

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

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

PRESENT: Badiru, Boyd, Burnett, R.C. Davis, Dillon, Erdener, Fiedler, Friedrich, Fung, Genova, Greene, Gutierrez, Havener, Hutchison, Koger, Kukreti, Laird, R. Miller, Mouser, Ogilvie, Patterson, Ragep, Reeder, Rhodes, Roegiers, Stock, Sullivan, Sutton, Tepker, Watson, Weaver-Meyers, Wenk, Wiegand, Williams

Provost's office representative: Snell
PSA representatives: Marshall, Morrison

ABSENT: Anderson, Baker, Bremer, L. Hill, Holmes, Horrell, Kincade, Landes, F. Lee, Loving, Mock, D. Morgan, Nelson, Pauketat, Sankowski, Tiab, Van Gundy, Wallach, Weinel

TABLE OF CONTENTS

Announcements:
Spring 1995 schedule of Faculty Senate meetings.....1
Sabbatical and leave of absence without pay policy.....2
Remarks by Staff Senate Chair.....2
Senate Chair's Report:
Meeting with President Boren.....2
Retirement retreat.....2
Resolution regarding administrative raises.....2
Academic reprieves.....4
Employee financial obligations to the University.....6
Publication of grade distributions.....7
Routing of tenure dossiers.....7
Campus Security and Crimestoppers Board.....7
Faculty class attendance.....7

APPROVAL OF JOURNAL

The Senate Journal for the regular session of November 14, 1994, was approved.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for Spring 1995 will be held at 3:30 p.m. in Jacobson Faculty Hall 102 on the following Mondays: January 23, February 13, March 20, April 10, and May 8.

It appears now that the proposed revisions in the sabbatical and leave of absence without pay policy (see 11/94 Senate Journal, page 4, and Appendix II) will be considered by the OU Board of Regents in January. Attached (Appendix I) is the Provost's proposed document, which is intended to reconcile the recommendations of the committee, Faculty Senate, and Regents. Most of the Senate's recommendations were incorporated. The Senate Executive Committee concurred with the Provost's proposal concerning extra compensation during sabbaticals.

REMARKS BY MS. TERRI MOYER, STAFF SENATE CHAIR

The Staff Senate, known as the Employee Executive Council until last May, represents over 3000 employees on the Norman campus. The Staff Senate has many of the same concerns as the Faculty Senate and has been trying to make itself known to the new president. Staff are represented on 20 University and campus committees as well as Staff Senate committees and other ad hoc committees. Twenty-four representatives from the various staff groups make up the Staff Senate; meetings are held monthly. Prof. Greene asked whether any liaison existed between the senates. Ms. Moyer introduced the Staff Senate's administrative coordinator, Ms. Katie Pursley, who explained that the Professional Staff Association has representatives to the Faculty Senate, but they do not have a responsibility to report back to the Staff Senate. Staff are included in discussions of common issues, such as retirement.

SENATE CHAIR'S REPORT

Prof. Boyd noted that state representative Laura Boyd was present at the Faculty Senate meeting. She is a member of the legislative subcommittee studying the Oklahoma Teachers' Retirement problem.

The Executive Committee met with President Boren December 2 to discuss concerns of the faculty. Prof. Boyd said, "We are getting responses from the administration that seem not only attentive, but also useful and helpful." By now all faculty should have received the letter from President Boren responding to the concern over administrative raises. On December 13, President Boren will hold a retreat on retirement. The purpose is to assure that we are all singing from the same page when we approach the legislature.

RESOLUTION REGARDING ADMINISTRATIVE RAISES

The Faculty Senate approved Prof. Boyd's request to consider this item of new business first.

The Faculty Senate's Committee on Faculty Compensation proposed the following resolution regarding administrative raises. This resolution was endorsed by the Faculty Senate Executive Committee on November 28.

WHEREAS, major salary increases for administrators at a time when faculty salaries are stagnant are totally inappropriate,

THEREFORE BE IT RESOLVED that the Norman Campus Faculty Senate hereby condemns such actions.

Prof. Boyd explained that the Faculty Compensation Committee proposed this resolution right after the news about administrative raises came out. Prof. Fiedler said he thought the resolution needed more clarification. Why are administrative increases totally inappropriate? Would the Senate condemn faculty getting raises when administrative salaries were stagnant?

Prof. Fung moved, in view of what President Boren promised the faculty, that the following sentences be added to the resolution and that the regents also be sent a copy. (1) In any fiscal year the total percentage raise of administrators should not exceed the total percentage raise of faculty or staff. (2) In any fiscal year the highest percentage raise of any administrator should not exceed the highest percentage raise of any faculty or staff. (3) The above principles should not be circumvented by creating new positions that do not presently exist and calling them "promotions" for administrators. Prof. Greene said it would not seem fair next time to raise administrative salaries by the same percentage as faculty salaries, given that administrators have received raises when faculty have not. There is a gap that needs to be closed. Prof. Sutton commented that if faculty had had as much turnover as the administration, then perhaps raises for faculty would have been higher. Something should be mentioned to the effect that this resolution was already in the works prior to the president's letter to the faculty. Prof. Genova said there is also the question of who is a faculty member and who is an administrator. Prof. Boyd said the president addressed that issue with the Senate Executive Committee and agreed that deans should be considered administrators.

Prof. Weaver-Meyers pointed out that Prof. Fung's additions were very similar to the budget principles resolution approved by the Senate last May (see 5/94 Journal, page 5). That resolution could be referenced in the transmittal to the administration and regents. Prof. Friedrich read part of the May 1994 resolution proposed by the Faculty Compensation Committee: "4) (a) The average percentage increase for upper-level administrators should not exceed the average percentage salary increase for tenured and tenure-track faculty." Prof. Boyd commented that the May 1994 resolution could be appended to the proposed resolution. Prof. Fung agreed to that solution but reminded the chair that he would like it sent to the regents also. Prof. Weaver-Meyers said this could be handled as a recommendation calling attention to the previous Faculty Senate action and the fact that the recent raises do not follow those guidelines. Prof. Mouser asked whether the president was aware of the former resolution. Prof. Boyd said the Executive Committee met with President Boren after Boren's letter had been sent to the faculty, and that did not come up in the discussion. Prof. Roegiers remarked that President Boren's freeze on administrative salaries applied only to those people with salaries above \$75,000; therefore, many administrators are excluded. Prof. Boyd explained that President Boren said salaries for his staff would also be frozen.

Prof. Davis said we should acknowledge that President Boren had already responded and should reference the former resolution. Prof. Boyd offered to frame a letter to the president and regents including these concerns. Prof. Hutchison agreed that we should acknowledge that President Boren has already done something and that this resolution was already in the pipeline. Prof. Reeder suggested that some language be added to the resolution such as, "Be it further resolved that we are happy with your recent decision and encourage you to follow the guidelines of the May 1994 resolution" in case the cover letter becomes separated from the resolution. Prof. Sutton moved to amend the resolution to add a paragraph like the one proposed by Prof. Reeder and leave the exact wording to the Senate Chair. Prof. Fung said he

wanted to make sure his third point was included. Prof. Friedrich read another section of the May 1994 resolution: "4) (b) New administrative or administrative staff positions, or reclassification of currently-in-place administrators or administrative staff, should be justified by no net increase in the total percentage of the University budget devoted to administration." Prof. Havener suggested that the May 1994 resolution be added to the proposed resolution to reaffirm what was stated before. Prof. Sutton agreed to that amendment to his motion. The amended resolution was approved on a voice vote.

[Note: The new third paragraph, as forwarded to the president and regents by the Senate chair, reads:

THEREFORE BE IT FURTHER RESOLVED that the Senate acknowledges with appreciation your response to this issue as outlined in your December 1 letter to the faculty. In addition, the Senate wishes to call your attention to the resolution approved by the Senate in May 1994 (attached) and encourage you to follow those guidelines.]

Also distributed at the meeting was a memo (available from the Faculty Senate office) from the Faculty Compensation Committee to President Boren which identified the issues the committee viewed as the most important to be addressed by Boren's administration.

ACADEMIC REPRIEVES

On January 11, 1993, the Senate endorsed the concept of the University participating in the Academic Reprive 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). Associate Provost Paul Bell developed some proposed procedures for granting academic reprieves (Appendix II).

Dr. Bell said the state regents established a policy on academic forgiveness, which had two provisions: course repeat, which the state regents just changed from 12 hours to 18 hours but limited to four courses, and academic reprieve, which is institutional optional. Academic reprieve allows the student to have one or two semesters removed from the GPA calculation. He went over the issues listed in his September 28, 1994 memo. Only three other state institutions--University of Central Oklahoma, Redlands Community College, and Rogers State College--do not have a policy in place. If the policy is adopted, the Senate would have to decide among some alternative procedures. Dr. Bell believes that if we are to have a policy, it should be institution-wide. A panel of faculty from all the colleges could review the requests. If the reprieve decision is made at the college level, students could reprieve shop. Another issue is whether OU should honor reprieves granted by other institutions. In Dr. Bell's opinion, the same panel that reviews OU reprieves should decide whether to accept reprieves from other institutions, so the students are treated the same. A reprieve would not be automatic, but by review.

Prof. Roegiers asked whether other universities had reported any problems with this policy. Dr. Bell said other institutions have not had difficulty administrating the policy, but the requests range from less than a dozen to more than 100. The policy had a lot of support and was requested by the two- and four-year colleges, who were doing this already. The final

guidelines adopted by the regents are more rigorous than the original concept. For example, a student must be out of school three years since the grades to be rerieved were earned and must have earned at least a C in a minimum of 12 hours in the interim. Prof. Genova asked for information about peer institutions. Dr. Bell said he did not know what the Big 8 schools do, but this is considered a middle-of-the-road policy for other universities throughout the country. Prof. Sullivan asked how decisions would be made if the grades are not on the transcript. Dr. Bell said all grades remain on the transcript but are not calculated into the graduation GPA. Prof. Sullivan said another issue is if we do not offer rerieves, our students could be put at a disadvantage when applying for admission to medical and dental school because their GPAs could be lower. Dr. Bell said grades are re-calculated for those purposes.

Prof. Fung said we should say clearly whether these courses are counted toward total hours for graduation. Dr. Bell said they are not. That information is included in the state regents document that interprets the policy. Prof. Greene asked who would decide whether we would institute this policy. Dr. Bell said the Provost and President would, but they are waiting to take action until this body makes a recommendation. Prof. Wiegand asked about the function of the review panel. Dr. Bell said the panel has full discretion. There has to be some indication that the student has overcome previous academic difficulties and is now ready to be successful academically. The student only has one opportunity to use a rerieve. Prof. Sutton said he was opposed to this because he does not think it is fair for one program to make a decision about another program, and this would not promote overall quality. Prof. Havener said since the Senate had already gone on record as accepting this in principle, what should be addressed now are the procedures. Prof. Hutchison said all faculty have met students for whom this would be useful. However, each college should have the right to review. He proposed the adoption of alternative one of part IV to give each college its own committee. He noted that the three-year period would hold down some of the shopping problems.

Prof. Fiedler contended that a rerieve should be automatic if certain standards are met. Dr. Bell responded that this was written with some alternatives so the Senate could decide among the provisions. Prof. Mouser asked whether the two semesters would be in addition to the 18-hour course repeat provision. Dr. Bell said that was correct. Prof. Roegiers asked whether the permanent record would indicate that a student had obtained a rerieve. Dr. Bell said there would be a notation. Various GPAs are calculated, such as cumulative and retention/graduation.

Prof. Fiedler proposed that the last sentence and the examples of part III be deleted. Prof. Patterson urged that examples be retained in the document to provide some guidelines. Prof. Fiedler said he could not think of any reason that would keep a student from being granted a rerieve. Prof. Wenk asked, "How are you going to make someone prove he did not have a family or personal crisis?" Prof. Patterson asked whether the institution would require the student to show evidence. Prof. Boyd reminded the group that there would be a time test and academic success test. Should that be sufficient? Prof. Fiedler said there could be standards. Prof. Genova noted that there could be some potentially questionable moral issues. "If they show they can do the work, it is none of our business." Prof. Hutchison agreed that at least the last example should be removed.

Prof. Hutchison moved to adopt alternative one under parts IV.B. and IV.C. Prof. Havener asked whether a clause should be included to keep students from shopping around when they change colleges. Dr. Bell said he was concerned about one college rejecting a reprieve from another college. Some guidelines should be developed. Prof. Weaver-Meyers suggested that the reprieve be granted from the college in which the student was enrolled at the time the grades were incurred. Dr. Bell said the issue is, "Can the student graduate?" The University has always taken the position that the faculty of the college awarding the degree has the responsibility to determine whether a student has met the requirements. Prof. Friedrich pointed out that the reprieve would have to be given by the degree-granting college. Prof. Bell commented that if a student changed colleges, he would lose the reprieve from one college, and the other college would have to decide whether to grant a reprieve. Prof. Genova said she thought that the college option would reduce the shopping around. Prof. Hutchison's motion was approved on a voice vote.

Prof. Fiedler moved to strike the last sentence and examples of part III. His motion was approved on a voice vote.

Turning to part V.A., Dr. Bell explained that alternative one was automatic, whereas alternative two required review. Prof. Friedrich moved to adopt alternative two. Prof. Williams claimed that the Senate would have to choose alternative two if the degree-granting colleges are to do the approving. The Senate approved the motion on a voice vote. [Note: The parenthetical language in V.A. alternative two and V.B. would be deleted.]

The Senate approved the document as amended on a voice vote.

EMPLOYEE FINANCIAL OBLIGATIONS TO THE UNIVERSITY

A proposed policy on employee financial obligations to the University was submitted to the Senate by Interim President J. R. Morris (Appendix III). Prof. Mouser asked if anyone knew the percentage of debt owed to the various units. Employees could have a legitimate complaint with the University over a debt and have to sue the University to get their money back. Prof. Boyd pointed out that a procedure for challenge is built into some units, such as parking. Prof. Tepker said he was concerned about an automatic process for Goddard expenses. Prof. Genova said she found it insulting that the University would go after employee debt with such speed and power when faculty and staff have not had raises in awhile. Prof. Roegiers noted that the University already does that with students. "Why should we be different?" Prof. Genova said employees should pay their debt; however, they are faced with declining or stagnant salaries and benefits. Prof. Roegiers said the same rules should apply to everyone. Prof. Havener said it was appropriate to have a policy for collecting debt, but what is missing is a provision for appeal. The appropriate committee should add the necessary language. Prof. Boyd said the Senate could return this with a suggestion for a more equitable way for employees to respond. Prof. Sutton said there is the potential for billing errors. Prof. Williams remarked that this policy should only be used for services that already have an appeal process. Prof. Tepker said the students should have that also. Prof. Hutchison explained that the debt would have to be over 90 days past due before payroll deduction was initiated. He said he thought the University could already garnishee wages and that appeals procedures were already in place.

Prof. Sutton moved to refer the draft policy to the appropriate body for modifications in the language. Prof. Roegiers moved to amend it so students, faculty, and staff would be treated in the same manner.

Prof. Badiru asked how the Staff Senate handled this issue. Ms. Moyer said the Staff Senate had endorsed the policy but asked the administration to form a committee of faculty, staff and students to develop procedures for implementation. The Senate approved Prof. Roegiers's motion concerning uniformity and Prof. Sutton's motion to refer on a voice vote.

PUBLICATION OF GRADE DISTRIBUTIONS

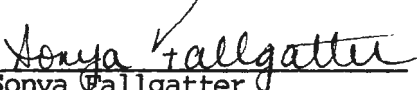
The Senate was asked to consider Student Congress' request to publish grade distributions for courses (Appendix IV). In Legal Counsel's opinion, however, that information is available under the Open Records Act as long as the identity of the student is protected. Therefore, Associate Provost Bell plans to provide three copies of the information to the Student Association to make available in different locations on campus. This announcement is for information only and does not require any action by the Senate.

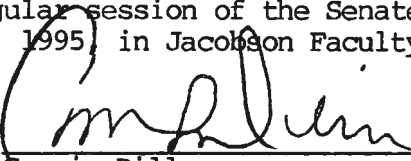
The following items will be considered by the Senate next month. The documents are available from the Faculty Senate office.

Recommended change in the routing of tenure dossiers
Proposed campus-wide Campus Security and Crimestoppers Board
Proposed statement concerning faculty class attendance

ADJOURNMENT

The meeting adjourned at 5:00 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, January 23, 1995, in Jacobson Faculty Hall 102.


Sonya Fallgatter
Administrative Coordinator


Connie Dillon
Secretary

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12/94 (Appendix I)

- Agrees with the Faculty Senate to delete the current provision allowing the University to recall members of the faculty and other employees on leave of absence without pay upon 60 days' notice by the President (pp. 7-8).

MEMORANDUM

If you have any questions about these issues, please let me know.

To: Professor Tom Boyd, Chair, Faculty Senate
From: James F. Kimpel, Senior Vice President and Provost
Date: November 28, 1994
Subject: Revisions to Sabbatical Leave and Leave of Absence without Pay Policies

JFK/cvs

Attachment

cc: Associate Provost A. Ravindran
Assistant Provost Dianne Bystrom
Dean David Woods
Professor Dan Snell

Attached for your information is the agenda item on proposed revisions to the sabbatical and leave of absence without pay policy, which has been submitted to the OU Board of Regents for consideration. It appears now that it will be on their January agenda. The attached document--which, per the practice of the OU Board of Regents, shows changes between current and proposed policy in strike-out and underline format--represents our efforts to reconcile the recommendations of the committee, Faculty Senate, and the Regents. In summary, the attached proposed policy:

- Agrees with Faculty Senate's recommendation to preserve the current opening paragraph concerning the purpose of sabbatical leave (p. 1) instead of using new language suggested by the committee.
- Incorporates Regents' suggestion that approval of sabbatical leaves depends on the colleges's ability to provide teaching without loss of quality (p. 3).
- Agrees with the Faculty Senate by deleting language suggested by the committee that sabbatical pay and pay from elsewhere not exceed 100% of the person's OU salary and keeps, instead, current policy language that allows a faculty member to take a sabbatical and receive a stipend from another institution or agency if it appears to the President to be in the best interests of the University and prevents financial loss to the faculty member (p. 3).
- Agrees with the committee that faculty on sabbatical leave at full pay may not receive additional compensation from within the University (e.g., Advanced Programs, Liberal Studies, Intersession) (p. 3). However, in response to Faculty Senate's concerns, we have added that the Senior Vice President and Provost can make exceptions to this rule (p. 3).
- Removes the opportunity for mini-sabbaticals (sabbaticals at reduced pay levels) in response to a question raised by Regents on the rationale for such a provision (p. 5).
- Agrees with Faculty Senate to retain the paragraph governing a faculty member's eligibility to apply for subsequent sabbatical leaves (p. 6).
- Incorporates Regents' suggestion to bring recommendations for sabbatical leaves to the Board in April and September (instead of May and October) to allow the administration more time in reviewing such requests (p. 7).

AGENDA ITEM

ISSUE: LEAVES OF ABSENCE POLICY

ACTION PROPOSED:

President Boren recommends that the OU Regents approve the changes as suggested to the Leaves of Absence Policy covering Sabbatical Leaves and Leaves of Absence without Pay.

BACKGROUND AND/OR RATIONALE:

At the request of the OU Regents that the University's sabbatical leave and leave of absence without pay policies--which last were revised, respectively, in 1987 and 1943--be reviewed, a committee was appointed in Fall 1994 by the Senior Vice President and Provost, Norman campus, with input from the Faculty Senate. The committee reviewed leave policies of peer institutions; identified several key issues to address; and drafted a proposed, revised policy and submitted it to the Norman campus Faculty Senate and Senior Vice President and Provost, Norman campus, for consideration. Upon additional review of the changes suggested by the committee and Faculty Senate, the Senior Vice President and Provost recommended to the President a revised policy that reconciled the recommendations of the various constituencies.

The attached Sabbatical Leave and Leave of Absence Without Pay policy--which shows changes from existing policy in strike-out (deletions) and underline (additions) format--is presented to the Regents for action. In summary, the proposed Sabbatical Leave and Leave of Absence Without Pay policy differs in substance from existing policy by more fully describing the purposes for a sabbatical leave; requiring faculty to adhere to a sabbatical plan; eliminating mini-sabbaticals, specifying that faculty on full-pay sabbatical may not receive additional compensation from within the University without approval of the Provost; moving up deadlines by a month to allow more time for review and consideration by the administration; and formalizing an application for leaves of absence without pay, including specific arrangements to cover courses normally taught by the faculty requesting leave.

If approved by the OU Board of Regents, the changes would be in effect for faculty applying for Fall 1995 and academic year 1995-96 sabbatical leaves and leaves of absence without pay.

LEAVES POLICY

Leave of Absence - Sabbatical (Section 2.9 of Regents' Policy Manual)

(a) Purpose

Sabbatical leaves of absence are among the most important means by which an institution's academic program is strengthened, a faculty member's teaching effectiveness enhanced, and scholarly usefulness enlarged. The major purpose is to provide opportunity for continued professional growth and new or renewed intellectual achievement through study, research, writing, and travel training. ~~A leave may either involve specialized scholarly activity or be designed to provide broad, cultural experience and enlarged perspective.~~

~~Applications for sabbatical leave should be encouraged, and a faculty member who is on sabbatical leave should be considered to be enhancing personal value to the department and to the University. (Note: Next sentence of current policy moved to page 2.)~~

However, a faculty member does not automatically earn a sabbatical leave. Instead, it is an investment by the University in the expectation that the sabbatical leave will significantly enhance the faculty member's ability to contribute to the objectives of the University. There should be a clear indication that the improvements sought during a sabbatical will benefit the work of the faculty member, department, college, and the University. Only sabbatical leave proposals that meet this criterion will be accepted and approved by the University. Sabbatical leaves are supported as an investment in the future of the faculty member and the future of the faculty member's students at the University of Oklahoma.

The purposes for which a sabbatical leave may be granted may include:

- 1) Research on significant problems and issues.

- 2) Important creative or descriptive work in any means of expression, for example writing or painting.
- 3) Postdoctoral study at another institution to update teaching skills.
- 4) Other projects satisfactory to the University.

It should be demonstrated that such work cannot occur as effectively during the regular work schedule of the faculty member.

Normally, the University will not grant a sabbatical for the purpose of pursuing work on the terminal degree in the person's academic field, ~~however, it will entertain application for a sabbatical leave to permit post-terminal degree study or professional training.~~ (Note: Previous sentence taken from fourth paragraph of current policy's Conditions section.)

Adherence to the plan submitted by the faculty member is expected. Within two months of returning from leave, the faculty member shall submit to the Senior Vice President and Provost through the chair or director and college dean a report of activities undertaken, which will be used in evaluating future applications for sabbatical leaves.

~~Accordingly, a~~ faculty member who is on sabbatical leave shall not be penalized on matters of salary consideration. The report on the sabbatical will be used in consideration for merit raises in subsequent years.

(b) Conditions of Award

~~A sabbatical leave of absence may be granted by the President of the University with the approval of the Regents of the University to any tenure holding faculty member on the Norman Campus or to any regular faculty member on the Health Sciences Center Campus, provided that the time shall be applied to study and travel approved by the President, and provided further that~~

~~the applicant meets the conditions for a regular sabbatical or a mini-sabbatical as set forth below.~~

Approval of a sabbatical leave of absence with full or partial pay depends on the ability of the applicant's college to absorb the financial obligation; and on the college's ability to provide teaching without loss of quality.

A person applying for a sabbatical leave and receiving a stipend for the same period from another institution or agency may still receive a sabbatical provided that it appears to the Senior Vice President and Provost that it is in the best interest of the University and will be needed to prevent financial loss to the person obtaining the sabbatical.

~~Each sabbatical leave application shall be judged on the merits of the individual case.~~

Normally, persons on sabbatical leave at full pay may not receive additional compensation from within the University for teaching in Advanced Programs, Liberal Studies, Intersession, or other University programs, since such activities would diminish the sabbatical time for study and creative activity. However, the Senior Vice President and Provost may approve exceptions provided that it appears to be in the best interest of the University. Persons on sabbatical shall resign from all councils, standing committees, and administrative advisory committees of the University, except graduate students' committees, in order to devote their full time to their projects. The obligation to supervise and advance the work of graduate students shall continue during the sabbatical leave.

The sabbatical recipient shall sign a statement of commitment to return to the University for one year following receipt of the sabbatical or, ~~if the individual accepts employment elsewhere,~~ to remit that the salary and cost of benefits received from the University during the sabbatical leave, unless this requirement is waived by the President.

~~Faculty who are returning from sabbatical leave shall submit a report of activities to the Provost via their departmental chair and dean within sixty days after returning to University service.~~

(c) Benefits Payable

Employment benefits for the faculty members on full salary will continue at the full benefits level. Employment benefits for the faculty members on sabbatical leave at less than full salary will be as follows: (1) Health, AD&D Accidental Death/Dismemberment and dental insurance will continue at full benefit level, (2) the Social Security contributions will be based on the actual salary paid, and (3) the normal FIAA/CREF Defined Contributions Plan will be computed by reducing the salary ~~which~~ that is exempt (normally the first \$9,000) in the same proportion to the sabbatical FTE. For example, for a faculty member on sabbatical leave at half pay for a year, the exempt salary will be reduced to \$4,500.

(d) Eligibility

The semesters that are counted toward eligibility for sabbaticals are the fall and spring semesters only and do not include the summer session term.

(1) ~~Regular-Sabbatical.~~ After six years of service, faculty on nine-month appointments may be granted a sabbatical leave at half pay for a period not to exceed two semesters or at full pay not to exceed one semester. After six years of service, faculty on ~~twelve~~ 12-month appointments may be granted a sabbatical leave at half-pay for a period not to exceed ~~twelve~~ 12 months or at full-pay for a period not to exceed six months. The term "six years of service" refers to full-

time appointments in a regular faculty appointment at the University of Oklahoma, but not counting leaves of absence without pay. The term "six years of service" also includes other full-time service at the University of Oklahoma that has been included in the probationary period for tenure. Such service at other institutions of higher learning shall not be included.

~~Mini-Sabbatical: After establishing the initial eligibility of twelve semesters of full-time regular service, faculty on nine-month appointments may apply for a one-semester leave at half pay or a two-semester leave at quarter pay and faculty on twelve-month appointments may apply for a six-month sabbatical leave at half pay or a twelve-month sabbatical leave at quarter pay. Application for subsequent mini-sabbaticals may be made after every six semesters of full-time service. Under exceptional circumstances, alternate sabbatical leave arrangements may be approved, as exceptions, by the President. Any proposals for alternative arrangements should clearly specify: (1) the proposed period of the leave, (2) the full or fractional salary rate, and (3) the period of full-time service that establishes eligibility for that specific sabbatical leave arrangement.~~

- (2) A faculty member's eligibility to apply for subsequent sabbatical leaves is established by length of service following return from the previous sabbatical leave in accord with the schedule referred to above. Occasional exceptions to the rule may occur when a faculty member who is otherwise formally determined to

merit a sabbatical leave is obliged to postpone it for the convenience of the University. In exceptional cases, the President may determine the period of delay be considered as part of the period of service establishing eligibility to apply for the next sabbatical leave.

(e) Procedures

The procedure to be followed in applying for a sabbatical leave shall be as follows:

- (a)(1) The faculty member shall apply to the department. After recommending approval or disapproval, the department chair or director shall submit the application to the college dean by ~~March 1~~ February 1 for sabbaticals beginning in the following academic year or later and no later than ~~August 15~~ July 15 for sabbaticals beginning the following spring semester. The dean will hold all applications for comparative review and recommend, by ranking in order of merit, to the appropriate Senior Vice President and Provost. The Senior Vice President and Provost may seek the advice of the Council on Faculty Awards and Honors. The Senior Vice President and Provost will recommend to the President, who will recommend make recommendations to the Regents for the ~~May~~ April and ~~October~~ September meetings respectively. ~~Only under unusual circumstances will exceptions be made.~~

- ~~(b) If the Regents approve the recommendation, the Office of the President shall formally notify the faculty member to that effect by June 1 for applications submitted to the dean by March 1 and by November 1 for applications submitted~~

~~to the dean by August 15.~~

~~Exceptions to the above policy will be considered when such reasons are judged by the Dean and the Provost to be compelling. (Regents, 5-11-78, pp. 14960-62; amended, RM, 9-9-82, pp. 17181-82; 4-12-84, pp. 17876; 1-17-85, pp. 18239-40; 7-23-87, pp. 19826-27)~~

Leave of Absence Without Pay (Section 3.14.3 of Regents' Policy Manual)

~~Leaves of absence without pay may be granted for a period usually not exceeding one year to members of the faculty and other employees for government service, or other employment purposes deemed to be in the interests of the University, if their services are not immediately essential to the University, with the understanding that such members of the faculty or employees may be recalled during the year if their services are required, upon 60 days' notice by the President. Leaves without pay should be infrequent and should be approved only after careful consideration by department heads and college deans. Recurring requests for leaves of absence without pay should not be approved without strong justification, particularly when they are in consecutive years.~~

~~Application for a leave of absence should be submitted to the department chair or director, who will forward it with recommendation to the college dean, who will forward it to the Senior Vice President and Provost. The application will be in the form of a letter of request with specific justification for the absence from the University of Oklahoma and will include the following information:~~

- 1) Sabbatical or other leaves the faculty has taken in the past six years, their dates and purposes.
- 2) The purposes of the proposed leave.
- 3) The contribution of the leave to the realization of the person's goals and those of the University in research, teaching, or service.
- 4) The arrangements to be made by the department to handle the courses that normally would be taught by the faculty member who is proposing to go on leave. The application should be specific and list the affected courses or other work and the arrangements that have been made for these courses and work.

Requests for extension must contain updated information about the above items and will be subject to the same approval procedure as an initial leave.

Time spent on leave without pay will not count toward a probationary period for tenure or for eligibility for sabbatical leave.

University contributions to the Defined Contributions Plan and group life and medical insurance will not be made during a leave without pay. Persons on leave may pay for their own contributions to the plans.

~~Extensions of leaves of absence beyond one year may be granted under the above conditions. (RM, 11-12-43, p. 1475)~~

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

MEMORANDUM

TO: Professor Tom Boyd, Chair, Norman Campus Faculty Senate
FROM: Associate Provost Paul Bell (PB)
DATE: September 28, 1994
SUBJECT: Academic Reprieve Policy

To assist the Faculty Senate in its deliberations on the proposed adoption of an academic reprieve policy for the University of Oklahoma Norman Campus, I am pleased to provide the following summary of the background and principle issues involved. I am also attaching a draft of an OU Academic Reprieve Policy for consideration by the Senate.

I. Background

In May, 1992 the Oklahoma State Regents for Higher Education established a new two-part policy on academic forgiveness as part of the Policy Statement on Grading.

A. Repeat Course Provisions

Part one of the forgiveness policy established a mandatory, state-wide policy on the grading of repeated courses. Under this provision a student may repeat up to 12 hours of courses in which he/she earned a grade of D or F and have only the second grade count in his/her retention/graduation GPA. The original grades continue to show on the student's transcript and are calculated into the cumulative grade point average. Students may repeat a course at one institution and have the grade earned substitute for a grade of D or F earned in the same course taken at another institution. This policy has been in place at OU since Fall of 1992, and is being applied to the academic record of all enrolled undergraduate students.

In December, 1994 the State Regents will vote on a proposal to increase the credit hour limit from 12 hours to six courses or 18 hours, with a maximum of 18 hours, effective Fall 95.

B. Academic Reprieve

Part 2 of the forgiveness policy established an institution-optional policy on academic reprieves. Under this provision State System institutions may grant students a reprieve for up to two consecutive semesters of academic work, provided a set of specific requirements are met. As with the repeat policy, the courses reprieved are excluded from the calculation of the student's retention/graduation grade point average, although the original grades continue to show on the student's transcript and are calculated into the cumulative grade point average.

II. Issues to be Considered in Establishing an Academic Reprieve Policy at OU

- Should OU adopt such a policy? OU is currently one of four State colleges and universities, including OSU, that have not adopted this policy. Twenty-two others have. Some of OU colleges are on record as opposing granting reprieves.

- If the policy is adopted at OU, should the decision to grant a reprieve be made at the degree-college or university-level?
- If at the college level, should colleges honor a reprieve granted by another OU college? There is concern among some colleges that this could lead to "reprieve shopping" by students. However, the way the Student Record System at OU works would make it difficult for a college not to honor a reprieve granted by another college. Academic records would have to manually undo. Reversal of a reprieve may also violate State Regents' policy and open the University to grievances and law suits from students.
- If at the university level, who should review and rule on requests for a reprieve? Possibilities include a panel of faculty representing each college, and the Academic Regulations Committee of the Faculty Senate.
- Should OU honor reprieves granted by other State institutions? This is optional under the State Regents' policy.
- If yes, should it be done automatically or upon review? There is concern among some colleges that automatic reprieves could lead to institutional "reprieve shopping" by students.
- If it is done upon review, who should review and decide whether or not to honor the reprieve?

Attachment

UNIVERSITY OF OKLAHOMA ACADEMIC REPRIVE POLICY
DRAFT POLICY AND PROCEDURES
version 4.0

I. Authorization for the Policy.

Under the Academic Forgiveness Provisions of the Policy Statement on Grading of the Oklahoma State Regents for Higher Education, State System institutions may grant students a reprieve for up to two consecutive semesters of academic work. Under this policy, the courses reprieved are excluded from the calculation of the student's retention/graduation grade point average, although the original grades continue to show on the student's transcript and are calculated into the cumulative grade point average. The following policies and procedures will be used to implement this policy at the University of Oklahoma.

II. Provisions of the State Regents' Academic Reprive Policy.

The following excerpt from Academic Forgiveness Provisions of the Policy Statement on Grading of the Oklahoma State Regents for Higher Education provides the authorization for institutions to grant academic reprives:

Circumstances may justify a student being able to recover from academic problems in ways which do not forever jeopardize his/her academic standing. The student's academic transcript, however, should be a full and accurate reflection of the facts of the student's academic life. Therefore, in situations which warrant academic forgiveness, the transcript will reflect all courses in which a student was enrolled and in which grades were earned, with the academic forgiveness provisions reflected in such matters as how the retention and graduation grade point averages are calculated. Specifically, for those students receiving academic forgiveness either by repeating courses or through academic reprieve, the transcript will reflect the retention and graduation GPA's excluding forgiven courses/semesters. The transcript will also note the cumulative GPA which includes all attempted regularly graded course work.

Academic forgiveness may be warranted in two specific circumstances: 1) For pedagogical reasons, a student will be allowed to repeat a course and count only the second grade earned in the calculation of the retention and graduation GPAs under the prescribed circumstances listed below; and 2) There may be extraordinary situations in which a student has done poorly in an entire enrollment due to extenuating circumstances which, in the judgment of the appropriate institutional officials, warrant excluding those grades in calculating the student's retention and graduation GPAs.

Students may seek academic forgiveness utilizing these institutional procedures.... Institutions may elect to offer students academic reprives as detailed below:

Academic Reprive

A student may request an academic reprieve from public State System institutions with academic reprieve policies consistent with these guidelines:¹

- 1) At least three years must have elapsed between the period in which the grades being requested reprieved were earned and the reprieve request;

- 2) Prior to requesting the academic reprieve, the student must have earned a GPA of 2.0 or higher with no grade lower than a "C" in all regularly graded course work (a minimum of 12 hours) excluding activity or performance courses. This course work may have been completed at any accredited higher education institution;

- 3) The request may be for one semester or term of enrollment or two consecutive semesters or terms of enrollments. If the reprieve is awarded, all grades and hours during the enrollment period are included. If the student's request is for two consecutive semesters, the institution may choose to reprieve only one semester.

- 4) The student must petition for consideration of an academic reprieve according to institutional policy; and

- 5) The student may not receive more than one academic reprieve during his/her academic career.

The EXPLANATION OF GRADES section of the transcript will note the courses and semester(s) reprieved. Institutions granting academic reprives must submit an annual report to the State Regents.

¹State System institutions may honor course work/semesters reprieved at another State System institution.

Editorial Note:

It is the intent of this policy that an academic reprieve be granted only by the institution in which a student is enrolled. Institutions are authorized to reprieve any previous academic work, including that done at another institution of higher education.

III. Guidelines for Implementation of the Academic Reprive Policy at The University of Oklahoma.

The academic reprieve policy is intended to allow students who have overcome previous academic difficulties to be retained and to graduate from the University. In all cases, subsequent academic performance should provide evidence that the student has overcome the previous difficulties and is now making satisfactory progress toward a degree. The following are examples of the types of circumstances causing poor academic performance that may qualify a student to receive an academic reprieve:

- physical or emotional illness or distress
- lack of academic or emotional maturity
- financial difficulties
- personal or family crises
- physical or learning disability
- other circumstances beyond control of the student that caused him/her to perform poorly

IV. Procedures for Applying the Policy at The University of Oklahoma.

A. Petition.

To be considered for an academic reprieve a student must be currently enrolled as an undergraduate at the University of Oklahoma, meet the previously stated criteria, and petition the office of the dean of the college in which he/she is currently enrolled.

B. Alternative 1: College Academic Reprieve Committee.

The dean of each college shall establish a committee to review applications for academic reprieve and make recommendations for action to the dean. The voting members of the committee shall be full-time faculty from the college or, in the case of University College, from the University at large. Academic advisers and other staff may be appointed as *ex officio* members.

B. Alternative 2: University Academic Reprieve Committee

The University Registrar shall establish a committee to review applications for academic reprieve and make recommendations for action to the Registrar. The voting members of the committee shall be full-time faculty from the various colleges. Academic advisers and other staff may be appointed as *ex officio* members.

C. Alternative 1: Dean.

The dean shall have final authority to grant or deny the reprieve.

C. Alternative 2: The University Registrar

The University Registrar shall have final authority to grant or deny the reprieve.

D. Academic Records.

A copy of the petition along with the decision of the dean/University Registrar shall be forwarded to the Director of Academic Records who shall be responsible for making the appropriate changes in the student's record and periodically reporting to the University Registrar on the actions taken under the academic reprieve policy. The Registrar shall be responsible for reporting, as required, to the Oklahoma State Regents for Higher Education and the university community.

V. Reprieves from Other Institutions

A. Alternative 1: Within the State System

The University of Oklahoma will honor academic reprieves granted to students by another college of university in the Oklahoma State System of Higher Education. A student who has been granted an academic reprieve by a State System institution should so inform the Office of Admissions at the time he/she applies for admission to the University of Oklahoma so that the student's transfer work may be properly evaluated and recorded.

A. Alternative 2: Within the State System

The University of Oklahoma may upon review honor academic reprieves granted to students by another college of university in the Oklahoma State System of Higher Education. A student who has been granted an academic reprieve by a State System institution may apply to the Office of Admissions to have his or her reprieve recognized by the University. Such requests shall be referred to the Academic Reprieve Committee of the college in which the student intends to pursue a major (Alt.: University Academic Reprieve Committee). The committee shall make a recommendation to the dean of the college (Alt.: University Registrar) who shall have the final authority to accept or deny the previously granted reprieve.

B. Outside the State System

A student who transfers to the University of Oklahoma from a college or university that is not part of the Oklahoma State System of Higher Education and who has been granted an academic reprieve or its equivalent from that institution may apply to the Office of Admissions to have his or her reprieve recognized by the University. Such requests shall be referred to the Academic Reprieve Committee of the college in which the student intends to pursue a major (Alt.: University Academic Reprieve Committee). The committee shall make a recommendation to the dean of the college (Alt.: University Registrar) who shall have the final authority to accept or deny the previously granted reprieve.

C. Limit

A student who transfers to the University of Oklahoma with an academic reprieve from another institution shall be considered to have received the single academic reprieve to which he/she is entitled during his/her academic career.

OFFICE OF THE PRESIDENT

UNIVERSITY OF OKLAHOMA


MEMORANDUM

12/94 (Appendix III)

July 7, 1994

TO: Dr. Tom Boyd, Chair
Faculty Senate

Ms. Terri Moyer, Chair
Staff Senate

FROM: J. R. Morris 
Interim President

SUBJECT: Policy Regarding Employee Past Due Debt

I am writing to seek the input of the Faculty Senate and the Staff Senate concerning a proposed new policy regarding EMPLOYEE FINANCIAL OBLIGATIONS TO THE UNIVERSITY. In September, 1992, the University's Controller began preparing an aged accounts receivable analysis of amounts owed the University by its employees. The table below illustrates the aged accounts receivables owed the University by its employees at the initial aging, as of September 30, 1992, and the aging as of May 31, 1994. Please note the significant amount of employee debt that is 30 or more days past due (over 95% at both aging dates). The magnitude of this past due debt, in particular, the amount 90 plus days past due should be a concern to all of us.

OUTSTANDING EMPLOYEE DEBT TO UNIVERSITY

	<u>Current</u>	<u>30-60 Days Past Due</u>	<u>60-90 Days Past Due</u>	<u>90+ Days Past Due</u>	<u>Totals</u>
A/O 9/30/92	\$4,276.57	\$12,025.70	\$7,259.67	\$ 67,148.55	\$ 90,710.49
A/O 5/31/94	\$6,796.44	\$10,426.78	\$8,449.74	\$122,488.35	\$148,161.31

The collection of debt owed by a University employee must follow the procedures applicable to the collection of debt from non-employees. The ultimate step is to turn these accounts over to the University's Legal Office for collection through litigation. As you might expect, this is a time consuming and expensive process. Discussions were held among the units owed the majority of this outstanding debt to seek ways to reduce the magnitude of this past due employee debt. One outcome of these discussions was a recommendation that employees who have past due debt be prohibited from incurring additional debt and be ineligible to purchase any personal goods or services from University departments until the debt is made current. Another outcome was a recommendation to utilize mandatory payroll deductions to collect these past due accounts. These recommendations have been incorporated into a proposed Regents' policy on EMPLOYEE FINANCIAL OBLIGATIONS TO UNIVERSITY. A DRAFT of the proposed policy is enclosed along with some procedural considerations for its implementation.

I am requesting that this proposed policy be reviewed by the Faculty Senate and the Staff Senate and that your comments be forwarded to me at your earliest convenience. Thank you very much for reviewing this sensitive matter.

att

DRAFT

POLICY

EMPLOYEE FINANCIAL OBLIGATIONS TO UNIVERSITY

3.32

Faculty, staff, and student employees of the University of Oklahoma shall be required to pay all outstanding financial obligations due the University in accordance with the due dates established for such obligations. Faculty, staff, and student employees who do not pay their financial obligations when due will be subject to the University's collection processes including, but not limited to, the utilization of collection agencies and litigation, and the reporting of past due debt to credit bureaus. Employees with past due obligations (obligations that are unpaid 30 or more days after the initial payment due date) due any University department or unit may not be permitted to incur additional financial obligations at any other department or unit of the University or be eligible to utilize the services of any other department or unit until such past due obligations are satisfied. For employees with outstanding obligations owed the University that are 90 or more days past due, the University may initiate the collection of said debt through payroll deductions. Prior to utilizing a payroll deduction to collect this past due debt, the University shall give the employee at least a 30 day notice (via certified mail) of its intent to collect through payroll deduction. At the time of appointment and when incurring debt to the University, employees shall be informed of this policy.

PROCEDURAL CONSIDERATIONS

1. DISSEMINATION OF POLICY:

Employees would be advised of this policy at the time of their appointment initially. This policy would be incorporated into the faculty and staff handbooks. For current employees, the policy could be disseminated in a number of ways: 1) OU UPDATE, 2) LEDGER POSTING\$, 3) direct memo to all employees, 4) note on Bursar Statements, and 5) note on payroll earnings statement. In addition, the employee could also be informed of this policy at the time they utilize the services of a University department that results in the creation of employee debt to the University. Examples include:

PARKING AND TRANSPORTATION – the application for a parking permit could include a statement that unpaid debt can result in a payroll deduction.

GODDARD HEALTH SERVICES – the office visit form and the sales ticket used by the pharmacy could include a statement that unpaid debt can result in denial of service and/or a payroll deduction.

DRAFT

EMPLOYEE FINANCIAL OBLIGATIONS TO UNIVERSITY

Page Two

TELECOMMUNICATIONS – the application for a long distance authorization number could include reference to this policy.

HOUSING CONTRACTS/LEASES – include this policy as a part of the contract or lease.

OFFICE SYSTEMS – the sales ticket could include reference to this policy.

ENROLLMENT AND ADMISSIONS DOCUMENTS – the application for admission could be revised to include reference to this policy.

2. DENIAL OF SERVICES TO EMPLOYEES WITH PAST DUE DEBT – As of 1-31-94, almost 85% of the past due employee debt to the University (excluding enrollment fees) is owed to these departments; Housing, Goddard, Office Systems, Telecommunications, and Parking and Transportation. Each of these departments either has or can have access to the Accounts Receivable System via CICS. Therefore, prior to the provision of goods and services by these departments to any faculty, staff, or student, their internal procedure should require them to look up the potential customer on CICS to determine if they are past due (outstanding 30 or more days after the initial payment due date). If they are past due, each of these departments can make a managerial decision as to whether or not they need to sell goods and services on credit to this individual. If one of these departments does decide to sell on credit to an individual with past due debt owed to the University, the department must document its reasons for doing so.

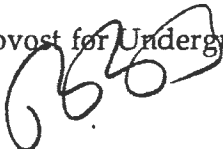
3. GENERAL ITEMS

- a. Employees whose past due debt is being collected through payroll deductions should not be allowed to purchase on credit additional goods and services from University departments.
- b. Prior to initiating the collection of past due debt from any employee through a payroll deduction, a special letter (via certified mail) will be sent to the employee's home address via certified mail advising the employee of the impending payroll deduction.
- c. As a general practice, if the amount past due is \$100 or less, it will be deducted from a single paycheck. The maximum length of time for a payroll deduction to pay off past due debt will be six months.

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

MEMORANDUM

TO: Professor Forrest Frueh, Interim Chair, Academic Regulations Committee

FROM: Paul B. Bell, Jr., Associate Provost for Undergraduate Education and Programs
and University Registrar 

DATE: April 26, 1994

SUBJECT: Publication of Grade Distribution

Student Congress has inquired as to the possibility of publishing grade distributions for courses as a service to students. This information is not protected by policy for any class with an enrollment greater than one and it would be possible for this information to be made available to the Student Congress for publication or published directly through my office. To ensure accuracy, consistency, and regularity in the reporting of the data I would prefer the latter approach. The cost of producing the report could be recovered through selling it to interested students and other parties.

My specific proposal is as follows:

- Each semester, following the posting of final grades, the Office of Admission and Records would prepare and publish the distribution of grades (i.e., percent of A, B, C, D, F, W, AW and I grades) for all sections of undergraduate courses.
- To protect the privacy of students in sections with low enrollments, grade distribution would be reported only for sections with enrollments of ten or greater.
- The report would be limited to undergraduate courses.
- Courses would be identified by course and section number and the name of the instructor.
- The report would be sold through campus and area book stores on a full cost recovery basis.

Would you please bring this issue and my proposal before the Faculty Senate for their opinion as to the general desirability of producing such a report and the specific aspects of my proposal.

Thank you in advance for your assistance in obtaining input from the Faculty Senate on this proposal.

PBB/nbm

cc Senior Vice President and Provost James F. Kimpel
Mr. Jes Ramsey, chair, UOSA Academic Affairs Committee

STUDENT CONGRESS
UNIVERSITY OF OKLAHOMA STUDENT ASSOCIATION
CONGRESSIONAL SESSION LII, OCTOBER 25, 1994

CONGRESSIONAL BILL NO. 520102

- TITLE:** A RESOLUTION REQUESTING THE PUBLICATION OF GRADE DISTRIBUTION
- WHEREAS:** The students of the University of Oklahoma are consumers who have a right to obtain detailed, accurate, and objective information about of classes before enrolling; and,
- WHEREAS:** The availability of such information could greatly assist students in making decisions affecting their academic careers; and,
- WHEREAS:** This information would most easily and effectively be communicated to students by providing the student body with copies of the semester grade distribution reports and would positively affect Add/Drop; and,
- WHEREAS:** The providing of these grade distribution reports (for undergraduate classes with enrollments over ten students) would violate no state, federal or local laws or university policies respecting the privacy of faculty or students; and,
- WHEREAS:** It is unlikely that the use of these reports by students would contribute to grade inflation or similar problems, and most likely will have the effect of encouraging academic rigor in classes that are perceived as "easy" by the students; and,
- WHEREAS:** Providing these reports in a concise, usable form would present no great technical difficulties and would not be cost prohibitive for the University.

LET IT THEREFORE BE RESOLVED THAT:

- SECTION 1:** The students of the University of Oklahoma encourage the administration to provide the students with copies of each semester's grade distribution reports, for undergraduate classes with enrollments in excess of ten (10) students.

SECTION 2: Upon acceptance, this grade distribution program shall be instituted. This program shall be pursued for three years, at the end of which the program will be evaluated by a committee consisting of three faculty members to be appointed by the Faculty Senate, the UOSA President, the chair of the Undergraduate Congress Academic Affairs committee and the chair of the Graduate Student Senate Academic Affairs committee. The evaluation committee may take any or all of the following into consideration: Student use, faculty participation, effects on enrollment, results of any student or faculty surveys, etc. Based upon the evaluation, the committee may recommend that the grade distribution program either be eliminated or continued (with or without changes).

SECTION 3: Copies of this resolution shall be sent to the following:

Dr. J. R. Morris, Interim President, University of Oklahoma
Dr. Richard Hall, Interim Vice President for Student Affairs and Dean of Students
Dr. James F. Kimpel, Provost, University of Oklahoma
Ms. Marilyn Connor, Director of Student Development
Mr. Tom Boyd, Chair of Faculty Senate
Scott C. Martin, UOSA President
Craig Hayes, Chair of Student Congress
T. J. Singleton, Chair of Graduate Student Senate

Author(s) of the bill: Academic Affairs Committee

Submitted on a motion by: Jes Ramsey

Action taken by Congress: Passed by a vote of 22 - 0 - 1

Verified by Chair of Congress: Ronald Craig Hayes Date: 10/27/94

Approved by UOSA President: Scott C. Martin Date: 10-27-94