

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - October 11, 1993 - 3:30 p.m.
Jacobson Faculty Hall 102

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

PRESENT: Ahern, Anderson, Badiru, Boyd, Cornelius, R.C. Davis, Dillon, Faulconer, Fonteneau, Friedrich, Genova, Gordon, Gutierrez, Havener, Hinson, Johnson, Koger, Kukreti, Lakshmivarahan, Landes, Latrobe, London, R. Miller, D. Morgan, Mouser, Ogilvie, Pailes, Reeder, Rhodes, Sankowski, Schubert, Stock, Sullivan, Sutton, Tepker, Tiab, Watson, Weaver-Meyers, Wedel, Weinel, Whitecotton

PSA representatives: Marshall, Spencer
UOSA representatives: Brasel, Kendrick

ABSENT: Barman, Harper, L. Hill, Holmes, Jordan, Kincade, D. Miller, Mock, Roegiers, Wiegand

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APPROVAL OF JOURNAL

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

ANNOUNCEMENTS

President Van Horn is hosting a faculty/staff picnic before the OU/Colorado football game on Saturday, October 16, from 10:30 a.m. until 2:00 p.m. on the south oval. If the game time changes, the picnic will begin three hours before the kickoff. See OU Update (vol. 9, no. 5) and flier for further information. Faculty who are interested in volunteering to help that day may contact the Faculty Senate office, 5-6789.

Professors Regina Sullivan (Psychology) and Ann Cavallo (Instructional Leadership) will serve on the child care center committee this year.

Prof. John Cochran (Sociology) will be the faculty representative on a committee to examine the campus discipline centralized record-keeping system.

Prof. James Mouser (Business Strategy and Legal Studies) will serve on a task force to review and make recommendations about motor pool operations.

Prof. Mary Court (Industrial Engineering) agreed to be on a committee to review campus mail operations.

Prof. Marilyn Ogilvie (History of Science Collection) was elected to complete the 1993-96 term of Prof. Cynthia Wolff (Government Documents) in the Faculty Senate, representing the University Libraries (Provost-Direct).

The Personnel office has a new computer software package for estimating retirement benefits from OTRS and TIAA-CREF (or other defined contribution plan) under various scenarios. Call Ms. Arva Peters at 5-2963 to schedule an appointment (see Chair's report below).

A list of the issues and concerns identified by the Faculty Senate members was distributed at the meeting (see Appendix I). This list will be sent to the President, Provost, appropriate vice presidents, and appropriate committee chairs for their information and possible action (see Chair's report below).

PRESENTATION BY DR. JERRY FARLEY, VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS, REGARDING UNIVERSITY TELECOMMUNICATIONS

Dr. Farley explained that the current NEC telephone switch has been in place about ten years, and it is paid for. At the time, it was a state-of-the-art switch, but now it needs to be upgraded to take advantage of new technology and to support the University's goals. Some of those goals are to provide superior office, library, laboratory, classroom, and computer facilities and to provide service at a cost consistent with a strict budget environment. A new switch would permit us to link up with other systems on campus. Users would be billed for only completed long distance calls, and the way departments are charged would be restructured. A problem with the current system is that it is difficult and expensive to maintain. It will not permit us to integrate new technology such as voice processing and video switching, and it is difficult to upgrade the software to provide additional features.

During the last 18 months, the University solicited input from people across the campus and then incorporated their needs in a request for proposals. With the help of a consultant, the request for proposals included three main areas: replace the switch, provide voice processing capability, and develop a new billing and accounting system. The request was sent to 89 companies, and 12 submitted bids. An evaluation team has been reviewing the bids the

last five months. One benefit of a new system would be voice processing (voice mail, FAX, e-mail) that would enable users to exchange messages. It would be possible for students to call a faculty member's voice mail number and find out assignments that they may have missed. Interactive capability would allow students to register over the phone and get other information. Additional benefits would include cost control features, enhanced 911 capability, and the ability to take advantage of other technologies that come along. Departments and students would be provided with call forwarding and call waiting (in other words, the options advertised by Southwestern Bell Telephone) at no additional cost. Dr. Farley expects rates to be reduced by 5%. Equipment will be owned by the departments, and departments can purchase additional equipment or services as needed. Dr. Farley said he welcomed any suggestions. He hopes to take a recommendation to the Regents in November so the changeover can be done in the summer of 1994.

Prof. Gordon commented that restructuring charges usually meant that departments had to pay for services they did not have to pay for before. Dr. Farley explained that departments currently pay a line charge of \$26.95 per month plus additional charges for items like extra long cords. The line charge will be reduced 5%, and there will be no charge for equipment. Departments will be provided with a certain amount of voice mail capacity and the special calling features at no cost. Also, departments will be charged only for completed long distance calls. Because of the current technology, the user is now charged by the University even if a call was not connected.

Prof. Landes asked for a clarification of the line charges to departments. Dr. Farley said the costs for the switch, trunk lines coming into the institution, and maintenance are added up and divided among the potential users. Prof. Landes asked why departments have to pay for lines when the University is not charged by Southwestern Bell for the number of lines. Mr. Steve Dile, Telecommunications Manager, replied that we pay Southwestern Bell a monthly fee for the approximately 550 trunk lines that come in and go out of the institution. Prof. Landes asked whether the University would have to pay more to Southwestern Bell if more lines were added. Dr. Farley said we would not pay more if we increased the current 8000 lines to 9000 unless we needed additional trunk lines.

Prof. Johnson pointed out that when the previous switch was installed, departments were promised that they would save money, but that has not been apparent. Students pay less for phones, so departments are, in fact, subsidizing them. He urged that faculty be allowed some input before any decision is made. Dr. Farley assured him that the bids were still being analyzed, so suggestions could be made yet. Students do pay less, just as home phone lines are cheaper than business lines. The savings to departments were probably not obvious because prices were fixed in 1984. We are paying \$26.95 per line compared to the regular Southwestern Bell business line charge of \$56.91. Prof. Sutton said he had heard there were no units outside Evans Hall that saved money. Dr. Farley said that is not the case, because telephone pricing is consistent across campus. Part of the confusion may stem from the fact that in 1983 the University adjusted the way it was charging departments for lines and instruments.

Prof. Dillon asked for more information about the FAX and video services. Dr. Farley explained that facsimiles could be left in the system on hold. Mr. Dile added that a FAX message could be sent the same way as a voice message. Voice, FAX and e-mail messages could be stored in the system and accessed by the user confidentially. No specific video services are planned

right now, but the capability is there. The system would allow point-to-point video between two desk tops on campus. The intent is to find out what the departments need in the video area. Prof. Dillon asked whether the telecommunications system would tie into computing. Dr. Farley answered that the telecommunications system would be flexible enough to tie into computing; however, the computer network will probably be around the switch rather than through the switch.

Prof. Reeder asked about the cost of the new switch. Dr. Farley said it will cost about \$2.5 million. Prof. London asked Dr. Farley to compare the purchase price with the cost of maintaining the current equipment. Dr. Farley said the University is paying about \$700,000 a year for the existing switch. The new switch will be amortized over six years.

When asked by Prof. Badiru about the down time when the transfer is made between switches, Dr. Farley said the changeover should be almost instantaneous, because the work will be done over the weekend and all of the wiring is already in place. Mr. Dile said he would like to have both switches working side-by-side, but, realistically, there will probably be small areas down for short periods of time. His department will work around the schedules of departments, though, to minimize disruptions.

Prof. Faulconer asked whether this information would be communicated to the departments. Dr. Farley said there has been a lot of communication already to determine user needs; however, no mass distribution has been done so far since the Regents have not approved the switch yet. He wants to discuss this with the Employee Executive Council and have open meetings before finalizing any recommendations for the Regents.

Prof. Weaver-Meyers asked for more specific information about the video capacity, for instance, whether television programs could be sent over the switch. Mr. Dile noted that most of the video capabilities will not run through the switch per se but through the fiber optics cable. The system has the capacity for point-to-point compressed video, but the telephone switch is not an efficient way to handle large capacity signals like broadcast quality video.

REMARKS BY EMPLOYEE EXECUTIVE COUNCIL CHAIR, MR. NEAL STONE

Mr. Stone explained that the Employee Executive Council (EEC) is the sister organization to the Faculty Senate, except that EEC represents staff. The EEC was chartered in 1971, is broken into five categories of staff, and functions in an advisory capacity. The EEC is not an individual advocacy organization, but rather an organization for identifying issues on behalf of the entire staff. He introduced the EEC's administrative coordinator, Ms. Katie Pursley.

Some past accomplishments of EEC include a staff training and development program for new supervisors and managers, improvements in the staff grievance process and performance appraisal process, and the Bright Idea Program, an employee suggestion conduit. The EEC proposal for an employee management survey, through which supervisors and managers can be appraised by their staff, will be implemented initially in Administrative Affairs. This year the EEC will continue to follow retirement proposals, the Deloitte and Touche review of the Motor Pool, and any process through which further privatization will be accomplished. The organization is considering a name change to more accurately describe what the EEC does. A major area of

concern among staff is job security. Staff are concerned about equitable work load when areas are downsized. As an outgrowth of privatization, staff want clear guidance on what is expected and how that will be measured in order to insure fairness and consistency. Many of the faculty issues and concerns overlap with those of the staff. It is in the mutual interest of faculty and staff for the EEC and Faculty Senate to coordinate joint recommendations to the administration.

REMARKS BY UOSA PRESIDENT, MR. DAVID KENDRICK

Mr. Kendrick said the issues the students will be concerned with this year are still developing. However, last spring UOSA identified three areas on which to focus: campus/community, campus services, and prestige of the University. The UOSA would like to establish an informational hotline that students can call to get information. Some similarities exist between the Faculty Senate list of concerns and student concerns; for example, that minority representation in governance groups needs to be increased. Mr. Kendrick is seeking a replacement for the "OU Together" program to increase the involvement of minority and international students on campus. One issue that has been accomplished is the child care facility. The facility will open in Fall 1994 and will have 50 slots each for children of faculty, staff, and students. Mr. Kendrick said students are concerned about fee increases. UOSA was recently presented with three or four proposed new fees. He said he was interested in faculty ideas. Student Congress has been told that the students need to come up with additional money for CART in order to sustain its current service. Student Congress will consider a proposal for a 25 cent fare for students to make it possible for CART to receive \$60,000 from the City of Norman.

Mr. Kendrick said he knows faculty are not enthusiastic about the student proposal for publication of course evaluations, but he hopes the students and faculty can reach a compromise. He commented that The Oklahoma Daily had shifted its focus from student government to the administration. He pointed out that Student Congress and the Graduate Student Senate, as elected representatives of the students, try to represent the views of the student body as accurately as possible. He cautioned that what is written in the student paper does not necessarily represent student opinion.

SENATE CHAIR'S REPORT, by Prof. Bruce Hinson

Prof. Hinson noted that the retirement computation mentioned under announcements is available to give individuals more personalized estimates of retirement options. Prof. Stock commented that the estimates are helpful, but assume that the individual will receive both OTRS and TIAA-CREF, which is a debatable assumption. Prof. Hinson remarked that the estimates are based on current information.

Referring to the final announcement item, he said the summary of issues and concerns was edited for brevity, and the items were not in any priority (Appendix I). He asked the Faculty Senate to look over the issues and give the Executive Committee suggestions as to which issues the Senate should address. Prof. Fonteneau observed that the list indicated that some of the issues would be assigned to a particular committee. She commented that some issues are simply a failure to administer existing policy. Prof. Hinson said the parenthetical notations after some of the issues indicate that there is an established committee to deal with that type of topic. If an

issue is due to a failure to follow established policy, that should be called to the attention of the Executive Committee, who can investigate. Prof. Genova asked for clarification of the golf course item. Prof. Hinson explained that several aspects related to the golf course had been raised.

Turning to his report, Prof. Hinson said, "This month's chair's report is largely a summary of the activities of the Senate Executive Committee since the Senate meeting in September. Four continuing concerns and projects are worthy of note.

"We intend to conduct a workshop for Committee A members before the end of the semester. According to our records and recollections, no formalized orientation or update for members has been conducted since 1986, and the rules have changed somewhat. The adoption of the new section of the Faculty Handbook on the role of chairs and directors directly affects the role of committees A in the governance and administration of academic units. The workshop, therefore, will include the most current information on the relationship to and involvement in merit evaluation, budget development and administration, personnel matters and the other day-to-day but important matters delegated to those committees. The format is still undetermined, but it would be helpful to have, rather than a series of lectures, some exchange between experienced committee A members and new members and between members of various schools and departments. With luck and the right input, we might all get a better perspective on the problems and solutions. If your department seems to have a smoothly functioning and responsive committee A, let a member of the executive committee know about it and suggest a person willing to share some tips for those of us less fortunate. A short lead time may make the workshop less than we would like it to be, but it was considered important to get some information on the table before the next round of merit evaluations, which begins early in the spring. The provost has endorsed the idea and wants to incorporate it as part of his plan for faculty professional development. Details will be available soon.

"In a related matter, the provost has also given the go-ahead to forming a committee to study the role of deans in a manner similar to the process used to redefine the role of chairs and directors. It is the next logical step in trying to rationalize the selection and evaluation of all administrators. As always, your suggestions are welcome, but the intent is to move quickly, so early feedback is important.

"The president has endorsed, and passed to the provost for implementation, the suggestions by Pat Weaver-Meyers' committee studying the appeals process to establish a university ombudsperson. The intent is to unclog the burdensome appeals process to some degree by resolving some issues short of full-blown appeals. The whole system is still under study, and final recommendations will come back to this body, but acting on the Senate's endorsement in principle of the preliminary report, we have pushed ahead with this step, which is admittedly a trial run. If, as hoped, it can be in place by late in the spring, we will all have a chance to judge its effectiveness.

"At the executive committee's meeting with our counterparts at the Health Sciences Center last month, Robert White, the Associate Vice President for State Government Relations, gave an overview of the legislative issues and prospects for the coming session. As hard as he tried to find a silver lining in the dark budget clouds, he was largely unsuccessful. Funding is, and will remain, a problem. The university's specific legislative agenda is still being formulated, but one can safely assume that along with funding, a priority will be resolution of the retirement question. Any solution will require legislative action. The solution for which the university should

campaign remains in question. Few issues have been more clouded by poor information, misinformation, lack of information, and--the cynical might suspect--deliberate disinformation. The Foster Higgins company is now under contract to study the university's entire retirement plan, or more accurately plans, and devise a best value package. The company's report should provide the most necessary commodity: accurate information, projections and comparison between not two options but among several options. The initial data-gathering phase should be near completion, and the personal interview stage will begin soon. Expect to be contacted by the company for your input. There is also an oversight committee, on which the senate is represented, which monitors the process and will report to this body as the information is available periodically.

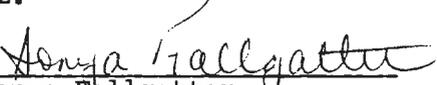
"The executive committee is also inviting local legislators to discuss University-specific topics with us and to advise us on strategy and tactics to make the faculty's input available and useful in the legislative process. Again, your questions and concerns will help us pose the right questions to them. It will be another long year, but we can't afford to wait until April or May to get our gear together."

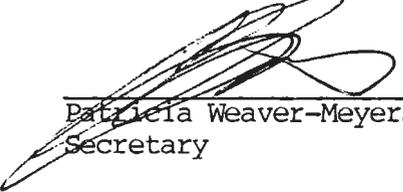
REQUEST TO SPEAK AT SENATE MEETING

Prof. Hinson said he had just received a written request (available from the Senate office) from Ms. Patsey Daugherty, of the Sooner Chamber of Commerce, asking to address the Senate next month about holding the OU-Texas football game in Norman in 1994. He explained that a request to speak by a non-member requires a vote of the Senate. Prof. Dillon asked about the makeup of the Sooner Chamber of Commerce. Prof. Hinson said he had only seen two names associated with the group. Prof. Rhodes asked whether Ms. Daugherty could be asked to provide an economic analysis of holding the game here instead of in Dallas. He said he had seen a lot of innuendos but no real figures. Mr. Kendrick announced that student government would consider a resolution the next evening to leave the game in Dallas. He noted that the head of the Sooner Chamber of Commerce, Mr. E. Z. Million, would be addressing the group. The Senate unanimously approved a motion on a voice vote denying Ms. Daugherty's request to speak.

ADJOURNMENT

The meeting adjourned at 4:45 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, November 8, 1993, in Jacobson Faculty Hall 102.


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FACULTY ISSUES AND CONCERNS, 1993

The following list of issues and concerns contains those suggestions submitted by faculty responding to the Faculty Senate's request for University-wide input in formulating an agenda for this academic year. It has been edited only for conciseness and to eliminate duplication. It is not prioritized. Further suggestions for combining appropriate issues and assigning priorities would be appreciated.

1. Salary compression at all levels. (Faculty Compensation Committee)
2. Salary disparity between faculty and administrators, particularly as compared to levels of peer institutions. (Faculty Compensation Committee)
3. Absence of regular mandatory evaluation of administrators above the level of chair/director.
4. Faculty attrition and deletion of faculty lines.
5. Lack of a travel advance program. (State statute)
6. Lack of computers for all faculty. (Disposition of bond issue funds is relevant; Computing Advisory Committee)
7. Lack of University support/subvention for book publishing.
8. Lack of support services for junior faculty; excessive time devoted to clerical work.
9. Legal obligations/liabilities of faculty and University responsibility therefor. (Faculty Handbook, section 6.4.8)
10. Concerns regarding due process in harassment/discrimination proceedings.
11. Recruitment/retention of women and minority faculty. (Report of Norman Campus Strategic Planning Task Force Subcommittee on Institutional Equity Issues)
12. Lack of "accurate" (proportional?) minority representation on Faculty Senate. (Faculty Handbook, section 10.7, "Charter of the General Faculty and the Faculty Senate, Norman Campus")
13. Lack of University-wide policy to include gender and race issues across the curriculum.
14. Changes in retirement; confusion/lack of specific information. (Faculty Welfare Committee)
15. Confusion over managed care health plan; excessive paperwork; elimination of OU Care. (Faculty Welfare Committee)
16. Inequity of budgeting formulas between colleges and between departments within colleges.
17. "Weakening" (cutting?, capping?) fee waiver program at undergraduate and graduate levels.
18. Drastic reduction in library serial subscriptions.
19. Rising fees on courses, masking actual cost of attending OU.
20. Repercussions of negative publicity regarding "internal audit/investigation" on faculty morale, alumni support, public image.
21. Unnecessarily centralized control of audio-visual equipment in common use classrooms.
22. Granting of exclusive rights to United Way for campus solicitation.
23. Need to eliminate duplication of programs at various state institutions.
24. The golf course.