

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - September 12, 1994 - 3:30 p.m.
Jacobson Faculty Hall 102

The Faculty Senate was called to order by Professor Tom W. Boyd, Chair.

PRESENT: Anderson, Badiru, Baker, Boyd, Bremer, Burnett, R.C. Davis, Dillon, Erdener, Fiedler, Fung, Genova, Greene, Gutierrez, Havener, L. Hill, Holmes, Hutchison, Kincade, Koger, Kukreti, Laird, Landes, F. Lee, Loving, R. Miller, D. Morgan, Mouser, Nelson, Ogilvie, Patterson, Pauketat, Ragep, Reeder, Rhodes, Roegiers, Sankowski, Stock, Sutton, Tepker, Van Gundy, Wallach, Watson, Weaver-Meyers, Weinel, Wenk, Wiegand, Williams

PSA representatives: Bark, Morrison, Simmons, Spencer
UOSA representative: Wick

ABSENT: Butler, Friedrich, Mock, Sullivan, Tiab

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of May 2, 1994, was approved.

ANNOUNCEMENTS

A list of the Faculty Senate members is attached (Appendix I). The new members of the Senate and Executive Committee were introduced.

The regular meetings of the Faculty Senate for 1994-95 will be held at 3:30 p.m. on the following Mondays in Jacobson Faculty Hall 102: September 12, October 10, November 14, December 12, January 23, February 13, March 20, April 10, and May 8.

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

The compilation of the 1993-94 annual reports of University Councils will be mailed September 20 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.

Interim President Morris is hosting a faculty/staff picnic before the OU/Texas Tech football game on Saturday, September 17, on the north 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 1994-95 Campus Departmental Review Panel: Eric Anderson (Art), Kirby Gilliland (Psychology), Young Kim (Communication), Anant Kukreti (CEES), and Marilyn Ogilvie (University Libraries). Three deans will also participate, and Dr. Gus Friedrich will coordinate the review. The Architecture units and the professional programs within Arts and Sciences will be reviewed.

Prof. Ray Elugardo (Philosophy) was selected from nominations submitted by the Faculty Senate Executive Committee for the faculty-at-large position on the search committee for the College of Education Dean. Dean Richard Cosier (College of Business Administration) will serve as chair of the committee.

Professors Gary Cohen (History), Lex Holmes (Economics) and Will Sutton (AME) will serve on an ad hoc bookstore committee.

Professors Roy Kelsey (Journalism and Mass Communication) and Michael Havener (Library and Information Studies) are serving on advisory teams to help implement an "all campus card" (see 3/94 Senate Journal, page 2 - single I.D. system)

UOSA created an ad hoc committee to study the proposed cultural and recreational fee. Professors Sidney Brown (History) and Meryl Mantione (Music) agreed to be the faculty members on this committee.

The Chronicle of Higher Education, Academe, and the University Budget are available in the Senate office.

In July the Senate's Faculty Compensation Committee surveyed the faculty for opinions regarding the administration of a one-time salary supplement. The response to the survey was outstanding, especially since it was solicited during the summer. A total of 258 were returned. Results: 58% believe that supplements should go to all faculty. 53% believe that funds for supplements should be allocated to budget units proportionally to size, while 42% believe they should be allocated differentially to units according to criteria such as quality and productivity. 40% would like units to give supplements uniformly; 43% would like them differentiated according to merit; 13% favor a mixture. 53% believe that supplements should be in fixed dollar amounts, while 40% favor using a percentage of current salaries. The Compensation Committee thanks those faculty who submitted surveys.

The Senate appointments to the end-of-the-year vacancies on councils, committees and boards were approved (see 5/94 Senate Journal, page 3 and Appendix I). The 1994-95 membership booklet, incorporating those appointments, was mailed to the general faculty August 31.

The summary record of the disposition by the administration of Faculty Senate actions for September 1993 to August 1994 is attached (Appendix II).

Additional announcements made at the meeting:

The Regents have mandated that the policy on leaves and sabbaticals be revised. The Executive Committee provided six names for three positions on the revision committee. The report is expected to be completed by November.

Prof. Boyd reminded the senators to submit issues and concerns that should be addressed by the Faculty Senate this year.

REMARKS BY INTERIM PRESIDENT J. R. MORRIS

Dr. Morris said it was a pleasure and honor to be serving as Interim President. He said expectations are running high with new leadership arriving, but we are faced with a tough fiscal situation. A number of impressive developments have occurred in recent years. The University has received \$34.5 million in matching funds for endowed chairs and professorships, which has created 85 positions, bringing the total to 105. Increased admissions standards have improved the quality of the student body. We are ranked third in the nation among public institutions in National Merit Scholars; OU receives \$4 million out of the \$6 million the state has set aside for this program. Since 1987-88 sponsored research has increased 133%, up to \$28 million, in spite of having 50 fewer faculty than we did ten years ago. The recent capital bond issue provided \$37.7 million and is supporting \$70 million in construction on campus.

While we are entering only the second year of standstill appropriations, we have been in a ten year period of declining support for higher education. It is a crisis of understanding and confidence, not just funding. We have to find ways to re-build confidence in higher education in the state and increase understanding of our plight. Universities have to fight the stereotype of being underworked and overpaid. The state regents believe a reform program is essential to regaining political support.

In 1980 higher education received 18.5% of the state budget; last year it received 15.1%. OU would have had \$33 million more if higher education had retained its share of the budget. There has not been enough money to address the most important need at the University: faculty salaries. Among doctorate-granting research universities, OU is \$8600 below the national average in salaries for full professors, \$5000 for associate professors, and \$6200 for assistant professors. OU's faculty salaries are about 94% of the Big 8. The Big 8 and Big 10 universities receive about \$10,000 per FTE student, compared to OU's \$6500. If we received the same, we would have about \$55 million more. The money available from savings on fringe benefits and utilities and over-realization from tuition and fees will be used to provide a 2% one-time salary increase distributed across-the-board to all units. This sort of money cannot be used to increase the salary base. Units will be permitted to decide whether to allocate the supplement on a merit basis or across-the-board. Units can add up to 1% if they have the money available. The deans will have to see that there is an equitable approach by departments within the colleges. In certain areas there are some obvious inequities that should be addressed. Up to 1% of the salary

base can be used to address inequities that cry out for attention. That will come from hard money and will be an adjustment to the base. The Budget Council is opposed to the idea of a one-time increase because of the possible precedent this could set. The administration understands the importance of increasing the salary base. President-Designate Boren recognizes that we must get salaries up to a competitive level. At least this supplement will provide some recognition in a tough budget year.

Dr. Morris said no one is better equipped for the job that lies ahead than David Boren. His emphasis on revitalizing undergraduate education is a giant step toward trying to build a broad consensus of support for the University. He will have the kind of leadership that is necessary to see this through to success.

Prof. Loving asked who had the discretion to allocate the one-time supplements. Interim President Morris said 2% will be distributed to all departments. Fringe benefits will be paid separate from that amount. Prof. Greene asked when the supplements would be distributed. Dr. Morris said the budget guidelines would go out this week.

Prof. Loving asked who should be pointed in the right direction with respect to education reform. Interim President Morris said the state regents were forming committees like the one to review graduate programs. In an effort to avoid duplication, a lot of graduate programs have been phased out at OU. On-going program review will show which programs should be phased out. All of the ingredients of reform have not been identified yet, but the aim is to become more efficient. Efforts will be made to involve faculty at the department level in the process.

Prof. Weaver-Meyers explained that many faculty think program review does not focus on solutions. There is no reason for units to stress problems because the state regents see as the ultimate outcome that programs are kept or done away with. There is no assurance that there will be money to do what needs to be done. Dr. Morris answered that when funds are available, hopefully they will be systematically applied on the basis of a strategic plan within the institution as well as within the state. Prof. Holmes noted that the Economics department just underwent program review and recommended an increase in the number of majors. That means some other unit will get fewer majors. It makes no sense for everyone to try to get a bigger part of a single pie. Dr. Morris said there has been an effort within the University to increase credit hours. It is a competitive world we live in.

Prof. Greene asked whether President-Designate Boren's emphasis on teaching would carry over into tenure requirements. Interim President Morris said David Boren has a clear understanding of the mission of this institution and is a big supporter of research. While President-Designate Boren would like to see faculty engaged in as much teaching of undergraduates as possible, he realizes that we are a doctorate-granting institution with research responsibilities. Therefore, Interim President Morris would not anticipate any change in the faculty personnel policy.

Mr. T. J. Singleton, Graduate Student Senate Chair, asked whether the emphasis on teaching would mean that more GAs would be graders instead of teachers. He said graduate assistants need to teach undergraduate students in order to bolster job opportunities once they graduate. Interim President Morris said he did not see this effort as diminishing graduate education.

SENATE CHAIR'S REPORT, by Prof. Tom Boyd

Prof. Boyd referred to an article by Robert Birnbaum called, "Why Senates Do Not Work But Will Not Go Away." Prof. Boyd commented that a great deal of faculty power has eroded the last several years, yet, at the same time, that does not mean the Faculty Senate should not exist. Prof. Birnbaum says the latent organization functions of academic senates are to be a symbol, status provider, garbage can and deep freeze for those issues with which no one else wishes to deal, attention cue, personnel screening device, organizational conservator, ritual bearer and pastime, and scapegoat.

Expectations are high for our new President. President-Designate Boren knows the window of opportunity is limited. He believes in a collegial relationship between faculty and the administration. According to Prof. Boyd, it is time for the faculty to reassert its presence. In President-Designate Boren's letter he says he is committed to undergraduate education (see Appendix III). President-Designate Boren wants to work together on the kinds of questions asked at this meeting. In paragraph three of his letter he says, "I come to the presidency with a strong desire to create a sense of real partnership with the faculty as we strive to achieve important academic goals." To those who are concerned that faculty will be worked harder with the same pay and reduced faculty, President-Designate Boren says he wants to stay within the parameters of genuine possibility. Prof. Boyd has been asked to provide names for a panel on Reinvigorating the Undergraduate Education, which Boren is establishing and which will consist of 15-18 faculty. These faculty should have a strong commitment to teaching and to research. Prof. Boyd will propose names for the Senate to consider at the October meeting.

STATUS REPORT ON RETIREMENT

Prof. Trent Gabert, Chair of the Faculty Welfare Committee, described what will happen as of July 1, 1995 when Senate Bill 568 goes into effect (see Appendix IV). Faculty will pay 6% on the first \$25,000 of salary and compensation and 7% on the amount over \$25,000 toward OTRS (Oklahoma Teachers' Retirement System). Depending on which cap was chosen, there could be a significant change in take-home pay. By 1997 faculty will pay 7% on all salary and compensation. The University contribution toward OTRS will be 9% in 1995 and increase to 18%, although that will be offset by the wellhead tax of approximately 5%. Under this plan OTRS will no longer have an unfunded liability by 2013.

Assuming nothing changes, the University will pay 8% this year and eventually 18% (less the estimated 5%) to OTRS and 13.1% to TIAA-CREF or other defined contribution plan. Coupled with the 7.65% contribution to FICA, the University will be paying over 28% toward retirement and work its way up to over 38% (less 5%). The norm for universities is about 20%.

Last year the University contracted with Foster Higgins consultants to make a recommendation on retirement. Their recommendation was that the individual and University would pay according to the 1995 plan toward OTRS (7% individual and 8% University), and the University would pay 2.3% on salary below \$9,000 and 5.7% on salary above \$9,000 (or approximately 8%) toward a defined contribution plan.

The University has no official plan. An alternative plan that is unofficial is if individuals could be removed from OTRS, the University could contribute something like 12% to a defined contribution plan. Possible options are to give members a choice of leaving OTRS, to remove new members, or to remove new and non-vested. It appears to be in the best interest of the University to participate in a national plan for recruiting and retaining faculty. In Spring 1994 a proposal was made to the legislature to get faculty out of OTRS and pay OTRS to do that. Prof. Dillon asked about the legislature's response to that proposal. Prof. Gabert said the Senate bill to allow an alternative retirement plan to OTRS never made it to the floor of the legislature. Interim President Morris thinks it is difficult to get the key people in the legislature to take a strong position. Prof. Tepker pointed out that the legislature set up a study committee on retirement, and Representative Laura Boyd is a member.

There was some discussion about being in both systems or just the defined contribution plan. Prof. Dillon pointed out that the decision depends on one's situation. Prof. Gabert said what the University was trying to accomplish in the legislature was a plan to give people the choice of leaving OTRS and make sure that the University contribution to OTRS was handled fairly so that the people who stayed in the system were treated equitably. Prof. Wallach asked what it would mean to get out of OTRS in terms of an individual's prior contributions to OTRS. Prof. Gabert said that is something that would have to be worked out. Prof. Andy Magid, Chair of the Faculty Compensation Committee, noted that the formula for OTRS is a percentage of salary plus fringe benefits; therefore, a 7% contribution on total compensation is something like 8.75% of salary. Prof. Gabert explained that, according to some calculations, it would only take about 3.5 years to get back what you put in because benefits will also go up.

Prof. Holmes asked what penalties the University would impose on individuals once this choice was made available. Prof. Gabert reiterated that there is no official plan at this time. Prof. Stock said the University has a responsibility to tell employees what will happen to TIAA-CREF. Right now the University is paying about 13% to TIAA-CREF but by 2004 will have to pay about 13% to OTRS, so there will not be enough funds for both plans. Prof. Gabert noted that the only current cap on the University's contribution to retirement is for employees hired after July 1, 1993, and that is 17%. Prof. Stock said the paychecks of many employees will shrink next July. For example, an employee with a \$25,000 cap who earns \$60,000 will have to pay an additional 7% on the remaining \$35,000.

Prof. Badiru said Vice President for Administrative Affairs Jerry Farley told the College of Engineering last week that the University will provide a statement to each employee indicating how this change will affect him/her individually. Prof. Genova said it seems like we should try to get a bill passed to give people a choice. Prof. Stock commented that many faculty are looking for other jobs because of this issue.

Prof. Mouser pointed out that OTRS would not let the University out for free. It will take a large percentage of money to buy employees out of OTRS. If the University has to continue to pay into OTRS to let people out, then the contributions to TIAA-CREF will have to fall. Prof. Sutton asked why the legislature could not be pushed to take care of the problem. Prof. Gabert said Senator Cal Hobson told the Budget Council two years ago that the legislature would take care of this after HB 1017 was funded, but Senator Hobson seems reluctant to say that now. The state views OTRS as the primary plan and therefore must be funded.

Prof. Holmes claimed retirement income for individuals would be about 105% of salary with OTRS and TIAA-CREF (assuming both would continue) and about 70% without OTRS. He said the question was, "Do we want money now or in the future?" OTRS is a property right guaranteed by law, whereas a defined contribution like TIAA-CREF could be cut by the regents. Prof. Tepker questioned whether OTRS was really guaranteed, since benefit programs could be cut back by legislative action. Prof. Holmes said the York decision held that a retirement system for vested members is a property right.

Prof. Genova suggested that legislators be invited to come to a Faculty Senate meeting. Prof. Gabert told the senators they could discuss this problem with any members of the Faculty Welfare Committee: Fran Ayres, David London, Donald Pisani, Ken Wedel, or himself. He said he will keep trying to push the administration to come up with a plan. Prof. Boyd said the Faculty Senate will be asked to review a sample letter which will eventually go to all employees giving them a sense of their personal stake in the matter. A lot of people seem to be waiting to make decisions until the new president arrives.

ELECTION, SENATE STANDING COMMITTEES AND UNIVERSITY/CAMPUS COMMITTEES

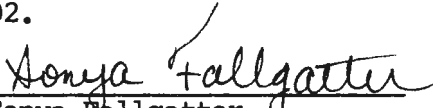
The Senate approved the Committee on Committees' nominations to fill vacancies on Faculty Senate standing committees and University and campus councils, committees and boards (Appendix V).

CALENDAR CHANGES TO ACCOMMODATE THE MARTIN LUTHER KING, JR. HOLIDAY

This summer the President announced that the University will observe the Martin Luther King, Jr. holiday beginning in 1995. The Senate Executive Committee provisionally approved the calendar change recommended by the Academic Regulations Committee to accommodate the holiday in the Spring 1995 semester. Classes will begin on Tuesday, January 17, 1995. Now the Senate is being asked for a permanent recommendation on the proposal for incorporating the holiday (see Appendix VI - Academic Regulations Committee proposal). The vote will be taken at the October meeting.

ADJOURNMENT

The meeting adjourned at 5:10 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, October 10, 1994, in Jacobson Faculty Hall 102.


 Sonya Fallgatter
 Administrative Coordinator


 Connie Dillon
 Secretary

Norman Campus Faculty Senate
 Jacobson Faculty Hall 206
 phone: 325-6789 FAX: 325-6782 e-mail: facsen@uoknor.edu

The University of Oklahoma (Norman campus)
1994-95 Faculty Senate

9/94 (Appendix I)

Boyd, Tom (Philosophy) - Chair
 Weaver-Meyers, Pat (Univ. Libraries) - Chair-Elect
 Dillon, Connie (Educ. Leadership & Policy Studies) - Secretary

<u>Senators</u>	<u>Representing</u>	<u>Term</u>
Erdener, Eren (Architecture)	Architecture	1994-95*
Weinel, Eleanor (Architecture)	Architecture	1993-96
Baker, Donald (Social Work)	Arts & Sciences	1994-97*
Friedrich, Gus (Communication)	Arts & Sciences	1993-96
Fung, Bing Man (Chemistry & Biochem.)	Arts & Sciences	1994-95*
Genova, Pamela (MLLL)	Arts & Sciences	1993-96
Greene, Ellen (Classics)	Arts & Sciences	1994-97*
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
Holmes, Alexander (Economics)	Arts & Sciences	1993-96
Hutchison, Victor (Zoology)	Arts & Sciences	1994-97*
Landes, Ruediger (Mathematics)	Arts & Sciences	1992-95
Loving, Bill (Journalism & Mass Comm.)	Arts & Sciences	1994-95
Mock, Douglas (Zoology)	Arts & Sciences	1992-95
Nelson, Donna (Chemistry & Biochem.)	Arts & Sciences	1994-96*
Patterson, Lotsee (Library & Info. St.)	Arts & Sciences	1994-97*
Pauketat, Timothy (Anthropology)	Arts & Sciences	1994-97*
Ragep, Jamil (History of Science)	Arts & Sciences	1994-97*
Reeder, Mark (Mathematics)	Arts & Sciences	1993-96
Sankowski, Edward (Philosophy)	Arts & Sciences	1992-95
Sullivan, Regina (Psychology)	Arts & Sciences	1992-95
Van Gundy, Arthur (Communication)	Arts & Sciences	1994-95
Watson, Deborah (Physics & Astronomy)	Arts & Sciences	1992-95
Wenk, Dee Ann (Sociology)	Arts & Sciences	1994-97*
Horrell, James (Finance)	Business Administration	1994-97*
Mouser, James (Marketing)	Business Administration	1994-97**
Stock, Duane (Finance)	Business Administration	1993-96
Kincade, Kay (Instr. Lead. & Acad. Curr.)	Education	1992-95
Laird, Susan (Educ. Lead. & Policy St.)	Education	1994-97*
Miller, Raymond (Educ. Psychology)	Education	1993-96
Badiru, Adedeji (Industrial Engr.)	Engineering	1993-96
Kukreti, Anant (CEES)	Engineering	1992-95
Lee, Fred (Electrical Engineering)	Engineering	1994-97*
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
Bremer, Carolyn (Music)	Fine Arts	1994-97*
Burnett, Kathleen (Dance)	Fine Arts	1994-97*
Koger, Kae (Drama)	Fine Arts	1992-95
Fiedler, Brian (Meteorology)	Geosciences	1994-95
Wallach, Bret (Geography)	Geosciences	1994-97*
Williams, T. H. Lee (Geography)	Geosciences	1994-97*
Morgan, David (Political Science)	Graduate College	1993-95
Tepker, Rick (Law)	Law	1993-95
Wiegand, Shirley (Law)	Law	1994-97**
Davis, R. Con (English)	Liberal Studies	1993-96
Ogilvie, Marilyn (Univ. Libraries)	Provost Direct - Library	1993-96
Rhodes, John (Aerospace Studies)	Provost Direct - ROTC	1994-97**

* New member

** Re-elected member

RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 1993 - August 1994)

Date of Senate mtg.	Item*	Origin	Disposition by Administration, Date
1 9-13-93	Faculty replacements, councils/committees	Senate	Appointed, 9-17-93
2 11-8-93	Nominees for Presidential Search Committee	OU Regents	Appointed, 11-16-93
3 11-8-93	Resolution, Presidential Search Comm. composition	Senate	(See #6)
4 11-8-93 & 12-13-93	Faculty replacements, councils/committees	Senate	Appointed, 12-20-93
5 12-13-93	Resolution, endowed chair/professorship program	Senate	Accepted, 12-20-93
6 12-13-93	Presidential Search Comm. composition (see #3)	Senate	OU Regents do not concur in interpretation, 1-3-94
7 3-14-94	Publication of course evaluations	Student Congress	Supported, 3-22-94
8 5-2-94	Revisions in faculty appeals process	Senate	Referred to Provost, 5-10-94
9 5-2-94	Resolutions, budget principles and reporting of salary distribution data	Senate	Referred to President-designate and Provost, 5-10-94
10 5-2-94	Addition to makeup examination guidelines	Provost	Approved, 5-10-94
11 5-2-94	Resolution of appreciation to President Van Horn	Senate	Accepted with thanks, 5-10-94
12 5-2-94	End-of-year faculty replacements, councils/comm.	Senate	Appointed, 5-10-94

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



9/94 (Appendix III)

The University of Oklahoma

OFFICE OF THE PRESIDENT

The OU Norman Campus • The OU Health Sciences Center, Oklahoma City
The OU Health Sciences Center, Tulsa Campus • The OU Programs at The University Center at Tulsa

September 8, 1994

Professor Tom Boyd
Chair, Faculty Senate
University of Oklahoma
Norman, OK 73019

Dear Professor Boyd:

As I prepare for the presidency of the University of Oklahoma, I am convinced that no single effort will impact the future of this institution, shape the lives of our next generation of leaders, and unite the university family in its central purpose more than achieving true excellence in the education of undergraduate students. While we must continue to strive for excellence in important areas of research and graduate and professional education, it is the quality of the undergraduate experience that touches most students, inspires them to pursue further education and forms their bonds with the university.

I decided to leave the Senate to come to the university because of my deep conviction that we cannot succeed as a people, even if we do everything else right, if we fail to properly educate, mentor, and nurture the next generation. Ten years ago the same conviction led me to form the Oklahoma Foundation for Excellence to reward and recognize great teaching and the important role that teaching plays in our society.

In addition to these beliefs, I come to the presidency with a strong desire to create a sense of real partnership with the faculty as we strive to achieve important academic goals. I share the often stated view of President Cross that the role of administration is simply a supporting one to the mission of education. I also was very pleased to accept the invitation of the Department of Political Science to teach in that department. I am proud to join the faculty as a colleague.

I will look constantly to the faculty for the vision, understanding, energy and commitment required to move us toward true excellence. You will find that I will often turn to the faculty for counsel and advice. In this first letter to you as President Designate, I write to seek that advice, counsel and help.

It is my desire to appoint a panel on Reinvigorating the Undergraduate Education to make recommendations to me as President. I would hope that this panel would make the first phase of its recommendations to me by March 15 so that I can consider them as I make budget and personnel decisions for the next fiscal year. The panel should continue to pursue its efforts and should make recommendations on an on going basis.

The panel would be charged with a comprehensive examination of the undergraduate experience including focusing upon how our students are taught, mentored, and motivated to succeed as well as how faculty are inspired, supported, recognized, and rewarded for excellence in teaching and mentoring students.

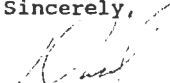
Among the issues I want the panel to examine are methods for creating an environment which encourages more faculty- led class sections, improves the mentoring and advising of students, and provides for greater opportunities for faculty-student interactions outside of the classroom.

The panel should also consider and make specific recommendations for changes in existing policies and procedures such as those affecting annual evaluation, promotion and tenure of faculty, to provide greater incentives and rewards for excellence in teaching as well as other initiatives that can improve the undergraduate experience. In addition to examining strong undergraduate teaching programs at other institutions and utilizing some of their leaders as outside resource people, I hope that the panel will also interview and draw on the wisdom of such distinguished former O.U. leaders as former Presidents George Lynn Cross, Paul Sharp and Interim President J. R. Morris and others. In addition, I hope that the panel will consult with student leaders to determine the best means of receiving input from students in this important undertaking. Representatives from the Division of Student Affairs and staff who work closely with students could also assist as resource persons for the panel.

The panel should probably consist of 15 to 18 faculty members. It should be a representative group of the university's most distinguished teaching and research faculty selected from disciplines that cut across colleges and curricula. Those selected also should reflect the diversity of the University's faculty in terms of professional rank, gender and ethnic and racial heritage. I hope that you will personally consider chairing or co-chairing this panel. I would like to appoint the panel based upon your recommendations after you consult with your colleagues in the Faculty Senate and in the faculty generally.

As I said earlier, I place great importance on my partnership with the faculty and I have deep respect for its role and its abilities. This panel, to succeed and to greatly impact the future of our university cannot be the President's panel, it must be a panel which represents the shared hopes, sound thinking, and collective vision of the faculty. I look forward to receiving your recommendations very soon so that the panel can be appointed and begin its work.

Sincerely,


David L. Boren
President Designate

FACULTY WELFARE REPORT - 9/12/94

REMINDER - JULY 1, 1995 - SB 568 GOES INTO EFFECT

- 1995 - FACULTY MEMBER PAYS 6% ON FIRST \$25,000 AND 7% ON ALL SALARY OVER \$25,000 + COMPENSATION
- 1996 - FACULTY MEMBER PAYS 6.5% ON FIRST \$25,000 AND 7% ON ALL SALARY OVER \$25,000 + COMPENSATION
- 1997 - FACULTY MEMBER PAYS 7% ON ALL SALARY + COMPENSATION. THIS IS ASSUMED TO CONTINUE UNTIL MEMBER RETIRES.
- 1995 - UNIVERSITY CONTRIBUTION TO OTRS WILL BE 9% (INCREASING 1% PER YEAR UNTIL 2005, AND THEN CONTINUING AT 18% UNTIL 2012) OF EMPLOYEE'S SALARY + COMPENSATION (- ~5% GAS WELLHEAD TAX). UNLESS THE STATE OF OKLAHOMA ADDS ADDITIONAL MONIES TO ADJUST THE UNIVERSITY CONTRIBUTION.

* OTRS IS ASSUMED TO HAVE UNFUNDED LIABILITY REMOVED BY ~2013

- CURRENTLY THE 1995 RETIREMENT PLAN (ASSUMING A MEMBER IS IN OTRS):

<u>UNIVERSITY PAYS</u>	<u>INDIVIDUAL</u>
7.65% FICA	7.65% FICA
8% TO 18% (-5%) OTRS	7.00% OTRS
13.1% (1994 LEVEL) TIAA*	

- AFTER JULY 1, 1993 - OU REGENTS CAPPED THE CONTRIBUTION TO RETIREMENT AT 15% ABOVE \$9,000, PLUS 2% UP TO \$40,000 (OTRS CAP AND OU PLAN AT THAT TIME)

* TIAA MEANS ANY OF THE PARTICIPATING DEFINED CONTRIBUTION COMPANIES (AETNA, FIDELITY, TIAA, VANGUARD)

- FOSTER-HIGGINS 1994 STUDY TO EXAM WAGE REPLACEMENT REQUIREMENT, RECOMMENDS:

INDIVIDUAL PAYS ACCORDING TO THE ABOVE 1995 PLAN
UNIVERSITY PAYS ACCORDING TO THE ABOVE 1995 PLAN TO OTRS AND 2.3% BELOW \$9,000 SALARY, AND 5.7% ABOVE \$9,000 SALARY

- IF EFFORTS TO ALLOW MEMBERS TO WITHDRAW FROM OTRS ARE SUCCESSFUL, AN UNOFFICIAL PLAN PROPOSES 12% OF TOTAL SALARY PAID BY THE UNIVERSITY TO TIAA FOR EACH MEMBER (APPROXIMATE AMOUNT CURRENTLY PAID TO TIAA)

- TO DATE - NO OFFICIAL UNIVERSITY PLAN FOR 1994-95 TO REQUEST STATE LEGISLATURE TO ALLOW SELECT EMPLOYEES OUT OF THE OTRS PLAN, i.e., MEMBER CHOICE, NEW AND NON-VESTED MEMBERS, NEW MEMBERS

- SPRING 1994 - A PROPOSAL WAS MADE TO THE LEGISLATURE (SENATE BILL 593) PROPOSING THAT ANY FACULTY MEMBER COULD LEAVE OTRS.

- IF MEMBERS LEAVE OTRS, THE UNIVERSITY OF OKLAHOMA (SPRING 1994) MADE A PROPOSAL TO PAY THE OU 'FAIR SHARE' OF THE UNFUNDED LIABILITY TO OTRS

- UNOFFICIAL DISCUSSION IS TO TRY TO SEEK APPROVAL FROM THE LEGISLATURE TO ALLOW ANY FACULTY MEMBER THE CHOICE TO LEAVE OTRS

- UNOFFICIALLY, IT APPEARS THAT IN THE BEST INTEREST OF THE UNIVERSITY WE SHOULD PARTICIPATE IN A NATIONAL RETIREMENT PLAN. HOW AND WHEN WE ARRIVE AT THAT POINT IS A VERY COMPLEX ISSUE AND FOR CURRENT MEMBERS SEEMS TO BE AN INDIVIDUAL ISSUE

FACULTY SENATE COMMITTEE ON COMMITTEES' NOMINATIONS

Faculty Senate Standing Committees

Faculty Senate Committee on Committees:

to replace Claren Kidd, 1993-96 term

Philip Lujan (Communication)

Faculty Senate Committee on Faculty Welfare:

to replace Deborah Watson, 1992-95 term

Donald Pisani (History)

Faculty Senate Committee on Faculty Welfare:

to replace Bart Ward, 1992-95 term

Ken Wedel (Social Work)

Faculty Senate Faculty Compensation Committee:

to replace Mack Caldwell, 1994-95 term

Susan Vehik (Anthropology)

University and Campus Councils, Committees, and Boards

Academic Programs Council:

to replace Carlotta Horraine, 1993-96 term

Frank McQuarrie (Instr. Lead. & Acad. Curr.)

Campus Planning Council:

to replace Claren Kidd, 1993-96 term

Stewart Ryan (Physics & Astronomy)

Equal Opportunity Committee:

to replace Joanna Rapf, 1993-96 term

Simin Pulat (Industrial Engineering)

Faculty Appeals Board:

to replace Marjory Cornelius, 1992-95 term

Peter Kutner (Law)

Goddard Health Center Advisory Committee:

to replace James Wainner, 1994-95 term

Edgar O'Rear (CEMS)

Honorary Degrees Screening Committee:

to replace Fred Miller, 1993-96 term

Robert Shalhope (History)

Legal Panel:

1994-97 term

Lawrence Rossow (Educ. Lead. & Policy Studies)

Proposed revisions in the OU Academic Calendar

FALL SEMESTER

Proposed Changes:

- Return to a 5-day final exam period with one extra day (Saturday) for make-ups and conflicts
- Eliminate Help Day (no longer needed as a buffer between the last day of classes and the beginning of the regular exam week)
- Schedule final exams for evening classes on the last regular class meeting.
- Adjust times of evening classes to ensure that they meet for 800 clock minutes per credit hour.
- Adjust the time of class sections that meet only on Friday to ensure that they meet for 800 clock minutes per credit hour.

Result of Changes:

- The semester has 81 instructional days (5 days x 16 weeks), counting the Saturday final day and the extra Tuesday. Friday daytime classes will be short one class period because of the Texas holiday. Classes that meet only on Friday or in the evening will meet the required 800 minutes per credit hour.

SPRING SEMESTER

Proposed Changes:

- Add Martin Luther King Day as a regular holiday. No classes will meet.
- Return to a 5-day final exam period with one extra day (Saturday) for make-ups and conflicts
- Eliminate Help Day (no longer needed as a buffer between the last day of classes and the beginning of the regular exam week)
- Schedule final exams for evening classes on the last regular meeting.
- Adjust times of evening classes to ensure that they meet for 800 clock minutes per credit hour.

Result of Changes:

- The semester has 80 instructional days (5 days x 16 weeks) counting the Saturday final day. Monday regular daytime classes will be short one class period because of Martin Luther King Day. Classes that meet only on Monday or in the evening will meet the required 800 minutes per credit hour.