

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – November 14, 2016 – 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 Wayne Riggs, Chair.

PRESENT: Asprey, Barker, Bembem, Bradley, Bradshaw, Burke, Burns, Burstein, Cheng, Churchman, Cox-Fuenzalida, Davidson, Demir, Ellis, Elwood Madden, Fiedler, Gutierrez, Hall, Hart, Houser, Jamili, Johnson, Karr, Keppel, Koch, Lawson, Livingood, Martens, Moxley, Riggs, Safiejko-Mrocza, Schmeltzer, Scrivener, Sikavitsas, Sprecker, Stewart, Stock, Swinkin, Trafalis, Wang, Weaver

Provost's Representative: Provost Harper

ISA representative(s): Matthew Rom, Chris Cook, Jessa Watters

SGA Representative(s): --

Others: Simin Pulat, Randy Hewes

ABSENT: Anderson, Barrett, Cifelli, Coleman, Markham, Martin, Pepper, Shah, Volz, Warren, Woodfin

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APPROVAL OF JOURNAL

Approval of the Faculty Senate Journal for the regular session of October 10, 2016 was postponed until the December 12, 2016 meeting. There were several changes proposed by Prof. Barker. He and the Senate Secretary, Prof. Elwood Madden, will discuss prior to the December meeting.

ANNOUNCEMENTS

The following faculty will serve on the 2016-17 Academic Program Review Committee: Elizabeth Bergey (Biology), Dan Butko (Architecture), Elaine Hsieh (Communications), Todd Wuestewald (Liberal Studies), Steve Cleveland (Law), Michael Strauss (Physics and Astronomy), and Justin Wert (Political Science). The panel also will include Provost Kyle Harper (Classics & Letters), Vice Provost Simin Pulat (Industrial & Systems Engineering), Associate Dean Mitchell Smith (International and Area Studies), Associate Dean Aondover Tarhule (Geography and Environmental Sustainability), Graduate College representative Ben Holt (Microbiology and Plant Biology), and Director of Assessment Felix Wao. The units to be reviewed are the College of Fine Arts, the College of Business, and the College of Journalism and Mass Communication.

The Center for Teaching Excellence, OU Information Technology, and the University Libraries will be hosting the Sixth Annual Academic Technology Expo on Thursday, January 12 & Friday, January 13, 2017. This event is open to all faculty members who are interested in learning about emerging technologies that can facilitate improvements in teaching. Additional details can be found at <http://academictech.ou.edu/>.

The Office of Technology Development will host an upcoming session of *Innovation to Impact*, a series of discussions for faculty, staff, and graduate students about intellectual property. This month's session on Tuesday, November 29 will cover information about pathways to the commercial market, including product-market fit, and licensing. Meet the OTD team and enjoy a complimentary lunch. More information at http://ou.edu/content/otd/inventor_resources.html. Register online at https://ousurvey.qualtrics.com/SE/?SID=SV_4Zu5dSf74aj9Gfj&Q_JFE=0.

The Faculty Senate sent out the call for proposals for the Ed Cline Faculty Development Awards on November 11, 2016. Proposals are due to the Faculty Senate office by February 1, 2017 and up to \$2,500 may be awarded per proposal. Further information is available at <http://facultysenate.ou.edu/facdev.html>.

REMARKS BY SIMIN PULAT, VICE PROVOST FOR FACULTY DEVELOPMENT

Prof. Riggs introduced Dr. Simin Pulat, Vice Provost for Faculty Development. Dr. Pulat stated that there are four key factors identified for faculty retention through the support of academic and work/life integration. They are: frequent and candid feedback on performance, transparent tenure and promotion process, faculty development initiatives and family friendly policies and practices.

The Provost's office is working to improve the annual performance evaluation process, progress towards tenure letters, and post tenure review evaluations. To make the tenure and promotion process more transparent, there have been workshops for tenure-track faculty and for administrators

Faculty Development Initiatives:

- Faculty development website <http://facultydevelopment.ou.edu> (important to the Provost)
- CTE and CRPDE initiatives
- Leadership Academy
- Institutional Mentoring Program
- Workshops for Faculty and Administrators
 - Best practices for faculty recruitment
 - Managing people
 - Work-life integration
 - Book publishing

- New faculty orientation
- Workshop for mentors and protégées (planned)
- Lab management (planned)

Family friendly policies and practices include

- Academic FMLA
- Modified Duties Policy (planned)
- Lactation Rooms (Carnegie, Library, Price, Gallogly, Dale, 5PP, 2PP)
- Faculty Dependent Care Travel Grant Program (Fall 2014-present: 42 grants totaling \$27K)
- Sooner Way of Life booklet (<http://soonerway.ou.edu>)
- Live Well at OU booklet
http://facultydevelopment.ou.edu/wpcontent/uploads/2016/08/Live_Well.pdf
- HR website on work life balance <http://hr.ou.edu/Empoyees/Balancing-Work-Life/Norman-Area>
- OU Wellness Program (<http://www.ou.edu/wellness/>)

Faculty Retention Statistics

2014-2015

46 faculty resignations
(22 Females, 24 Male, 25 tenured, 4 Asian, 1 Native American)

Reasons:

- Returned to home country (family health)
- Active recruitment by other universities
- Closeness to family
- Better dual career offers
- 3 ranked renewable term (RRT) – tenured, tenure-track, and part-time faculty positions
- 26 faculty disclosed information about their new jobs

2015-2016

27 faculty resignations (1/2 of the year before)
(18 Female, 9 males, 16 tenured, 5 Asian, 1 Black, 2 Hispanic/Latino, 19 White)

Reasons:

- Administration positions
- Returned to previous institution
- Moved to Europe
- Better spousal accommodations
- Moved closer to fiancée
- Teaching performance

Prof. Burns stated that in the past there were non-sectarian ‘quiet contemplation’ rooms on campus and suggested that those be reintroduced. Dr. Pulat said that she would explore that. Prof. Barker asked about the process to become a faculty mentor. Dr. Pulat stated that she welcomes faculty volunteers and that there are plans to present a detailed list of mentors to junior faculty, who would then request to become a protégé of a listed faculty mentor. Volunteer faculty mentors should contact Dr. Pulat’s office.

Prof. Fiedler requested more details on the resignations of faculty members by college and discipline. Dr. Pulat did not have those numbers readily available, but stated that it could be provided. She added that the Provost’s office is focused on initiatives to help faculty feel valued and be successful irrespective of discipline. Prof. Fiedler would also like information on how children-bearing decisions affected those numbers. Prof. Ellis asked if there were differences in retention rates based on intersections of gender and ethnicity. Prof. Riggs thanked Dr. Pulat for speaking to the Senate.

REMARKS BY RANDY HEWES, INTERIM DEAN OF THE GRADUATE COLLEGE

Prof. Riggs introduced Dr. Randy Hewes, Interim Dean of the Graduate College and former Faculty Senate Chair (2014-15). Dr. Hewes thanked the Senate for the opportunity to discuss graduate student education at OU with the senators.

Dr. Hewes said that graduate education is essential to our university mission and reputation. Graduate students teach many of our classes and are responsible for much of our research and creative activity. Thus, OU needs strong graduate programs. The Provost has created a task force on graduate education, financing, and competitiveness, which addressed the three questions:

- Finance graduate education and what is holding us back?
- Define value and excellence?
- How do we support excellence with funding?

Graduate education generated \$53 million for OU in tuition/fees/research funds in FY15, while expenditures were about \$42 million in FY15. He noted that graduate assistantships are different than undergraduate scholarship because they are a payment for work performed. Fees are a problem for graduate students as they spend about 35% of their stipend for fees and fees are due at the beginning of the semester before students have received their assistantship payments. Compared to our peer institutions, OU graduate students pay significantly more fees since OU does not waive fees for graduate students receiving GAs. He also noted that only about 55% of GTA support funds are actually budgeted and much of the remaining 45% comes from OTIS, vacant lines, etc.

The recommendations of the task force include lower fees for GTAs through cost shifting and/or new investment (\$2 million needed), lower fees for GRAs through updating tuition remission rates (\$2 million needed), a move to strategic E&G budgeting, and establishing an incentive structure, including first year fellowships for outstanding graduate applicants.

Prof. Fiedler asked why graduate students are not paying more proportionally for their classes than undergraduates when graduate students have much smaller class sizes. Prof. Livingood asked about ways to reduce the default rate and the interest rate charged on fees for students. Dr. Hewes added that he believes OU needs to focus on the non-competitive fee structure for graduate students.

SENATE CHAIR'S REPORT, by Prof. Wayne Riggs

“On November 2, the Faculty Senate Chair attended a meeting of the Deans’ Council. Interim Graduate Dean Randy Hewes gave a short presentation about the 3-minute Thesis competition. Current OU graduate students are encouraged to create a 3-minute presentation summarizing their thesis or dissertation research for a non-specialist audience. Students can enter online and there will be three cash prizes for winners. Entries are due January 20, 2017. Vice Provost Pulat also gave a brief presentation of draft revisions to the Post Tenure Review policy document. These proposed changes will be sent to Faculty Senate soon for their review. Dean Pullin of Price Business College introduced Tom Wavering, the Director of the new OU Innovation Hub, who presented an overview of the Hub.

“On November 7, the Faculty Senate Executive Committee (FSEC) met with Provost Harper, Vice Provost Simin Pulat, and Interim Graduate Dean Randy Hewes. Dean Hewes presented a host of data regarding graduate student compensation. Vice Provost Pulat discussed the many programs her office has sponsored in support of faculty development.

“The FSEC was unable to meet with President Boren this month due to conflicts with his schedule.”

STATEMENT IN RESPONSE TO RECENT EVENTS AT OU

Prof. Riggs raised some recent incidents including racist fliers, harassment of faculty members, and an OU student that was suspended for alleged involvement in the GroupMe messages that went out to students at the University of Pennsylvania. He acknowledged the statement released today by President Boren's office in response to these events and provided copies of that statement to Senators. He suggested that the Faculty Senate draft its own statement.

Prof. Riggs said that the Senate could endorse Pres. Boren's statement, agree to use a statement drawn up by the Faculty Senate officers, or draft a new statement. Prof. Hall asked for more details on the recent incidents since he was not familiar with some of them. Several other senators wanted more information as well. Prof. Riggs asked Provost Harper, who was present, to share what he knew about the incidents with the Senate. In addition to what Prof. Riggs had mentioned, he noted that campaign signs for an African-American student running for SGA had been defaced.

Prof. Demir said that he is aware of several international faculty and students that are concerned for their safety. He recommends the statement have stronger language denouncing what has been occurring and providing support to those affected. Prof. Riggs said that the incidents he mentioned were primarily directed towards African-Americans, but recognizes they are part of a larger context that also affects a much broader group within our campus community.

Prof. Riggs shared the draft statement developed by the Faculty Senate officers, which reads:

It is vitally important at this moment for the university community to reaffirm our commitment to the core values of our institution and unify in their defense. One of these values is the recognition that diversity is a source of our strength as a university community and as an institution of higher education. We, as a university, strive to create and preserve an inclusive environment in which the pursuit of learning, the creation of art and knowledge, and the impetus to serve our society is equally available to all. The toleration of hate speech and bigotry on our campus is antithetical to this goal. The OU Faculty Senate condemns such speech and action on our campus and urges everyone—faculty, students, and staff—to speak out when they encounter it.

Prof. Fiedler made a motion to endorse Pres. Boren's statement. Prof. Barker said that he is concerned that endorsing Pres. Boren's statement is unlikely to draw much notice. He would like to use the FS officers' draft statement and add an endorsement of Pres. Boren's rapid action. Prof. Scrivener agreed that the Senate needs its own statement and it needs to be made today. Prof. Keppel asked how the Senate could change the FS officers' statement to address Prof. Demir's concerns. Prof. Demir said that there seems to be some difference of opinion about what is acceptable speech.

Prof. Bradshaw was also against the motion to simply endorse Pres. Boren's statement and said that the Senate should make its own statement. Prof. Hall asked what actions we should endorse to remedy the issues and thinks they should be included in the statement. Prof. Bradshaw said that we do not have time to come up with a list of actions today and that should be done as a part of a future statement. Prof. Davidson expressed concern that so many faculty senators were unaware of these incidents and encouraged faculty to become more aware of what is happening on campus.

The Senate voted to not simply endorse Pres. Boren's Statement. Prof. Bradley made a motion to accept the statement written by the FS officers. It was seconded by Prof. Bradshaw. Prof. Elwood Madden made a motion, seconded by Prof. Fiedler, to add the words "within the university community" to the sentence that ends "available to all." This was accepted by Prof. Bradley as a friendly amendment. Prof. Barker introduced a friendly amendment, which was accepted, to add a sentence

commending Pres. Boren's rapid action. A senator requested adding "and report" after "speak out" in the last sentence. Prof. Riggs suggested adding a sentence of "The FS strongly encourages all faculty to communicate this resolution to all members of the OU community." Prof. Livingood proposed a friendly amendment, which was accepted, adding a second paragraph that includes information from President Boren's statement about who to contact if further incidents arise. Prof. Barker suggested sending this statement to the student paper and Prof. Riggs agreed to do that.

Prof. Riggs read the revised statement. A motion was made to approve it by Prof. Livingood and seconded by Prof. Barker. The motion was carried. The approved version of the statement was:

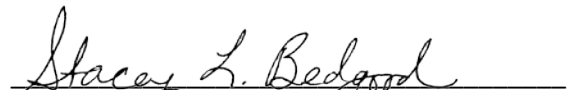
**OU Faculty Senate – Norman Campus
STATEMENT IN RESPONSE TO RECENT EVENTS AT OU
November 14, 2016**

It is vitally important at this moment for the university community to reaffirm our commitment to the core values of our institution and unify in their defense. One of these values is the recognition that diversity is a source of our strength as a university community and as an institution of higher education. We, as a university, strive to create and preserve an inclusive environment in which the pursuit of learning, the creation of art and knowledge, and the impetus to serve our society is equally available to all members of our campus. Toleration of hate speech and bigotry on our campus is antithetical to this goal. The OU Faculty Senate condemns such speech and action on our campus. We urge everyone—faculty, students, and staff—to speak out and report when they encounter it, and we express strong support for the rapid response by Pres. Boren. The Faculty Senate strongly encourages all faculty to communicate this resolution to all members of the OU community.

Cases of hate speech or threats to members of our community should be reported immediately to OUPD or the office of Equal Opportunity. You can also report to the 24/7 Reporting Hotline, 844-428-6531.

ADJOURNMENT

The meeting adjourned at 5:09 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, December 12, 2016, in Jacobson Faculty Hall, Room 102.


Stacey L. Bedgood, Administrative Coordinator


Megan Elwood Madden, Faculty Senate Secretary