phase of the Catlett Music Center. The Oklahoma Museum of Natural History should be under construction within a year and a half, once we have raised \$20 million in private funds. When coupled with private funding, this capital bond project will be one of the University's largest capital programs. Despite the budget cuts, general merit salary increases are being given to faculty and staff this year.

The Oklahoma Memorial Union is now operated by the University. Through a bond issue, \$5 million will be available for renovation, although additional money will be needed. A committee is reviewing a plan to move all of the student activities to the vicinity of the union and create a student/faculty/staff/alumni center. The State legislature transferred the hospitals from the Department of Human Services to a separate board, which should enable them to be more competitive.

Turning to what we need to do, President Van Horn said the first priority is to continue the progress toward becoming a nationally competitive major university. We are making good progress in our research program, and it should continue to grow. The question we ought to ask then is how do we become a national role model in education. A subcommittee of the strategic planning committee is addressing that issue. One idea that has emerged is to develop a collegial University where there is a real partnership between faculty and students. Another idea is to educate students to become effective in groups.

A second priority is to refine and communicate the strategic plan. This year the strategic plan was linked to the budget process, even though the plan was still in draft form.

The third priority is to determine how we can continue to operate with a state budget that is not expected to grow much. We are looking at the Peat Marwick Administrative Cost Review of Oklahoma State University for ideas. One of Peat Marwick's recommendations was that the University eliminate subsidies for things like the museum and radio station. We will probably be asked to react to the study since the State Regents paid for part of it. Many of the recommendations in the OSU plan do not apply to us or have already been implemented here, like shifting the Vice President for Research from a position with University-wide responsibilities to one that reports to the Provost. The administrative share of the budget has been reduced every year for the last four years, and that will be continued.

The fourth priority is to continue to explore new opportunities. The President said he was delighted that the College of Fine Arts was involved with the Summer Wind Festival. In this first year, almost 10,000 people participated. Next year, an alumni college will take place during the festival. The solar car program is an interesting new opportunity, some innovative things are going on in natural gas use, and we should soon have a Native American studies program.

Dr. Van Horn said he decided we needed to have a research corporation for several reasons. The State constitution prohibits the University from owning stock in a start-up company. A research corporation can provide a mechanism for participating in start-up companies that come out of the activities of the University and for handling large projects that have a number of non-faculty members. The corporation will allow us to provide

compensation for faculty who want to consult on projects that relate to the University and to keep that talent within the University. The Faculty Senate will appoint a representative to sit on the research corporation board so there is good communication.

A fifth priority is to resolve lingering problems. We will try again in the next legislative session to remove as many people who want to be removed from the Oklahoma Teachers' Retirement System. Realistically, we might succeed in getting new employees out. This has long run consequences in the ability to hire people.

The President thanked the Faculty Senate for its work last year on a number of joint projects: the add/drop policy, child care center, role of the department chair, and library tenure question.

President Van Horn then read a prepared statement about the recent investigative report.

"Last Spring, a University employee came to me with a concern that University policy on Food Service providing free meals or food to employees and the correct reporting thereof was being violated. I asked the internal auditor to investigate, and he promptly did investigate.

"In the opinion of the internal auditor, the policies were not being followed. Corrective action was taken immediately to see that the policies are followed.

"In the course of this investigation, other events were discovered that might violate University policy or state statutes. In accord with normal University practices, the legal counsel and internal auditor delivered copies of all the documentation that in any way might relate to a violation of state statutes to the Cleveland County district attorney on April 20, 1993, and reviewed it with staff of the D.A.'s office. In addition, the auditor and legal counsel provided all the documentation to the Office of the State Auditor on April 21, 1993, and again discussed it with staff. These visits to the district attorney and state auditor were made as soon as the documentation was collected and prior to any discussion with the Regents. The state auditor has released a memo that summarizes the discussion, and the most significant items already have appeared in the press.

"While the president provides administrative support, the internal auditor, in keeping with recommended audit practice, has a direct reporting line and responsibility to the Board, and he has reported in accord with this responsibility. The internal auditor does not have to clear any material with anyone before going to the board. The information obtained in the course of the investigation was presented to the Regents by the internal auditor and the legal counsel at two meetings of the Board of Regents. The Board on two occasions also heard from outside attorneys representing some of the parties. Legal counsel has stated that his reports interpreting the documents as made to the Board in executive session involve personnel issues and should not be made public.

"Murray Gullatt, chairman of the Board of Regents has stated that, 'The University of Oklahoma Board of Regents and OU President Richard L. Van Horn received a confidential investigative report from OU's chief legal counsel and the University's internal auditor and were fully advised. Presentations also were made to the OU Board of Regents by attorneys representing the personnel involved. The facts and the law were in

dispute [President Van Horn said that meant the attorneys for the individuals involved did not agree that there had been any violations of law nor, in some cases, violations of policy], and after considering the matter carefully, it was the decision of the OU Board of Regents that a resolution of this personnel matter should be reached with the parties involved. The action was approved by the OU Board of Regents at its June meeting and is considered in the best interest of the University."

During the question and answer session, Prof. Sutton noted that faculty are encouraged to increase their research, yet budget cuts have limited the ability of researchers to do some of the things they are supposed to do. For instance, the library will cut \$250,000 in journals for the upcoming year. He asked what the University is doing to increase the base funding of the library. President Van Horn responded that the total amount of money available to the library was about the same as last year. Prof. Hinson added that the library budget cut was made up by charging a higher library fee. Prof. Sutton said, according to a memo he received, the budget for engineering library journals would be reduced \$50,000. Prof. Weaver-Meyers explained that the shortfall in the total library budget will be about \$250,000, with serial subscription inflation accounting for most of it. Prof. Sutton reiterated that faculty need the tools with which to do their research. He said he had heard that any journal costing over \$1,000 would be cut. The President commented that OU is asked to operate with significantly less money than other universities. Prof. Sutton pointed out that 7.8% of the overhead charges on grants is supposed to go to the library. President Van Horn said a \$2.6 million increase in research overhead went to the salary increase program this year.

SENATE CHAIR'S REPORT, by Prof. Bruce Hinson

"A personal goal for this year is to set a record for brevity in chair's reports. While this will undoubtedly dismay most of my fellow senators, last year's experience seemed to prove that expanding the announcements portion of the agenda is the most efficient way, in terms of time and clarity, to get the word out. The report, therefore, will deal with those things that require elaboration or emphasis.

"Having said that, I'll risk preaching to the choir. The cover letter with your agenda this month pointed out the obvious: we are an elected representative body. We have specific constituents, by college or divisions within a college. They should be consulted, and we should go to them, not wait for them to come to us. One of our major functions as a senate, perhaps our primary one, is to make known faculty concerns and faculty opinions.

"We share these not only with the OU administration but with the governance groups at the Health Sciences Center and OSU in particular. Within the next month, our executive committee will meet with our counterparts on those campuses. Joint or coordinated action is generally more effective than acting alone, particularly on major issues...and we face several.

"In short, it is our job to turn the conversation among colleagues in the faculty lounge into productive discussion and action in the faculty senate.

"Quantitative measures of effectiveness are suspect, but I would call your attention to the record of disposition of senate actions from the past academic year. With one exception, our recommendations went up the chain to the president and/or the regents and were acted upon. I don't recall that degree of responsiveness in any previous year. It would indicate that communication...if not perfect...is working. Some were significant issues: library tenure, the faculty appeals process, the library budget. Other significant issues continue: funding, retirement, health care. On the first two in particular, the executive committee solicits your suggestions on effective ways to make the University's case to the Oklahoma legislature. The legislature has the last word in these matters, and our points must be made to lawmakers on the basis of the best interests of the state, not on self-serving concerns for our individual welfare. This will be a top priority in our meetings with the HSC group in ten days and OSU in a month. Please make sure we go equipped with the best advice you can find among your experienced colleagues.

"Just a couple of lines down our agenda, there are items dealing with appointments to various university committees. Let me make a point...and a 'pitch'...right now. It is not true that only the under-employed or the masochistic take on committee work. A major portion of the work of this institution...at all levels...is done by committees. The input of faculty is not only welcomed but requested by the administration and campus governance groups representing staff and students. Besides the 40 plus standing committees appointed in whole or in part by this body, there are numerous ad hoc committees presently making decisions on everything from a new telephone system, to expenditure of bond funds, to streamlining the operation of auxiliary services. Faculty are participating in all of these. When Tom Boyd or a member of his committee on committees calls, answer. We are not entitled to complain if we had the opportunity to help and didn't do it. There are more opportunities coming up.

"One final bit of information to help all of us stay one move ahead in the game. In the senate office is a draft copy of the executive summary of the OSU administrative cost review. The president has asked the budget council and the senate in general to study it and come up with ideas and prepare responses for questions which will be raised by various parties regarding its applicability to OU. Also, we have a copy of the final draft of the Norman campus strategic plan. It is subject to modification by the university-wide committee, but Provost Kimpel has requested comments on the draft from the senate. My personal opinion is that it is a far more 'usable' document than the prevailing cynicism predicted.

"Future chair's reports will, I promise, adhere more closely to the brevity goal and have less of the tone of a tent meeting."

ELECTION, COMMITTEE ON COMMITTEES

The Senate approved the Senate Executive Committee's nomination of Prof. Arthur Breipohl (Electrical Engineering) to complete the 1992-95 term of Prof. Sandra Ragan (Communication) on the Senate Committee on Committees.

ELECTION, COUNCILS/COMMITTEES/BOARDS

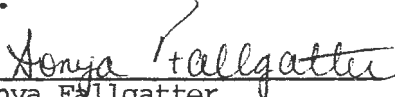
The Senate approved the Committee on Committees' nominations to fill vacancies on University and Campus Councils, Committees and Boards (Appendix IV).

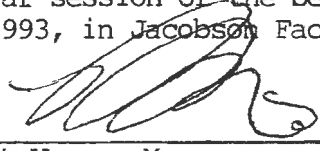
ROLE OF DEPARTMENT CHAIR

Prof. Whitecotton, who was a member of the ad hoc committee on the role of the department chair, noted that some significant revisions had been made in the recommendations the committee had sent forth (see Appendix III and Disposition of Senate Actions on page 3). In particular, the added sentence that reads, "The Provost may modify the composition of the search committee in the best interest of the University," undermines all the previous references about faculty governance. Prof. Hinson explained that Regent Blankenship had proposed that addition because of concern that in some cases department faculty needed a "jolt" to hire someone who was good for their department. He commented that the responsibility for changing the composition of the search committee could have been placed in worse hands.

ADJOURNMENT

The meeting adjourned at 4:25 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, October 11, 1993, in Jacobson Faculty Hall 102.


Sonya Fallgatter
Administrative Coordinator


Pat Weaver-Meyers
Secretary

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The University of Oklahoma (Norman campus)
1993-94 Faculty Senate

Hinson, Bruce (Journalism & Mass Comm.) - Chair
 Boyd, Tom (Philosophy) - Chair-Elect
 Weaver-Meyers, Pat (Univ. Libraries) - Secretary

<u>Senators</u>	<u>Representing</u>	<u>Term</u>
Jordan, Michael (Architecture)	Architecture	1992-95
Weinel, Eleanor (Architecture)	Architecture	1993-96*
Boyd, Tom (Philosophy)	Arts & Sciences/ <u>Chair-Elect</u>	1991-94
Fonteneau, Yvonne (English)	Arts & Sciences	1991-94
Friedrich, Gus (Communication)	Arts & Sciences	1993-96*
Genova, Pamela (MLLL)	Arts & Sciences	1993-96*
Gordon, B. Brent (Mathematics)	Arts & Sciences	1992-95
Gutierrez, Phillip (Physics & Astronomy)	Arts & Sciences	1993-96*
Havener, Michael (Library & Info. Studies)	Arts & Sciences	1993-96**
Hill, Larry (Political Science)	Arts & Sciences	1992-95
Hinson, Bruce (Journalism & Mass Comm.)	Arts & Sciences/ <u>Chair</u>	1991-94
Holmes, Alexander (Economics)	Arts & Sciences	1993-96*
Johnson, Arthur (Chemistry & Biochem.)	Arts & Sciences	1993-96**
Landes, Ruediger (Mathematics)	Arts & Sciences	1992-95
Latrobe, Kathy (Library & Info. Studies)	Arts & Sciences	1991-94
Miller, David (History)	Arts & Sciences	1992-95
Mock, Douglas (Zoology)	Arts & Sciences	1992-95
Pailles, Richard (Anthropology)	Arts & Sciences	1993-94*
Reeder, Mark (Mathematics)	Arts & Sciences	1993-96*
Sankowski, Edward (Philosophy)	Arts & Sciences	1992-95
Schubert, Karel (Botany & Microbiology)	Arts & Sciences	1993-94*
Sullivan, Regina (Psychology)	Arts & Sciences	1992-95
Watson, Deborah (Physics & Astronomy)	Arts & Sciences	1992-95
Wedel, Kenneth (Social Work)	Arts & Sciences	1992-95
Whitecotton, Joe (Anthropology)	Arts & Sciences	1991-94
Barman, Samir (Management)	Business Administration	1991-94
Mouser, James (Bus. Strat. & Legal St.)	Business Administration	1992-94
Stock, Duane (Finance)	Business Administration	1993-96*
Dillon, Connie (Educ. Leadership)	Education	1991-94
Kincade, Kay (Instructional Leadership)	Education	1992-95
Miller, Raymond (Educ. Psychology)	Education	1993-96*
Badiru, Adedeji (Industrial Engr.)	Engineering	1993-96*
Kukreti, Anant (CEES)	Engineering	1992-95
Lakshminarahan, S. (Computer Science)	Engineering	1992-94
Roegiers, Jean-Claude (PGE)	Engineering	1993-96*
Sutton, William (AME)	Engineering	1992-95
Tiab, Djebbar (PGE)	Engineering	1992-95
Anderson, Eric (Art)	Fine Arts	1992-95
Cornelius, Marjory (Music)	Fine Arts	1991-94
Faulconer, Sally (Music)	Fine Arts	1991-94
Koger, Kae (Drama)	Fine Arts	1992-95
Ahern, Judson (Geology & Geophysics)	Geosciences	1992-95
Harper, Charles (Geology & Geophysics)	Geosciences	1993-94*
London, David (Geology & Geophysics)	Geosciences	1991-94
Morgan, David (Political Science)	Graduate College	1993-95
Tepker, Rick (Law)	Law	1993-95*
Wiegand, Shirley (Law)	Law	1992-94
Davis, R. Con (English)	Liberal Studies	1993-96**
Rhodes, John (Aerospace Studies)	Provost Direct - ROTC	1993-94*
vacant (Univ. Libraries)	Provost Direct - Library	1993-96*

* New member

** Re-elected member

RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 1992 - August 1993)

9/93 (Appendix II)

	Date of Senate mtg.	Item*	Origin	Disposition by Administration, Date
1	10-12-92	Faculty replacements, councils/committees	Senate	Appointed
2	10-12-92	Resolution, capital bond issue	Senate	Noted, 10/19/92
3	10-12-92	Resolution, Rigoberta Menchu	Senate	Noted, 10/19/92
4	11-9-92	Faculty replacement, Committee on Discrimination	Senate	Appointed
5	11-9-92	Consolidation of scholarship committees	President	Approved, 4/6/93
6	12-14-92	Trial withdrawal (drop) policy made permanent	UOSA	Approved, 12/22/92
7	12-14-92	Fee waivers for faculty/staff, spouses/dependents	EEC	Action postponed, 3/30/93
8	1-11-93	Academic reprieve provision of Academic Forgiveness Policy	State Regents	Provost to develop implementation procedures with Senate input, 2/3/93
9	1-11-93	Role of department chairs	Senate	(see #17)
10	1-11-93	Revisions in program review process	Provost	Approved, 2/3/93
11	2-8-93	Faculty replacements, councils/committees	Senate	Approved
12	3-15-93	Revisions in faculty discrimination procedure	Affirm. Action	Approved with modifications by OU Regents, 7/27-28/93
13	3-15-93	Smoke-free campus policy	President	Approved by OU Regents, 4/7-8/93
14	4-12-93	Report on tenure within the University Libraries	Senate	Accepted, to be implemented, 7/7/93
15	4-12-93	Pre-finals week policy	UOSA	Approved, effective Fall 1993, 7/7/93
16	4-12-93	1995-96 calendar (OU/Texas weekend)	Acad. Reg. Comm.	Friday holiday for Fall 1993, 7/7/93
17	5-3-93	Revisions in role of department chairs (see #9)	Provost	Approved with modifications by OU Regents 7/27-28/93
18	5-3-93	Report on faculty appeals process	Senate	Noted, 7/8/93
19	5-3-93	Higher Education Faculty Assoc. proposals	Senate	Noted, Senate may participate, 7/7/93
20	5-3-93	Resolution, library budget	U. Lib. Comm./ Senate	Agreed, budgetary actions consistent with Senate resolution, 7/7/93
21	5-3-93	End-of-year faculty replacements, councils/comm.	Senate	Appointed

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

REVISIONS IN ROLE OF DEPARTMENTAL CHAIRS
(since the May 3, 1993 Faculty Senate Meeting)

RESPONSIBILITIES OF THE CHAIR, Specific Responsibilities:

The chair provides leadership in all matters of policy as determined by the faculty, dean, and provost. The chair determines procedures for carrying on the work of the department. Such functions shall include (but not be limited to): (1) determining time and frequency of faculty meetings (at least monthly); (2) establishing policy for expenditures from departmental budget; and (3) ~~in concert~~ with advice and consultation from Committee A (or such other faculty committee as the voting members of the unit may establish and elect), determining teaching assignments and class schedules for the department, preparing annual faculty evaluations ...

EVALUATION OF THE CHAIR:

Chairs will be evaluated annually by their dean and departmental faculty. Committee A (excluding the chair) shall prepare an annual evaluation of the chair's teaching, research/creative activity and service (other than departmental administration) using the standard process and forms for faculty evaluations. For evaluating the administrative effectiveness of the chair, Committee A should solicit formal input from the entire faculty and staff of the unit. These evaluations are then forwarded to the dean who will discuss them with the chair and determine his/her salary increase, together with the dean's evaluation of the chair's performance, will be discussed with the chair and will be used by the dean as the basis for determining the chair's salary increase.

SELECTION OF CHAIRS/DIRECTORS:

third paragraph: If the dean does not concur with the department faculty's recommendation, the dean will meet with the faculty to discuss reasons for disagreement. However, the dean's decision will be final and must be consistent with the University's Affirmative Action policies.

fourth paragraph: For national searches, a search committee will be formed consisting of elected departmental faculty members, one or two students reflecting undergraduate majors and graduate students to the extent appropriate, and members appointed by the dean, including one current department chair. Elected departmental faculty shall constitute the majority. The Provost may modify the composition of the search committee in the best interest of the University.

sixth paragraph: After the campus visits, both the search committee and the faculty will rank the acceptable candidates and recommend them to the Dean. The dean will forward his/her recommendation to the Provost.

REAPPOINTMENT:

Approximately 12 months before the end of the chair's term, elected members of Committee A shall initiate the proceedings to obtain a formal recommendation from the faculty concerning the reappointment of the chair and transmit it to the dean. If the dean does not concur with the department faculty's recommendation, the dean will meet with the department faculty to discuss reasons for disagreement. However, the final decision for reappointment shall be made by the dean.

FACULTY SENATE COMMITTEE ON COMMITTEES' NOMINATIONS FOR
COUNCILS, COMMITTEES, AND BOARDS (SEPTEMBER 1993)

Academic Regulations Committee:

to replace Mary Scott, 1990-94 term
Gordon Drummond (History)

Budget Council:

to replace Gus Friedrich, 1993-96 term
James Mouser (Business Strategy & Legal Studies)

Campus Planning Council:

to replace Cindi Wolff, 1993-96 term
Claren Kidd (University Libraries)

Committee on Discrimination:

to replace Sandra Ragan, 1992-95 term
Maureen O'Halloran (Physics & Astronomy)

Committee on Sexual Harassment:

to replace Teree Foster, 1993-96 term
Beverly Joyce (University Libraries)

Employment Benefits Committee:

to replace William Whitely, 1990-94
Rose Galura (University Libraries)

Faculty Appeals Board:

to replace Louis Ederington, 1990-94 term
Francis Schmitz (Chemistry & Biochemistry)
to replace Peter Kutner, 1991-95 term
Charles Harper (Geology & Geophysics)
to replace Stephen Norwood, 1992-96 term
Kenneth Merrill (Philosophy)
to replace James Richstad, 1992-96 term
Barry Weaver (Geology & Geophysics)
to replace Teree Foster, 1993-97 term
to be replaced later

Honors Council:

to replace Neera Badhwar, 1992-95 term
Melissa Stockdale (History)

Publications Board:

to replace Shelley Arlen, 1991-94 term
Phil Lujan (Communication)