

**JOURNAL OF THE FACULTY SENATE**  
The University of Oklahoma (Norman campus)  
Regular session - October 10, 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, Dillon, Fiedler, Friedrich, Fung, Genova, Greene, Gutierrez, Havener, Holmes, Horrell, Hutchison, Laird, Loving, R. Miller, D. Morgan, Mouser, Nelson, Ogilvie, Patterson, Ragep, Reeder, Rhodes, Roegiers, Stock, Sullivan, Sutton, Tepker, Tiab, Van Gundy, Wallach, Watson, Weaver-Meyers, Weinel, Wenk, Wiegand, Williams

PSA representatives: Barth, Marshall, Morrison, Simmons

UOSA representatives: Wick

**ABSENT:** R.C. Davis, Erdener, L. Hill, Kincade, Koger, Kukreti, Landes, F. Lee, Mock, Pauketat, Sankowski,

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**TABLE OF CONTENTS**

**Announcements:**

New senator.....	1
Fall General Faculty meeting.....	1
Issues and concerns identified by Faculty Senate.....	2
Leave/sabbatical committee.....	2
Task force, College of Liberal Studies organization.....	2
Remarks by Ms. Gloria Miller White, Ombudsperson.....	2
Senate Chair's Report.....	3
Retirement report by Prof. Duane Stock.....	3
Calendar changes to accommodate King holiday.....	5
Panel on reinvigorating undergraduate education.....	5
Election, Research Council.....	5
Triennial reapportionment of Faculty Senate.....	6
Proposed procedures for granting academic reprieves.....	6
Proposed policy on employee financial obligations to the University...6	
Recommended change in the routing of tenure dossiers.....	6

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**APPROVAL OF JOURNAL**

The Senate Journal for the regular session of September 12, 1994, was approved.

**ANNOUNCEMENTS**

Prof. James Horrell (Finance) was elected to complete the 1994-97 term of Prof. Stephen Butler (Accounting) in the Faculty Senate, representing the College of Business Administration.

The Fall General Faculty meeting will be held Thursday, November 17, 1994, at 3:30 p.m. in Adams Hall 150. President David Boren will be the guest speaker.

A list of the issues and concerns identified by the Faculty Senate members (Appendix I) was distributed at the meeting. This list was sent to the president, provost, appropriate vice presidents, and appropriate committee chairs for their information and possible action. Prof. Boyd said other issues could still be added.

A committee has been formed by the OU Regents to review the policy on leaves and sabbaticals. The faculty selected from nominations submitted by the Faculty Senate Executive Committee for the Norman faculty positions are David Branch (Physics & Astronomy), Bob Foote (Industrial Engineering), and Dortha Killian (Architecture). Dean David Woods (Fine Arts) will chair the committee, and a representative from the HSC Faculty Senate will also serve.

Prof. David Gross (English) is the Faculty Senate representative on a task force to consider the organization of the College of Liberal Studies. Other members include Gus Friedrich (Provost Fellow), Joseph Ray (College of Continuing Education), Bedford Vestal (Liberal Studies Interim Dean), a College of Liberal Studies student, and Ron Sack (CEES), who will serve as chair.

#### **REMARKS BY MS. GLORIA MILLER WHITE, OMBUDSPERSON**

Prof. Boyd remarked that for some time we have been interested in having an ombudsperson for the University. Ms. Gloria Miller White was invited to inform the Faculty Senate about what this new position is.

Ms. White said she had been on campus since June 1. She is the first college or university ombudsperson in Oklahoma. In June she attended a conference of U.S. and Canadian college and university ombudspersons. She serves faculty and staff (and students whose concerns arise out of their employment). Sexual harassment and discrimination issues are referred to the Affirmative Action Office. Otherwise, any other kind of conflict can be brought to her office. Visits to her office are confidential. If requested by a visitor, she can become involved in talking with another individual on his/her behalf. What she represents is the idea of fairness. Her training is in informal dispute resolution. Some issues that have gone before a formal process could have been more satisfactorily handled informally. Any solutions are a result of the parties communicating, and they feel better because they helped generate the solution. Ms. White's office is in room 338 of Bizzell Memorial Library, and her phone number is 325-3297. This is a two-year half-time pilot position. She is on campus Monday and Wednesday from 9:00 a.m. to 5:00 p.m., including the noon hour, and other times by appointment.

Prof. Greene asked what kind of problems an ombudsperson sees. Ms. White said she hears faculty concerns about other faculty members, concerns of deans about situations between old guard faculty and new guard faculty, and staff problems with supervisors, for example. She said any concern could be brought to her. She has the authority to investigate confidentially and has unlimited access to all University records.

Prof. Watson asked whether there are times when someone could skip internal processes and, for example, file a lawsuit in federal court. Ms. White said she does not advise anyone to do anything, but instead presents options.

Prof. Sullivan asked how one would determine what is sexual harassment or discrimination and why the ombudsperson would not handle those kinds of issues. Ms. White said she is an attorney by training. If the information

the individual shares shows that harassment or discrimination might have occurred, then s/he is referred to the Affirmative Action office, although the matter could be referred back to Ms. White if the Affirmative Action office does not find harassment or discrimination. Prof. Sullivan asked why, when so many of the conflicts involve discrimination and harassment, the University would eliminate those areas from the duties of an ombudsperson. Ms. White said an ombudsperson does not replace any positions on campus but rather augments those positions. Prof. Sullivan said she thinks an ombudsperson could resolve some of those issues more gently.

Prof. Roegiers asked what power the ombudsperson would have to bring the parties together. Ms. White pointed out that not every situation needs or is appropriate for mediation. If one side is not willing to participate, s/he cannot be forced. Other options would have to be considered.

Prof. Holmes asked to whom she reports. Ms. White answered that she reports administratively to the Provost. Prof. Loving asked whether the fact that a party declined to participate in mediation would become part of the permanent records. Ms. White said she does not plan to keep any permanent records. Once she has done everything she can do, she will destroy the records. Prof. Loving asked what she would do if asked to provide a statement about someone's willingness to participate in mediation. Ms. White said her response would be that she could not confirm or deny that. When asked by Prof. Loving whether she had access to the Provost's records, Ms. White said she does.

Prof. Watson asked whether an ombudsperson's decision is subject to approval by the Provost. Ms. White responded that the solutions that individuals derive might require dean, provost, or regent approval given certain policies that are in place. Prof. Wiegand, who chaired the ombudsperson search committee, commented that this concept is in place at other universities and can work very well.

#### **SENATE CHAIR'S REPORT, BY PROF. TOM BOYD**

Prof. Boyd said he believes there is a high degree of expectation and a high degree of apprehension among the faculty because of the administrative change. To the question of whether everything has to go through President-designate Boren, he said the answer is yes and no. President-designate Boren will answer many of the questions at the general faculty meeting November 17, his second day here.

#### **PRESENTATION ON RETIREMENT BY PROF. DUANE STOCK**

Prof. Boyd said the retirement problem is also on the minds of faculty. Prof. Duane Stock asked to address the Faculty Senate on this issue. Prof. Boyd said he had invited Mr. Don Flegal, Director of Personnel Services, to come to the meeting to answer any questions.

Prof. Stock distributed a memo explaining his opinion on the retirement situation (Appendix II). In discussing his basic points, he noted that an individual's contribution to OTRS (Oklahoma Teachers' Retirement System) is based on both salary and benefits. He said people should focus on how they will be affected by the changes that will take effect July 1995. He has been with the University sixteen years and thinks this is the worst compensation event that has occurred.

Prof. Dillon said when she calculates projected retirement benefits from TIAA-CREF and OTRS, OTRS comes out higher than TIAA-CREF. Prof. Stock said lower paid people have less contributed to TIAA-CREF because it is paid on salary above \$9000. One option would be to quit OTRS and contribute that money to an SRA (supplemental retirement annuity). More could be contributed to an SRA if we did not have to pay into OTRS. Prof. Dillon said her calculations show her SRA also will not yield as much as OTRS. She asked whether the individual could continue to contribute to TIAA-CREF even if the University did not. Prof. Stock said that was possible. Prof. Dillon pointed out that TIAA-CREF is a defined contribution so one can only make projections, whereas OTRS is a defined benefit. Prof. Stock said that was true. On the other hand, one runs the risk of OTRS raising the contribution rates. Mr. Flegal commented that for most of the people for whom Personnel Services had run projections (who typically have been with the University 15-20 years and do not have an SRA), retirement income would be higher from OTRS than from the defined contribution plan. The few for whom that does not apply are usually the higher paid employees. The differences are narrowing as TIAA-CREF is available longer; TIAA-CREF was first offered at the University in 1972. What Prof. Stock said about buying an equivalent or better plan is right if one takes the same fixed dollars. OTRS actuaries estimate that it takes 8-10% to buy the OTRS benefit. Anything above that is going to pay off the unfunded liability.

Prof. Sutton said unless your salary is very small, you will see a significant change in take-home pay. He asked, "What are we going to do about it?" Prof. Gabert explained that the administration is trying to get a change in the rate or length of time the University has to pay toward the OTRS unfunded liability and to give individuals the choice of staying in or leaving OTRS. Prof. Stock said Louisiana had the same problem and bought its way out of its state system. Prof. Gabert pointed out that so far, there has been no way to get the legislature to allow anyone out. If people are allowed to leave the system, the University would have to pay a lot of money. Mr. Flegal added that OTRS would want about 8% of employees' income (about \$1 million) each year. Prof. Boyd noted that a legislative subcommittee is supposed to address this issue. However, we need to figure out the best way to protect ourselves regardless of what the legislature does. Prof. Gabert said an alternative is a cut in retirement if we want to protect take-home pay.

Prof. Roegiers asked about the promise to provide a statement to each employee indicating how much the cut in take-home pay would be. Prof. Boyd said the Faculty Senate Executive Committee and Personnel Services were working on a draft letter that would tell individuals how to derive the figures. Mr. Flegal said his office could provide the precise figures upon request. Later this month they will also be able to figure in the tax rate.

Prof. Horrell, who also distributed a memo (Appendix III), observed that the other aspect of this issue is that the University contribution to OTRS will be about 13%. Currently, the University contributes 13% to TIAA-CREF. The University will not be able to contribute to both and will therefore have to start trimming TIAA-CREF. That will cause any faculty with mobility to leave and create a tremendous retention problem. We will be paying 7% for a 2% return on OTRS. We should be pressing the administration to correct this situation. Prof. Genova said it might be appropriate to send a combination of the Stock and Horrell memos out to the faculty. Prof. Boyd remarked that information from these memos could be added to the memo being prepared.

Prof. Hutchison said it is simple to calculate the retirement benefit from OTRS. He was surprised at what the uncapped OTRS benefit will mean to him. He suggested that it is unlikely to think we will be able to get out of OTRS, and even if we buy our way out, the cost looks excessive. Prof. Gabert said the University has been trying to get out because of the concern about retention and hiring in the long run. Prof. Stock said it is hard for him to believe that someone would want to give up TIAA-CREF, which is free.

#### **ACADEMIC 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. Now the Senate must decide on a permanent recommendation for incorporating the holiday (Appendix IV). Prof. Boyd explained that the proposed calendar changes would also apply to the Fall semester to offset the Texas holiday and provide uniformity. Under this plan, we would return to a five-day final examination period, eliminate Help Day, and adjust the meeting times of evening classes to allow for their final examinations.

Prof. Watson said the Tuesday/Thursday classes used to have three more hours than Monday/Wednesday/Friday classes in the Fall semester. This revision takes care of that except that Tuesday classes still meet an extra class, while Friday classes are short a day. That means Tuesday/Thursday classes meet two more hours than the Monday/Wednesday/Friday classes. She proposed an amendment to create a Fall break by designating as a holiday the Thursday before the Friday Texas holiday. Some senators argued that that would work for Tuesday/Thursday classes but not for a Tuesday only or Thursday only class. Prof. Boyd commented that in any case, someone is going to meet more classes. Prof. Fung spoke against the amendment, saying there are too few class meetings now. The amendment failed on a voice vote.

Prof. Fiedler asked if the vote was for celebrating a Martin Luther King, Jr. holiday. Prof. Boyd stated that the holiday had already been approved by the President. At issue was a plan for incorporating the holiday into the schedule. The proposed calendar changes were approved on a voice vote.

#### **PANEL ON REINVIGORATING UNDERGRADUATE EDUCATION**

Prof. Boyd said he was pleasantly surprised at the number of nominations for the panel for reinvigorating undergraduate education, and some tough choices had to be made. President-designate Boren had requested a panel of 15-18 faculty (see 9/94 Senate Journal, page 5). In forming the slate, attention was given to a variety of criteria. Representatives from the staff and HSC will also serve. The list will be sent to President-designate Boren, who will have the final say. Following two nominations from the floor, the attached slate was elected (Appendix V).

#### **ELECTION, RESEARCH COUNCIL**

The Faculty Senate approved the Senate Committee on Committees' nomination of James Hart (History) to replace Neera Badhwar (Philosophy) on the Research Council, humanities and arts position, 1994-95 term.

**TRIENNIAL REAPPORTIONMENT OF FACULTY SENATE SEATS FOR 1995-98**

Prof. Boyd reminded the group that every three years the Faculty Senate is reapportioned. The recommendation of the ad hoc committee, co-chaired by Professors Gary Copeland (Political Science) and Al Schwarzkopf (Management), is that the same apportionment be retained (Appendix VI). The Senate's decision will be considered by the general faculty on November 17. Prof. Sutton asked why representatives are designated from the Graduate College and College of Liberal Studies when the faculty who participate in those colleges already exist in other colleges. Prof. Schwarzkopf said that procedure had been in place for several years. Ms. Fallgatter noted that the charter of the Faculty Senate calls for representation from each degree-granting division. The recommendation was approved on a voice vote.

Prof. Boyd noted that the Faculty Senate would discuss the following items next month. The documents were attached to the October agenda and are available from the Faculty Senate office.

**ACADEMIC REPRIEVES**

On January 11, 1993, the Senate endorsed the concept of the University participating in the Academic Reprieve Policy of the Oklahoma State Regents for Higher Education but requested that institutional procedures not be adopted without input from the Senate (see 1/93 Senate Journal, page 3-4). The proposed procedures include several options to consider.

**PROPOSED POLICY ON EMPLOYEE FINANCIAL OBLIGATIONS TO THE UNIVERSITY**

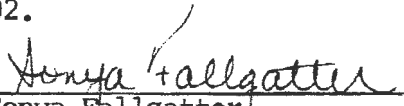
The proposed policy on employee financial obligations to the university relates to outstanding debts owed to the University by employees and how we can require employees to pay those funds back. One of the proposals is, after 90 days, the University could collect the debt by payroll deduction.

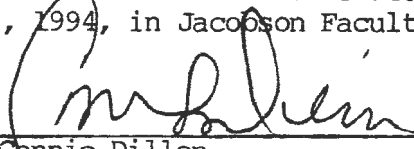
**ROUTING OF TENURE DOSSIERS**

The Campus Tenure Committee endorsed a recommendation of the Provost's office to change the routing of tenure dossiers so that the dossiers would go from the department sequentially, instead of simultaneously, to the appropriate dean and Campus Tenure Committee.

**ADJOURNMENT**

The meeting adjourned at 4:55 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, November 14, 1994, in Jacobson Faculty Hall 102.

  
 Sonya Fallgatter  
 Administrative Coordinator

  
 Connie Dillon  
 Secretary

## FACULTY ISSUES AND CONCERNS, FALL 1994

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.

1. Retirement: potential loss of benefits that have been long-standing.
2. Salaries: long-term diminution of earnings because of several years of no salary increases.
3. Library: a steady decline in basic infrastructure due to inadequate support. The collection of the OU library ranks 103rd among the 108 research libraries in some crucial categories, while the requests for interlibrary loans rank 6th. These numbers reflect the gross inadequacy of our library collections and the high demand of our users. In comparing statistics, the Norman and HSC collections are grouped together to make them look better. The lack of funding makes undergraduate education, graduate training, and original research extremely difficult and has a deleterious effect on the functioning of the whole University. We need to urge the administration to seek an external endowment for the library to fund collections, installment of state-of-the art electronic means of storing and accessing information, and personnel. Faculty involved in giving advice should not pit science departments against humanity departments or books versus serials. Is a separate library committee (formed by the Senate in March) in co-existence with the University Libraries Committee the best way to present the overall faculty interest to the administration?
4. Travel support and research support: erosion of M&O funds continues to limit opportunity.
5. Condition of computing facilities on campus: steady decline in basic infrastructure. This decline has created a have/have not situation and actually prevents some research. We have had several committees and recommendations on distributed vs. centralized services and a recent report from an ad hoc committee on how to spend those extra monies from last year. It is still not clear where that is going and how we are going to catch up with peer institution campuses after years of neglected infrastructure. Where has that bond money gone?
6. External perception of OU by citizens of the state, legislators, etc. and what the faculty can do to help improve that perception.
7. Tuition waivers for faculty children enrolled at OU (when, if ever, how much, and how).
8. Gender and ethnic issues (institutional culture): We have a number of years in which minority student population has grown, but have the traditions of the institution reformed to include this population? Many of our traditional events center on Greek life rather than on minority life. An issue for the Council on Campus Life.
9. Upgrade of University telephone system (when, how and who).
10. Retention of faculty: We seem to have a greater emphasis on recruitment and not enough on retaining faculty who would like to stay if opportunities for spouses, raises, etc. were adequate.
11. Program review: the lack of action after the effort. The way it is done forces the department to emphasize the positive rather than ferret out the negative. This may be because there are no funds forthcoming regardless of the program review outcome. Or, perhaps it is just that the program focuses on evaluation, not on outcomes. If there were funds attached to a program review that could be used to improve inadequacies, a unit might work harder to identify problems. As it is, every unit tries to paint a rosy picture because they want to continue and they know that past program reviews have resulted in no support for needed improvements.
12. The treatment by faculty of students with special needs--handicaps, religious holidays, etc.

## Financial Analysis of Forthcoming Changes in Retirement Benefits

Duane Stock  
Professor of Finance  
October 10, 1994

Some in the faculty senate have commented that they would like to hear my opinion on the retirement situation and that I could be helpful resource given that I have studied it intensively (and am a finance professor). Every finance professor and accounting professor I have talked to about this is very distressed about the changes due to take place next year. They view the changes as a very significant reduction in the compensation package for the great majority ( all or almost all?) of faculty.

Some basic relevant points include

1. The cost of TRS to the university (employer contributions) will be approximately the same as for TIAA-CREF in the future.
2. OU can't afford to contribute this much to both. The combination would require contributions of about 26% of salary. Presently OU contributions are much less.
3. The cost of TRS to the individual will rise by about 1/4th to 1/5th (20% to 25%) in July 1995 for everyone due to contributions being based on salary plus benefits. For faculty making a salary considerably above their cap (\$25,000 or \$40,000), their take home pay will decline very significantly.

Consider the analysis directly below where the issues are not how much retirement income does one need but

- 1.) What is the best choice of plans, and
- 2.) What are OU administrators doing to obtain this best choice for faculty?

The following analysis is from the perspective of a personal financial advisor to you. That is, imagine you go to a personal advisor and ask him (her) how you are affected by changes in your retirement program taking effect July 1995. In other words, how well does your retirement program rate from a "return on investment" perspective of your individual contributions? Legislative/political/administrative considerations are not at issue except for asking what OU administrators do doing to obtain the best choice.

Let us say you are given a choice between TRS and TIAA-CREF. (To have a choice seems only reasonable. We have, for example, a choice as to health care benefits.) Also assume that all retirement benefits earned to date are frozen.

- 1.) Assume you choose TIAA-CREF. Then, no deductions are taken out if you do not participate in TRS. TIAA-CREF is free to individuals!! (TIAA-CREF could be considered the major plan of the two from this perspective: forthcoming retirement benefits from it exceed that forthcoming from TRS for many faculty.)
- 2.) Assume you choose TRS. Soon, you will have your take home pay reduced (quite dramatically if your salary is well above your cap) because TRS will require about 8.5% (7% of your salary plus 7 % of your benefits!!) of your salary. (Also, it would appear the university would have little or no money to contribute to TIAA-CREF as the cost of TRS is about that of TIAA-CREF.)

I have heard some say they might prefer to stay in TRS given a choice. This would seem to be rational only in very rare cases. Look at it this way.

If you choose TIAA-CREF (choice one), you are free to contribute, on your own election, to a supplemental retirement account (SRA) . Say you choose to contribute 8.5%, the same amount that would be going to TRS from your paycheck. The retirement benefits you would get from the SRA are then similar or greater than the TRS benefits. See the attached example. But you would still be getting the TIAA-CREF free!! In a way, you would get two retirement programs for the price of one.



If you participate only in the TRS program (choice two), the cost to you is the same but you have only one retirement plan. See the attached example where the return to you in TRS is only 6.6% which is not very good in a present environment where ultra safe 20 year U. S. Treasury bonds yield almost 8% .

Furthermore, from this analysis, if I had a choice between

a.) TRS only vs. b.) no university plan

someone would have to convince why I should choose TRS given I could quite likely do just as well or better (from a return on investment perspective) on my own.

P.S. The attached analysis has also been calculated assuming a 3% raise each year. In this case, the TRS benefits (based on an average of the last 3 or 5 years of salary) are larger and the rate of return is just above 9% which is still not impressive and could well be matched with an individual program.

10-4-94  
(by G. Emery)

Current age 45  
 Years @ OU 10 (vested)  
 Age @ retirement 65 satisfies (rule of 80)  
 Life expectancy 78  
 Current salary 50,000

Current cap  
 A: 25,000  
 B: 40,000

A. Stay: Deposits 7% (salary + benefits at 22% of salary) for 20 years = 4,270  
 Current balance (.05 x 25,000 x 10) 12,500

Receive .02 x 25,000 x 10 5,000  
 .02 x 50,000 x 20 20,000  
 25,000

-12,500      -4,270      ...      -4,270      +25,000      ...      +25,000  
 0                    1                    ...                    20                    21                    ...                    33

IRR = 6.6%

B. Stay: Deposits = 4,270  
 Current balance (.05 x 40,000 x 10) 20,000

Receive .02 x 40,000 x 10 8,000  
 .02 x 50,000 x 20 20,000  
 28,000

-20,000      -4,270      ...      -4,270      +28,000      ...      +28,000  
 0                    1                    ...                    20                    21                    ...                    33

IRR = 6.6%

Now, suppose TIAA-CREF averages 9% (50% TIAA/50% CREF)  
 Then we know 9 > 6.6 but can also show improved cash flows.

A. could invest 12,500 current \$ + annuity of \$4,270 to receive: \$38,535  
 per year during retirement instead of 25,000

B. Receive 44,149 instead of 28,000

To: Faculty Senators  
 From: James Horrell, Faculty Senator, College of Business  
 Date: October 10, 1994  
 Subject: Implications of the changes in the retirement program.

page 1

To: Faculty Senators  
 From: James Horrell, Faculty Senator, College of Business  
 Date: October 10, 1994  
 Subject: Implications of the changes in the retirement program.

page 2

Most of you are familiar with the June 16, 1992 memo on Teachers' Retirement Changes distributed to the Faculty and Staff by President Van Horn. Accompanying this memo is the Table that accompanied that memo. The importance of the Table lies in what it implies about our future.

- Note that the change in the University contribution to the OTRS plan will entail moving from a very low level (2% in 1992-93 school year to about 13% in 2004-05 and there after) to a level that should support a retirement fund appropriately. This 13% (18% - 5% wellhead gas tax contribution) is approximately the same as the University has been contributing to our TIAA-CREF Program. If the two programs are both continued, the University will be funding our retirement at the level of about 26% of our aggregate salaries. The University cannot afford this luxury and consequently one of the systems will have to go. ASSUME FOR THE SAKE OF ARGUMENT IT IS THE TIAA-CREF PROGRAM.
- We will now be contributing 7% of our salary and fringe benefits in addition to the University's contribution. For this contribution we will receive 2% of the average of our three highest years earnings. Assuming no pay raises and ignoring the difference between present value and future value dollars this hardly seems like a good buy, especially when you consider the fact that the thirteen percent TIAA-CREF money will be lost. What we receive will be future value and what we are paying are present value dollars and if the value of the present value dollars are compounded up even at a low rate (say equal to the CPI) we will have close to off setting effects for the increases we are likely to receive in salaries. In short, these retirement changes represent a significant reduction in our compensation.
- In addition to the reduction in our personal compensation THESE RETIREMENT CHANGES CREATE A VERY POSITIVE INCENTIVE FOR EVERY OTRS VESTED FACULTY MEMBER CAPABLE OF MOVING TO ANOTHER UNIVERSITY OR EMPLOYMENT SETTING TO DO SO. Here's why. By leaving, the vested faculty member will still receive his OTRS benefits on a pro rated basis at retirement and will (a) not have to pay the 7% contribution in the future, (b) be able to transfer the TIAA-CREF level to the new setting and then start adding to it at what ever level the new employment offers (say 10 to 13 percent) and (c) avert the significant reduction in compensation now impending.

- The faculty retention problem created by this "positive incentive" for leaving has far reaching implications for the University. Besides a serious depletion of University resources (our existing faculty with mobility) we will incur the expense of attempting to recruit replacements. "Attempt to recruit" is probably the correct phrase since the retirement changes are going to make the University less competitive in the market place. RETENTION AND RECRUITING MAY BE LARGER PROBLEMS FOR US THAN THE CUT IN COMPENSATION.

CONTRIBUTIONS TO TEACHERS' RETIREMENT

Year	Contributions for Salaries Under \$25,000			Contributions for Salaries \$25,000 to \$40,000			Contributions for Salaries Over \$40,000		
	University*	Employee	Total	University	Employee	Total	University	Employee	Total
1991-1992	1.5%	6.0%	7.5%	1.5%	11.0%	12.5%			
1992-1993*	7.0%	6.0%	13.0%	7.0%	11.0%	18.0%			
1993-1994	7.5%	6.0%	13.5%	7.5%	9.0%	16.5%			
1994-1995	8.0%	6.0%	14.0%	8.0%	8.0%	16.0%			
1995-1996	9.0%	6.0%	15.0%	9.0%	7.0%	16.0%	9.0%	7.0%	16.0%
1996-1997	10.0%	6.5%	16.5%	10.0%	7.0%	17.0%	10.0%	7.0%	17.0%
1997-1998	11.0%	7.0%	18.0%	11.0%	7.0%	18.0%	11.0%	7.0%	18.0%
1998-1999	12.0%	7.0%	19.0%	12.0%	7.0%	19.0%	12.0%	7.0%	19.0%
1999-2000	13.0%	7.0%	20.0%	13.0%	7.0%	20.0%	13.0%	7.0%	20.0%
2000-2001	14.0%	7.0%	21.0%	14.0%	7.0%	21.0%	14.0%	7.0%	21.0%
2001-2002	15.0%	7.0%	22.0%	15.0%	7.0%	22.0%	15.0%	7.0%	22.0%
2002-2003	16.0%	7.0%	23.0%	16.0%	7.0%	23.0%	16.0%	7.0%	23.0%
2003-2004	17.0%	7.0%	24.0%	17.0%	7.0%	24.0%	17.0%	7.0%	24.0%
2004-2005	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2005-2006	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2006-2007	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2007-2008	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2008-2009	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2009-2010	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2010-2011	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%
2011-2012	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%	18.0%	7.0%	25.0%

\*In FY93 a 5% contribution by the wellhead gas tax will be applied to the percentage contributed by the employer. Any increase or decrease in the offset of gas tax contributions will cause a corresponding increase or decrease in the employer's contribution. For instance, after deducting 5% for the gas tax contribution, OU's contribution for 1992-93 will be 2% of the \$40,000 employee salary maximum.

## 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.

Nominations for President's Panel on Reinvigorating Undergraduate Education

(Co-chaired by Tom Boyd, Philosophy, and Nancy Mergler, Psychology/Honors Program)

Architecture:

Dortha Killian, Interior Design

Arts and Sciences:

Gordon Atkinson, Chemistry and Biochemistry

Paul Goodey, Mathematics

Ellen Greene, Classics

Betty Harris, Anthropology/Women's Studies

Richard Henry, Physics and Astronomy

Catherine Hobbs-Peaden, English

David Levy, History

Susan Rivera, Modern Languages, Literatures, and Linguistics

Gordon Uno, Botany and Microbiology

Business Administration:

James Mouser, Marketing

Daniel Wren, Management

Education:

Bonnie Konopak, Instructional Leadership and Academic Curriculum

Susan Laird, Educational Leadership and Policy Studies

Engineering:

David Sabatini, Civil Engineering and Environmental Science

Fine Arts:

Kae Koger, Drama

Stephen Paul, Music

Geosciences:

William Beasley, Meteorology

Retired:

Tom Love, Aerospace and Mechanical Engineering

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The following staff and representative from the HSC will also serve:

HSC faculty:

Barbara Curcio, Radiologic Technology (Allied Health)

Staff:

Paul Bell, Associate Provost for Undergraduate Education and Programs

Dee Fink, Director of Instructional Development

Sherry Glenn, Coordinator of Undergraduate Advising, College of Engineering

Richard Hall, Interim Vice President of Student Affairs

Barbara Hobson, Assistant Director of Native American Studies

# INTEROFFICE MEMORANDUM

**To:** Faculty Senate,  
Tom Boyd, Chair

**From:** Ad Hoc Committee on Reapportionment,  
Gary Copeland  
Al Schwarzkopf

**Date:** September 26, 1994

**Subjec** Faculty Senate Reapportionment for 1995-98

Pursuant to the guidelines provided in the Faculty Handbook we propose the attached reapportionment for the next triennial, 1995-98. Figures for the number of current faculty were provided by the Office of Institutional Research. The numbers reflect the tenured and tenure track faculty on the payroll for the Fall of 1994. Figures for previous years are derived from reports by previous ad hoc committees on reapportionment.

Our recommendation is attached in Table 1 under the column labeled "Proposed Apportionment (50 Seats)." We have utilized the same formula as the previous three reapportionments (at least). We began by allocating one seat each to the Graduate College and to Liberal Studies, as required by the Handbook. Of the remaining 48 seats we allocated them on a straight percentage basis.

Following tradition we have included separate allocations for the University Libraries faculty and for ROTC faculty. Each receives one seat under the proposal. If they were combined into a single category of non-degree granting divisions (as called for by the Handbook), the two (combined) would receive two seats. There is, then, no net change in allocations. The difference is that each faculty is guaranteed a representative under the proposal.

Tables 2 and 3 are provided solely for information purposes. They show trends in the number of faculty and in the allocation of seats. You might note that the proposed apportionment reflects no change from the current apportionment.

TABLE 1

FACULTY NUMBERS, PERCENTAGES, AND RECOMMENDED APPORTIONMENT,  
1995-1998

UNIT	FACULTY NUMBER	FACULTY PERCENT	FORMULA ALLOCATION (48)	ROUNDED ALLOCATION (48)	PROPOSED APPORTIONMENT (50 SEATS)
ARCHITECTURE	24	3.4	1.63	2	2
ARTS AND SCIENCE	338	48	23	23	23
BUSINESS ADMINISTRATION	46	6.5	3.13	3	3
EDUCATION	51	7.2	3.47	3	3
ENGINEERING	89	13	6.05	6	6
FINE ARTS	62	8.8	4.22	4	4
GEOSCIENCES	44	6.2	2.99	3	3
LAW	29	4.1	1.97	2	2
UNIVERSITY LIBRARIES	10	1.4	0.68	1	1
ROTC	13	1.8	0.88	1	1
GRADUATE COLLEGE	X	X	X	X	1
LIBERAL STUDIES	X	X	X	X	1
TOTAL	706	100	48	48	50

TABLE 2

## TRENDS IN THE NUMBER OF FACULTY, BY UNIT

UNIT	1986	1989	1991	1994
ARCHITECTURE	24	20	26	24
ARTS AND SCIENCES	346	292	356	338
BUSINESS ADMINISTRATION	66	54	46	46
EDUCATION	34	32	49	51
ENGINEERING	92	81	85	89
FINE ARTS	70	61	64	62
GEOSCIENCES	41	33	37	44
LAW	24	24	33	29
UNIVERSITY LIBRARIES	15	15	21	10
ROTC	17	13	14	13
GRADUATE COLLEGE	X	X	X	X
LIBERAL STUDIES	X	X	X	X
TOTAL	729	625	731	706

TABLE 3

## TRENDS IN SEAT ALLOCATIONS, BY UNIT

UNIT	1986	1989	1991	1994
ARCHITECTURE	2	2	2	2
ARTS AND SCIENCES	22	22	23	23
BUSINESS ADMINISTRATION	4	4	3	3
EDUCATION	2	2	3	3
ENGINEERING	6	6	6	6
FINE ARTS	5	5	4	4
GEOSCIENCES	3	3	3	3
LAW	2	2	2	2
UNIVERSITY LIBRARIES	1	1	1	1
ROTC	1	1	1	1
GRADUATE COLLEGE	1	1	1	1
LIBERAL STUDIES	1	1	1	1
TOTAL	50	50	50	50