

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – May 4, 2015 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.

The Faculty Senate was called to order by Professor Randall Hewes, Chair.

PRESENT: Asprey (0), Ayres (2), Barker (0), Bembem (2), Bergey (1), Bisel (0), Bradshaw (0), Burcham (1), Burke (0), Coleman (3), Cracknell (1), Cravey Stanley (1), Elisens (0), Fiedler (0), Fincke (3), Forman (1), Frickenstein (1), Halterman (1), Harm (2), Hart (2), Hewes (0), Hirschfeld (0), Irvine (1), B. Johnson (1), E. Johnson (1), Kong (1), Kornelson (1), Kutner (0), Laubach (1), Lawson (1), Liu (0), Livingood (0), Lupia (1), Mackey (2), Merchan-Merchan (0), Miller (2), Mortimer (1), Offen (1), Raman (0), Refai (1), Riggs (1), Schmeltzer (2), Schmidt (0), Scrivener (0), Sharma (0), Sikavitsas (1), Snell (0), Stock (1), Terry (2), Weaver (1)

Provost's Representative: Provost Harper
ISA representatives: Chris Cook, Dan Hough
Others: Dean Kelly Damphousse

Note: During the period from June 2014 to May 2015, the Senate held eight regular sessions and no special sessions. The figures in parentheses above indicate the number of absences.

TABLE OF CONTENTS

Announcements:

Schedule of Senate meetings for Fall 2015.....	2
Faculty Death	2
Summary of Speakers Service program	2
Faculty retirees	2
Bike to Work Day	2
OU's Commencement ceremony.....	2
Remarks by Kelly Damphousse, Dean of the College of Arts & Sciences.....	2
Discussion of Diversity and Inclusion Resolution.....	4
Senate Chair's Report:	
Faculty Promotion Raise Increase	8
Nancy L. Mergler Dissertation Completion Fellowship	8
Faculty FMLA Guidelines.....	8
Faculty Advisory Council of the OSRHE Meeting	9
Joint Meeting of the Executive Committees of the OSU, OU-NC, and OU-HSC Senates	9
University Community Advisory Committee	9
Earth & Energy Dean Search	9
Report of Faculty Senate Executive Committee Meeting.....	9
Faculty Hiring Process Information Session	9
Certificates of Appreciation	10
Election, Senate Executive Committee	10
Resolution of appreciation to Prof. Randall Hewes	10

APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of April 13, 2015 was approved with several changes requested by Senator Bradshaw.

ANNOUNCEMENTS

The regular meetings of the Faculty Senate for Fall 2015 will be held at 3:30 p.m. in Jacobson Faculty Hall 102 on the following Mondays: September 14, October 12, November 9, and December 14.

The Faculty Senate is sad to report the death of retired faculty member Helmut Fischbeck (Physics and Astronomy) on April 11, 2015.

Summary of the activities of the Faculty Senate Speakers Service for the past year: From May 2014 to April 2015, the Faculty Senate office arranged for 31 faculty and staff to give 57 presentations to 40 organizations in 20 communities throughout the state. The Faculty Senate and the University sincerely appreciate the members of the Speakers Service who share their expertise and knowledge with the people of Oklahoma. For more information about the OU Speakers Service, visit:

<http://speakers.ou.edu/>

A list of the faculty who retired during the past academic year is attached. The Faculty Senate thanks these faculty members for their dedication and contribution to our community.

The annual Bike to Work Day for central Oklahoma is Friday, May 15, 2015 (see <http://bikedayok.com/>). It is part of a national campaign to promote bicycling as a healthy and efficient transportation alternative.

OU's Commencement ceremony will be held at 7:00 p.m. on Friday, May 8, 2015 at the Gaylord Family - Oklahoma Memorial Stadium.

REMARKS BY KELLY DAMPHOUSSE, DEAN OF THE COLLEGE OF ARTS & SCIENCES

Prof. Hewes introduced Dean Damphousse who served as an Associate Dean in the College of Arts & Sciences for approximately nine years and became Dean last year after a national search. The College of Arts & Sciences is the largest college at OU. Dean Damphousse thanked the Senate for the opportunity to speak. He presented an organizational chart for the Dean's office staff, the majority of which are located in Ellison Hall. The Associate Deans are Victoria Sturtevant for Academic Programs Ingo Schlupp for Faculty and Research, and Chan Hellman for CAS-Tulsa. He noted that for the first time, there is an Associate Dean located in Tulsa. This year, A&S has three Faculty Fellows: Janet Ward for Humanities, Keri Kornelson for STEM Initiatives, and Dave Hambright for Water & Environment.

Dean Damphousse discussed the recent .We Are CAS' rally and stated that the purpose of the college is to generate and disseminate knowledge and help students understand their world in the following realms: physical and biological; political, economic and social institutions; intellectual and spiritual inheritance; and philosophy and literature. The college has over 6,400 undergraduate students and almost 2,400 graduate students. There are 51 majors; Biology is largest at 942 students. There are 57 minors; Spanish is largest. The college has 554 faculty members.

Dean Damphousse said that the college faces the challenges of inclusiveness and community as well as faculty resources. He noted that he was engaged with the UnHeard movement prior to the recent

incident. When he mentioned the College of Engineering's MEP program, Prof. Fiedler asked how A&S could use that as an example. Dean Damphousse noted that A&S is more diverse in terms of field of study as well as being spread out geographically in a greater area on campus than engineering. Thus, he would like to create more of a sense of community within A&S. To do that as Dean, he has assigned Assistant Dean Kyncl as point of contact and met twice with UnHeard. He initiated discussions with DACWI (Dean's Advisory Commission on Women's Issues) to see about expanding their mission outside of solely women's issues. In addition, the college sponsored a "7 Invocations for Healing" event several weeks after the SAE incident in the Unity Garden. Dean Damphousse is also meeting with Native American students to discuss their concerns and has also started working with prospective student services to deliver acceptance letters to incoming students when he happens to be traveling around Oklahoma or Texas. The Dean also decided to hire an additional Associate Dean for Faculty Development and Community. He expects to have made a decision by the end of May.

At the recent CAS retreat, he told faculty that "Even in trying budgetary times, we need to continue to provide resources to our faculty." and intends to support faculty through travel, "one-off" requests, graduate student support, and start up support. There is a Funding Assistance Program (FAP), which is over \$800,000. The college also provided support of a Dream Course composed of half OU students and half Osher Lifelong Learning students. The Travel Assistance Program (TAP) is almost \$300,000. He sees the college's strategic focus as:

- Excellence in all things
- All faculty/research matter
- All students matter
- Increase retention/graduation rates (92%)
- Provide quality educational experience (SA, GenEd)
- Support novel teaching/research experiences (FYRE)
- Expansion where possible (Native American Studies, programs/depts.)

Some new Initiatives include:

- Online Textbooks
- Fundraising/Scholarships
- OATS (Oklahoma Association Of Transfer Students)
- Computer labs
- Retention
- New degree program (IPE to Environmental Studies)
- Space

Dean Damphousse ended his presentation by discussing the Study Abroad opportunities within the college, the increase in scholarship support for students, online courses, computer labs, and retention and graduation rates noting that retention in 2013 was 92.8% but had increased to 95.5% in 2015. He also noted the proposed change of the Interdisciplinary Perspectives on the Environment (IPE) program to Environmental Studies (ES), stating that Dave Hambright was named Interim Director.

Prof. Barker asked about the March 31 letter from the faculty group regarding diversity and inclusion and asked Dean Damphousse to respond to the concerns in the letter. Dean Damphousse noted that he responded personally to the individual who sent him the letter by email but not to everyone that had signed the letter. He noted that he had decided to add a staff member to support diversity concerns within A&S. In terms of the threatening email that many faculty received, Dean Damphousse contacted OUPD and his Director of Operations is putting together a plan for how to respond if a faculty member feels threatened.

Prof. Schmeltzer asked about the new Environmental Studies degree. Dean Damphousse stated that the IPE program has been around for over 20 years graduating approximately 14 students per year. The ES degree program is in the approval process and should start up within the next year. Prof. Emily Johnson asked about support for transfer students. She observes that they are often less prepared than students that come into OU as Freshmen. Dean Damphousse acknowledged that they are a vulnerable population and Camp Crimson is developing programs for them, however the college does not currently have any specific programs. Prof. Kornelson noted that the Mathematics department is collecting data on transfer students in order to develop programs to better support transfer students. Prof. Fiedler said that Meteorology has the same experience and noted that often the same financial pressures that caused them to attend community college also cause them to have to work long hours once they are at OU.

There were no other questions. Prof. Hewes thanked Dean Damphousse for addressing the Senate.

DIVERSITY AND INCLUSION RESOLUTION

Prof. Hewes shared his thoughts on the issue of a Diversity and Inclusion Resolution. He noted that the agenda for Senate meetings is prepared by the officers and approved by the Executive Committee. Our traditional procedure in the Senate is to discuss an issue at one meeting and then vote on it at a future meeting. This allows all faculty the opportunity to weigh in on the issue. The Executive Committee put the issue on the agenda of the April meeting. At that meeting, there was much discussion that reached an impasse. The Executive Committee received input and concerns from faculty members and senators and developed a revised motion that address those concerns, given below. He also noted that the Faculty Senate typically use an informal style of debate called the "committee of the whole".

RESOLUTION ON ACTIONS TO PROMOTE DIVERSITY AND INCLUSION AT THE UNIVERSITY OF OKLAHOMA

WHEREAS many major universities already require coursework on diversity (such as race, gender identity, sexual identity, religion, and ability), and expanding such course offerings at the University of Oklahoma would be a concrete step towards addressing problems in these areas on campus.

WHEREAS a wide range of departments and programs at OU already offer such courses, including African and African-American Studies, Anthropology, English, History, History of Science, Human Relations, Native American Studies, Philosophy, Psychology, Sociology, and Women's and Gender Studies, as well as the Gaylord College of Journalism and Mass Communication. Most of these courses are 3 credit hour courses lasting one semester. In addition, the Women's and Gender Studies Program has developed four, 1 credit hour courses on inclusion and diversity that could be made available to students across campus. All this coursework should ideally build on a foundation provided by training in race, gender, and sexual identity that students receive on entering the university.

WHEREAS incoming students currently may receive some training in race, gender identity, and sexual identity, but this is limited in time and content.

WHEREAS Sooner Ally, created by the Women's Outreach Center, is an exemplary program in support of LGBTQ students. The Women's Outreach Center facilitates a number of Ally trainings, including Greek Ally, Sooner Ally, Faculty Ally, Medical Ally, Resident Advisor Ally, K-12 Ally, and Helping Professionals Ally. Through these programs, faculty and students are offered training in LGBTQ issues and techniques of personal support, and qualify to be listed as resource people who display the Ally flag on syllabi, email, and office doors. We suggest the founding of a parallel Ally program to support students of color and other minority students. In addition to training on the pattern of Sooner Ally,

we also suggest that the program connect individual students with trained faculty mentors. A complete plan for such a program already exists, prepared by the OU Center for Social Justice.

WHEREAS the Women's Outreach Center developed the Sooner Ally program and is the primary source of Student Affairs support on campus for LGBTQ community members. The Center is also the home of bystander education, and houses the OU Advocates program that supports survivors of sexual assault, stalking, and domestic violence. The Women's Outreach Center is housed within Student Life, which also supports African American Student Life, American Indian Student Life, Asian American Student Life, and Latino Student Life. These programs are doing valuable work to support students of color; however, the University needs a resource center that brings them all together in one powerful and less fragmented entity.

WHEREAS we applaud the action of the University President and the Dean of the College of Arts and Sciences in seeking to appoint diversity officers at the university and college level. The College of Engineering already appointed a Director of Diversity and Multicultural Engineering Programs in 2010. While we recognize that there is no one-size-fits-all solution, similar initiatives need to be carried throughout all OU colleges. At the same time, each college should assemble advisory committees of students and faculty to work with these officers, to create a university-wide network of two-way communication.

NOW THEREFORE BE IT RESOLVED that the Faculty Senate of the University of Oklahoma – Norman campus:

Supports the formation of an advisory committee including faculty to work with the new Vice President for the University Community in 2015 to 2016 to assist in the development of curriculum for all students that promotes a deeper understanding of diversity.

Supports the development and implementation of an incoming student experience that exposes students to basic concepts related to diversity as well as the resources available on campus to promote diversity and inclusion. This incoming-student experience should be face-to-face and model the skills and behaviors the University expects from students. Supports the process already underway in the colleges of forming advisory committees and appointing diversity officers. Although further refinements will likely be needed over time, we recommend the completion of the initial phase of this process by the end of the spring 2016 semester.

Recommends that the new VP for the University Community work collaboratively with the aforementioned advisory committee, the VP for Student Affairs, and other relevant campus personnel to expand the Sooner Ally program to include a parallel program of diversity outreach.

Recommends that the University provide support, including space, staff, and resources, for an outreach center for students of color and other minority students.

This motion was made and seconded. However, Prof. Barker asked that Parliamentarian, Prof. Kutner, compare the two motions, the original one from the previous meeting, and the one revised by the Executive Committee. Prof. Kutner stated that the motions are distinct, but cover the same subject matter. He added that Prof. Barker has the option to have his motion on the agenda as a separate item or to make a motion to amend the Executive Committee's text and replace it with his motion. Prof. Barker moved to amend the motion before the Senate (the Executive Committee's version) with the wording of his version. Prof. Riggs called a point of information asking if Barker wanted to use his April meeting version of the motion or the one that he emailed out to senators over the weekend, which was seconded by Prof. Bradshaw. Prof. Fiedler called the question which requires a 2/3 majority, but the Prof. Kutner as Parliamentarian said that the Chair has to assure that there is sufficient opportunity for debate.

After a lively and lengthy discussion involving Profs. Barker, Bradshaw, Liu, Fiedler, Halterman, Miller, Merchan-Merchan, E. Johnson, Schmeltzer, Fincke, Riggs, Sharma, Burke, B. Johnson, Kornelson, and Coleman the following resolution was adopted by the Senate by a vote of 22 to 3:

*RESOLUTION ON ACTIONS TO PROMOTE DIVERSITY AND INCLUSION
AT THE UNIVERSITY OF OKLAHOMA*

- WHEREAS (1) many major universities already require course work on race, gender identity, and sexual identity as part of their degree programs, and requiring such coursework at the University of Oklahoma would be a concrete step towards addressing problems in these areas on campus. After developing a set of criteria that such courses should satisfy, it may be possible to incorporate this course work into degree programs without adding additional hours or time to completion, by a redefinition of the course requirements in Western and Non-Western Civilization. A wide range of departments and programs at OU already offer relevant courses, including African and Afro-American Studies, Anthropology, English, History, History of Science, Human Relations, Native American Studies, Philosophy, Psychology, Sociology, and Women's and Gender Studies, as well as the Gaylord College of Journalism and Mass Communication. Most of these courses are 3 credit hour courses lasting one semester. In addition, the Women's and Gender Studies Program has developed four, 1 credit hour courses on inclusion and diversity that could be made available to students across campus. All this coursework should build on the foundation provided by training in race, gender, and sexual identity, which students receive on entering the university. See item 2 below. We ask that these curricular changes be implemented at the earliest possible date, and preferably during the 2015-2016 academic year.*
- AND WHEREAS (2) incoming students currently receive some training in race, gender identity, and sexual identity, this is limited in time and content and current student training has failed to prevent the situation we now face. Representative subjects that might be included in this training include the concepts of majority privilege, stereotype threat and microaggression, issues of religious diversity and disability, as well as issues crucial to our large Native American population such as sovereignty and multiculturalism. It should also contain clear and detailed information on where to find help and support in dealing with these issues, including reporting inappropriate behavior. This training should be face-to-face, and model the skills and behaviors the University expects from students. Transfer students should receive the same training as other students, when they enter the university. We recommend the university provide support to start such a program no later than Fall 2015, for students entering the university that semester.*
- AND WHEREAS (3) Sooner Ally, created by the Women's Outreach Center, is an exemplary program in support of LGBTQ students. The Women's Outreach Center facilitates a number of Ally trainings, including Greek Ally, Sooner Ally, Faculty Ally, Medical Ally, Resident Advisor Ally, K-12 Ally, and Helping Professionals Ally. Through these programs, faculty and students are offered training in LGBTQ issues and techniques of personal support, and qualify to be listed as resource people who display the Ally flag on syllabi, email, and office doors. We suggest founding a parallel Ally program to support students of color and other minority students. In addition to training on the pattern of Sooner Ally, we also suggest that the program connect individual students with trained faculty mentors. A complete plan for such a program already exists, prepared by the OU Center for Social Justice. Attempts to gain external funding have been unsuccessful so far. We need this program, and we need it now. We are asking for university support to launch a program no later than Fall 2015, for all students at the university.*
- AND WHEREAS (4) the Women's Outreach Center developed the Sooner Ally program and is the primary source of Student Affairs support on campus for LGBTQ community members.*

The Center is also the home of bystander education, and houses the OU Advocates program that supports survivors of sexual assault, stalking, and domestic violence. The Women's Outreach Center is housed within Student Life, which also supports African American Student Life, American Indian Student Life, Asian American Student Life, and Latino Student Life. These programs are doing valuable work to support students of color; however, the University needs a resource center that brings them all together in one powerful and less fragmented entity. We ask for university support to start such a center no later than Fall 2015, for all students at the university.

AND WHEREAS (5) we applaud the action of the University President and the Dean of the College of Arts and Sciences in seeking to appoint diversity officers at the university and college level. The College of Engineering already appointed a Director of Diversity and Multicultural Engineering Programs in 2010. These initiatives need to be carried throughout all OU colleges. At the same time, each college should assemble advisory committees of students and faculty to work with these officers, to create a university-wide network of two-way communication. We need these officers, and we need them now. We ask for university support to make these appointments and create the corresponding advisory committees no later than Fall 2015.

AND WHEREAS (6) faculty members and staff have recently received hostile and threatening communications, with the consequence that some have been left feeling quite unsafe and have even stayed away from campus or changed their daily activities. We request that the university develop an action plan to provide support for faculty and staff members who receive hostile or threatening communications or have other experiences, including classroom experiences, that leave them feeling unsafe. Such a plan should include, at least, clear instructions for notifying a senior administrator, who will then work with OUPD and (if applicable) Norman PD to assess threat level and take appropriate protective measures, and coordinate a response through IT in the case of electronic communications originating on campus or using campus resources.

THEREFORE, the Faculty Senate recommends that the Administration should consider:

- 1) At least one semester of course work on topics such as race, gender identity, sexual identity, disability, and religious diversity, to all undergraduate degree programs at OU regardless of college, the details of which to be determined in consultation with individual units. This should also apply to transfer students.*
- 2) At least one day of face-to-face training on topics such as race, gender identity, sexual identity, disability, and religious diversity, for all incoming undergraduate and graduate students at OU. This should also apply to transfer students.*
- 3) University support for founding an Ally program for students of color and other minority students, which would offer training to faculty and students, and connect students to specific faculty mentors.*
- 4) University support and adequate space for an outreach center for students of color and other minority students.*
- 5) University support for appointing diversity officers in every college, as needed, by the modification of an existing position or the creation of a new one, with the simultaneous creation of advisory committees consisting of faculty and students.*
- 6) A university action plan to provide support for faculty and staff members who receive hostile or threatening communications or have other experiences, including classroom experiences that leave them feeling unsafe.*

SENATE CHAIR'S REPORT, by Prof. Randall S. Hewes

"I would like to first highlight three recent successes that in some fashion involved significant work in the Faculty Senate. At our last spring meeting with President Boren on April 8, the Faculty Senate Executive Committee shared a report prepared by the Faculty Compensation Committee that compared the promotion raises at OU with other Big-12 institutions. After our presentation of that report, Associate Provost Stewart Berkinshaw expanded that analysis. On April 24, we learned that President Boren had announced increases in faculty promotion raises, effective immediately. As outlined in the president's memo, the previous policy provided 'for raises that [were] the greater of 7% of current salary or \$3,000 (\$4,000 if on 12 month contract) for promotion to Associate Professor and 7% of current salary or \$5,000 (\$6,666 if on 12 month contract) for promotion to full Professor. The updated policy provides raises that are the greater of 8% of current salary or \$4,000 (\$5,000 if on 12 month contract), for Associate Professors and 8% of current salary or \$6,000 (\$8,000 if on 12 month contract), for full Professors. These updates result in annual raises that are on average of \$760 (or 14%) higher for promotion to Associate Professor and \$960 (or 15%) higher for promotion to full Professor.' This action recognizes and rewards excellence among the faculty. I want to thank President Boren, the budget office, the provost's office, and the Faculty Compensation Committee for making this a reality.

"Last year, our previous chair Ed O'Rear and the Faculty Senate Executive Committee proposed the creation of a new campus-wide graduate student fellowship in honor of almost two decades of distinguished service by our previous provost. With funding provided by President Boren, and with further work this year by a number of people, including Executive Vice President Nick Hathaway, Graduate Dean Lee Williams, and Senior Vice President and Provost Kyle Harper, this new scholarship was created. As announced by Provost Harper last Wednesday, the Nancy L. Mergler Dissertation Completion Fellowship is for Ph.D. candidates who are in the final phases of writing their dissertations. Quoting from Provost Harper's announcement, 'Seven one-time awards of \$15,000 will be granted each year.... All Ph.D. candidates in Norman-campus programs who will prospectively complete their degree in the coming academic year are eligible. The purpose of the award is to recognize meritorious projects and to support their completion. The selection committee will be comprised of faculty from across campus. This year the deadline for submission is May 15, 2015... [and] recipients will be announced by June 15, 2015.' Because the fellowships are new this year, the timeline is compressed. The next cycle is expected to occur in mid-spring.

"As we have announced previously, the Faculty Welfare Committee and Faculty Senate Executive Committee adopted a preliminary draft of a family fairness policy in fall 2012 that was then discussed in 2013 with the upper administration and OU legal counsel. The Faculty Welfare Committee, at the time co-chaired by Greg Burge and Misha Kline, met with faculty associated with the NSF Advance Paid Grant and gathered prototype policies from individual OU Departments and other universities. Earlier drafts of the policy were influenced by extensive work done in the College of Arts and Sciences (guided in large part by the Dean's Advisory Committee on Women's Issues) towards the possible development of a Family Medical Leave Act (FMLA) policy for faculty. Suzanne Harrell, as Director of Operations in the College of Arts and Sciences, was extremely helpful in sharing the results of her investigation of best practices across a wide variety of departments in that college. The FWC kept this policy moving forward in 2014, with additional refinements. Over the past year, the draft underwent further changes, with hard work involving many back-and-forth exchanges between the Provost's Office and the Office of Legal Counsel, with input from the Provost's Advisory Committee on Women's Issues. On Monday, April 27, Provost Harper announced the new policy. Quoting from the new policy, its purpose is 'to provide interpretive guidelines for integrating job-protected leave under the FMLA while recognizing the varied and unique obligations and duties of faculty in the areas of research, teaching, and service, all in ways consistent with the needs and mission of the University. The Policy provides for (l) the guaranteed

extension of the tenure clock for full time regular faculty and (II) one semester of modified teaching load and relief from very demanding service duties when FMLA is taken under University policy.'

"In other news: On April 14, immediate past-chair, Ed O'Rear, Chair-Elect Tassie Hirschfeld, and I attended a meeting of the Faculty Advisory Council of the Oklahoma State Regents for Higher Education to share information about recent or planned Faculty Senate responses to issues related to diversity and inclusion. Ed O'Rear is the OU representative on that council, and he led the presentation. It included updates on Faculty Senate actions, as well as a summary provided by the provost's office of actions and plans in all the colleges. Follow-up questions concerned the Faculty Senate's and the broader university's response to the recent incidents involving the former OU chapter of the SAE fraternity.

"On April 15, several members of the Faculty Senate Executive Committee, as well as members of the executive committees of the OU Health Sciences Center and Oklahoma State University Faculty Senates, attended a joint meeting on the OUHSC campus. There was considerable interest in the new faculty/staff dependent student tuition benefits program and the experience with the transition to flat rate tuition at OU, as well as the guns on campus resolution passed recently by the OU Faculty Senate. From OSU, there was good news. With the new provost, pressure to pass low performing students and reduce rigor in courses appears to have been reduced, and we were informed that student DFW rates are no longer being used in faculty evaluations.

"On April 22, I attended a meeting of a new University Community Advisory Committee, which was constituted by President Boren. The committee has broad faculty representation, as well as members representing Student Affairs and the provost's office, the president of the Student Government Association, and the Chair of the Faculty Senate. At our previous Faculty Senate meeting, multiple senators expressed an interest in creating an advisory committee on diversity and inclusion to the new VP. As the Faculty Senate Executive Committee was revising the draft diversity resolution, we learned of the new advisory committee, and that led to further revisions. This advisory committee will be working hard over the summer to meet the President's publicly stated goal of having a mandatory diversity experience for all entering freshmen students next year.

"Also on April 22, the Faculty Senate Executive Committee met with a third candidate for dean of the Mewbourne College of Earth & Energy.

"On April 27, the executive committee had its regular monthly meeting. The committee worked on final edits and then voted to recommend adoption of the draft diversity resolution. We also discussed and voted to recommend the proposed slate of candidates for the 2015-2016 executive committee. Finally, we were joined by Provost Harper. Most of our discussion with him was focused on the new OU process for approving faculty hires that was announced earlier in the day.

"Finally, on May 1, I attended a Faculty Hiring Process Information Session that was run by the provost's office and attended by many of the 90 or so chairs and directors of OU academic units, as well as several of the deans. The provost led off with a detailed summary of the budgetary, procedural, and strategic reasons for the new process as well as some of the logistical considerations for units and colleges during its implementation. This was followed by an extended question and answer session."

PRESENTATION OF CERTIFICATES OF APPRECIATION

Certificates of Appreciation were presented to the following outgoing senators who completed full three-year terms (2012-15): Randall Hewes, Peter Kutner, Hollie Mackey, Hazem Refai, Wayne Riggs, and Dan Snell. Certificates also were also presented to senators whose terms expired and to the outgoing members of the Senate Executive Committee. Prof. Hewes thanked the senators for their contributions.

ELECTION, FACULTY SENATE EXECUTIVE COMMITTEE FOR 2015-16

The following slate was proposed for the Faculty Senate Executive Committee for 2015-16:

EXECUTIVE COMMITTEE AT-LARGE MEMBERS

Megan Elwood Madden (Associate Professor of Geology & Geophysics, Ph.D. Virginia Tech, at OU since 2007)

Scott Moses (Associate Professor of Industrial & Systems Engineering, Ph.D. Purdue, at OU since 1999)

George Richter-Addo (Professor of Chemistry & Biochemistry, Ph.D. British Columbia, at OU since 1993)

SECRETARY

Sarah Ellis (Associate Professor of Music, Ph.D. Texas-Austin, at OU since 2004)

CHAIR-ELECT

Wayne Riggs (Associate Professor of Philosophy, Ph.D. North Carolina, at OU since 1995)

The Senate approved the nominations on a voice vote.

RESOLUTION OF APPRECIATION TO PROF. RANDALL HEWES, OUTGOING SENATE CHAIR

Prof. Hewes transferred the gavel to Prof. Hirschfeld to represent her transition to Chair of the Faculty Senate for 2015-16. Due to the extent of the debate regarding the diversity and inclusion resolution, Prof. Hirschfeld was unable to introduce a resolution of appreciation for Prof. Hewes, which follows for the record.

Whereas Randy has provided the FACULTY SENATE with energetic, thoughtful and dedicated leadership, and

Whereas Randy has exemplified the highest standards of diplomatic engagement between the UNIVERSITY OF OKLAHOMA FACULTY and the UNIVERSITY OF OKLAHOMA ADMINISTRATION during a time of transition, and

Whereas Randy has successfully facilitated collaboration between the FACULTY SENATE and the UNIVERSITY COMMUNITY to formulate policy changes that have led to measurable improvements in essential areas of Faculty Welfare, Compensation, Hiring, Diversity, Family Fairness, and Graduate Student Recruitment, and

Whereas Randy has been a conscientious leader who encouraged inclusivity and participation from all branches of the UNIVERSITY OF OKLAHOMA including the Health Sciences Campus, the Tulsa Campus, the Staff Senate and the Central Administration, and

Whereas Randy has demonstrated a personal commitment to excellence and shared governance in all aspects of the University mission, and

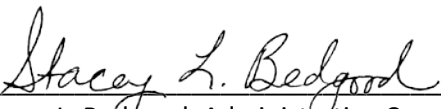
Whereas Randy has presided over the affairs of the FACULTY SENATE with wisdom, generosity, kindness and good humor,

Be it resolved that the FACULTY SENATE expresses its most sincere appreciation to Randy Hewes for his outstanding service to the UNIVERSITY OF OKLAHOMA as Chair of the FACULTY SENATE during the academic year 2014-2015.

Prof. Hirschfeld presented Prof. Hewes with an engraved clock and a certificate of appreciation.

ADJOURNMENT

The meeting adjourned at 6:02 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, September 14, 2015, in Jacobson Faculty Hall, Room 102. (Note: The September meeting was rescheduled for Monday, September 21, 2015.)



Stacey L. Bedgood, Administrative Coordinator



Wayne Riggs, Faculty Senate Secretary