

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session – March 6, 2017 – 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: Anderson, Barker, Bradley, Bradshaw, Burke, Burns, Churchman, Cifelli, Demir, Ellis, Elwood Madden, Fiedler, Gutierrez, Hall, Houser, Jamili, Karr, Keppel, Koch, Markham, Martens, Pepper, Riggs, Safiejko-Mroccka, Scrivener, Shah, Sikavitsas, Sprecker, Stock, Swinkin, Volz, Wang, Warren, Woodfin

Provost's Representative: ---

ISA representative(s): Matthew Rom, Chris Cooke

SGA Representative(s): --

Others: Joshua Nelson (FSEC member)

ABSENT: Asprey, Barrett, Bemben, Burstein, Cheng, Coleman, Cox-Fuenzalida, Davidson, Hart, Johnson, Lawson, Livingood, Martin, Moxley, Schmeltzer, Stewart, Trafalis, Weaver

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of February 13, 2017 was approved by consensus with the addition of a comment by Prof. Fiedler regarding the Faculty Diversity, Equity, and Inclusion Committee charge in relation to civil rights law.

ANNOUNCEMENTS

The Faculty Senate is pleased to announce the recipients of the Ed Cline faculty development awards for 2016-17 are: Ana Bracic (Political Science), Mashhad Fahes (Petroleum & Geological Engineering), Cathleen Faubert (Visual Arts), Piers Hale (History of Science), Jill Hicks-Keeton (Religious Studies), Roxanne Lyst (Dance), Sarah Maness (Health & Exercise Science), Heather McCarthy (Microbiology & Plant Biology), Tina Dothard Peterson (Social Work), Daniel Schwartz (Music), Zev Trachtenberg (Philosophy), and David Vishanoff (Religious Studies).

The Faculty Senate is sad to report the death of retired faculty members George W. England (Management) on February 17, 2017 and Robert Lusch (Marketing) on February 23, 2017.

The Tribute to the Faculty will be Tuesday, April 11, 2017 at 3:00 p.m. in the Sandy Bell Gallery of the Fred Jones Jr. Museum of Art.

The Big Event, a student-run community service effort, will be held on Saturday, April 1, 2017. For more information visit <http://bigevent.ou.edu>.

FACULTY DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Prof. Riggs read the charge and description for the proposed Faculty Diversity, Equity, and Inclusion Committee, which is as follows:

**Faculty Diversity, Equity, and Inclusion Committee
(Faculty Senate Special Committee)**

Charge: This committee is responsible to the Faculty Senate for reviewing and recommending university policy and practice on issues related to faculty diversity, equity, and inclusion.

In carrying out this responsibility, the Committee shall:

- (1) Investigate, discover, and promote best practices for faculty recruiting and retention.
- (2) Gather and review information on the allocation of university resources (awards, research grants, prizes, etc.) and advancements (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- (4) Work with the Office of University Community to set priorities, advance policy, and follow up on the progress of proposed initiatives.
- (5) Report at least yearly to the Senate and, upon approval, the President and the Provost.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

Membership: 7 members
 How Nominated: To be elected by Faculty Senate
 Term: 3 years (staggered terms)

Prof. Barker raised a concern that the committee be able to examine issues dealing with student diversity. Prof. Riggs stated that the issues that precipitated the creation of this committee are more directly related to faculty concerns than to student concerns. He also stated that students would like to see a more diverse faculty at OU. He did not believe that the charge of this committee would rule out the ability to look at student concerns, but the goal of the committee is tied to faculty concerns.

(Note: The Senate voted at its May 2017 meeting to add a direct quote of the transcript of Prof. Fiedler's statement to the March minutes. Parts of his statement were unintelligible from the recording due to excessive background noise.)

Prof. Fiedler said: "I'm just struck by the diversity of the inclusivity issues that are being talked about here. Some people are describing programs it seems like ----- to me and we talk about this problem we have to be careful ----- the ----- problem we observe in our own unit. We may have something completely different in my unit, okay, getting a tenure-track position if you're Asian or you have a Semitic name or you look Semitic. You feel most people are not diverse, alright? You want a woman faculty member, you are going to have to pay more. They get more job opportunities in STEM fields. I cited this last time, that hiring rates are two-times the availability in the qualified applicant pool. Fine, if we have a goal to hire more women, you are going to be paying a premium. You are going to be paying premium to keep them here, alright? So we have an ----- problem in that you have to recognize you have to pay money to keep them here. They are going to get more job offers. If you hire someone who is Asian or Jewish, they are not going to leave. They don't have that many opportunities to go elsewhere. So you think that ----- more job offers and I thought that they are supposed to be mobile so they can go around all kind of ----- or other universities and find the right place and help the nation by fitting in the right job. If you think ----- What if it's not the right place for them?"

Prof. Riggs said that it has been suggested that hiring procedures often have less to do with recruiting the best people and more to do with implicit bias. He noted that the first item on this committee's charge is to look at peer institutions and identify the best practices in hiring. He added that OU wants to retain high standards and that inclusivity means not ruling out potential faculty members for inappropriate reasons.

Prof. Demir shared some his own experiences observing biased statements made by faculty members. Prof. Cifelli asked that the committee charge be narrow enough to focus on faculty, and said that all the statements in the charge have to do with faculty and faculty issues. Prof. Riggs suggested some issues such as curriculum content that could be relevant to both faculty and students.

Prof. Woodfin sought to verify that the five responsibilities of the committee are not listed in order of importance. Through his experience with accreditation, he thinks the pressing concern is retaining diverse faculty, more so than simply recruiting them.

Prof. Keppel described his experiences with faculty hiring within the Department of History and said that they looked at what was going on at peer institutions in terms of best practices. Prof. Fiedler noted that diversity and inclusivity concerns can be very different in the various units at OU and expressed concerns about approaches to retaining diverse faculty. Prof. Warren replied that these types of concerns are exactly what this committee is charged to investigate and analyze.

Prof. Hall stated that the Senate seems to be discussing at this meeting the issues that the committee is actually charged with addressing. He made a motion to approve the committee proposal, which Prof. Bradshaw seconded. The motion was unanimously approved by the Senate by a voice vote.

Prof. Burke asked when the committee would be staffed. Prof. Ellis said that a special call would go out for faculty volunteers, so that the Committee on Committees can nominate members to be voted on by the Senate before the end of this academic year.

COMMITTEE NOMINATIONS

Prof. Riggs presented the recommended slate of nominations (attached) from the Committee on Committees and stated that the Senate would vote on the entire slate at the April meeting. Senators who would like to make a nomination from the floor may contact Prof. Ellis, Chair of the Committee on Committees. There was no additional discussion.

SENATE CHAIR'S REPORT, by Prof. Wayne Riggs

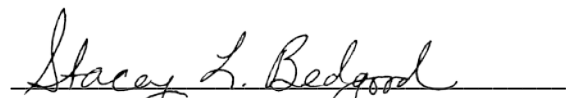
"The Faculty Senate Executive Committee met on February 27, 2017. The executive committee discussed the items that were covered in the agenda today. In addition, we discussed possible topics to broach in our meeting with President Boren, which included the broad issue of shared (faculty) governance here at OU and how it might be improved. There was a general discussion of that very topic at the meeting as well. The Provost attended the meeting, as usual.

"The Dean's Council meeting was cancelled.

"The Faculty Senate Chair was unable to attend the FSEC meeting with President Boren on March 1, 2017. The Chair understands that the committee discussed shared (faculty) governance in general but also specifically about the upcoming decisions regarding necessary budget cuts."

ADJOURNMENT

The meeting adjourned at 4:09 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, April 10, 2017, in Jacobson Faculty Hall, Room 102.


Stacey L. Bedgood, Administrative Coordinator


Megan Elwood Madden, Faculty Senate Secretary

NOMINATIONS FOR FACULTY SENATE VACANCIES ON COMMITTEES (April 2017)
(Nominated by the Committee on Committees at March 6, 2017 meeting)

Committee	Term	First Name	Last Name	Department
Academic Programs Council	(2017-20) replace Prof. Schwarzkopf	Al	Schwarzkopf	Management Information Systems
Academic Programs Council	(2017-20) replace Prof. Griffith	Kendra	Williams-Diehm	Educational Psychology
Academic Regulations Committee	(2017-20) replace Prof. Hayes-Thumann	Karen	Hayes-Thumann	Visual Arts
Budget Council	(2017-20) replace Prof. Vedula	Harold	Mortimer	Musical Theater
Campus Tenure Committee	(2017-20) replace Prof. Golomb	Christopher	Sadler	Drama
Campus Tenure Committee	(2017-20) replace Prof. Johnson	Jill	Edy	Communication
Conflict of Interest Advisory Committee	(2017-19) replace Prof. Havlicek	Joseph	Havlicek	Electrical & Computer Engineering
Continuing Education Council	(2017-20) replace Prof. Callahan	Mary Anna	Evans	Professional Writing
Employee Benefits Committee	(2017-21) replace Prof. Rupp-Serrano	Theresa	Cullen	Educational Psychology
Environmental Concerns Committee	(2017-20) replace Prof. Widener	Jeff	Widener	University Libraries
Faculty Appeals Board	(2017-21) replace Prof. Cifelli	Rich	Cifelli	Biology / SNOMNH
Faculty Appeals Board	(2017-21) replace Prof. Griffith	Priscilla	Griffith	Instructional Leadership & Academic Curriculum
Faculty Appeals Board	(2017-21) replace Prof. Hahn	Susan	Hahn	University Libraries
Faculty Appeals Board	(2017-21) replace Prof. Frey	Lisa	Frey	Educational Psychology
Faculty Appeals Board	(2017-21) replace Prof. Kramer	Michael	Kramer	Communication
Faculty Appeals Board	(2017-21) replace Prof. Steele	Tom	Steele	University Libraries
Faculty Appeals Board	(2017-21) replace Prof. Wallach	Bret	Wallach	Geography & Environmental Sustainability
Faculty Appeals Board	(2017-21) replace Prof. Wert	Justin	Wert	Political Science
Faculty Appeals Board	(2017-21) replace Prof. Fincke	Stephen	Norwood	History
Faculty Appeals Board	(2017-21) replace Prof. Milton	Penny	Pasque	Educational Leadership & Policy Studies
Faculty Appeals Board	(2017-21) replace Prof. O'Rear	Rui Q.	Yang	Electrical & Computer Engineering
Faculty Appeals Board	(2017-21) replace Prof. Kim	Daniel	Swan	Anthropology / SNOMNH
Faculty Awards & Honors Council	(2017-20) replace Prof. Wang	Rui Q.	Yang	Electrical & Computer Engineering
University Fitness and Recreation Services Advisory Comm.	(2017-19) replace Prof. Lee	Cecelia	Brown	Library & Information Studies
Honorary Degrees Screening Committee	(2017-20) replace Prof. Bembem	Joe	Foote	Journalism
Information Technology Council	(2017-20) replace Prof. Livingood	Patrick	Livingood	Anthropology
Legal Panel	(2017-20) replace Prof. Palk	Laura	Palk	Marketing & Supply Chain Management
Libraries Committee, University	(2017-20) replace Prof. Keppel	Stephen	Norwood	History
Libraries Committee, University	(2017-20) replace Prof. Woodfin	Sarah	Little	Landscape Architecture
Research Council (Fine Arts)	(2017-20) replace Prof. Stoops		<i>open</i>	
Research Council (Education/Professional/Other)	(2017-20) replace Prof. Fithian	Lee	Fithian	Architecture
Research Council (Humanities)	(2017-20) replace Prof. Huskey	Rebecca	Huskey	Classics & Letters
Rita Lottinville Prize for Freshmen Committee	(2017-20) replace Prof. Kozadeyev	Ellen	Rubenstein	Library & Information Studies

Committee	Term	First Name	Last Name	Department
ROTC Advisory Committee	(2017-20) replace Prof. Matthews	Daniel	Swan	Anthropology / SNOMNH
University Scholars Selection Committee	(2017-20) replace Edwards	Sean	O'Neill	Anthropology
Shared Leave Committee	(2017-20) replace Prof. Cracknell	Lloyd	Cracknell	Drama
Speaker's Bureau	(2017-20) replace Prof. Reedy	Daren	Kendall	Visual Arts
Student Conduct Hearing Panel Pool	(2017-19) replace Prof. Levine	Marc	Levine	Anthropology
Student Conduct Hearing Panel Pool	(2017-19) replace Prof. Lindberg	Jeremy	Lindberg	Dance
Student Conduct Hearing Panel Pool	(2017-19) replace Prof. Golomb	Liorah	Golomb	University Libraries
Student Conduct Hearing Panel Pool	(2017-19) replace Prof. Miller	Christina	Miller	Social Work
Student Conduct Hearing Panel Pool	(2017-19) replace Prof. Ketchum	Heather	Ketchum	Biology
Student Conduct Hearing Panel Pool	(2017-19) replace Prof. Ellis	Rachel	Shelden	History
Tobacco and Parking Violation Appeals Committee	(2017-20) replace Prof. Randall	Susan	Hahn	University Libraries

Faculty appointments also will be made by the administration to:

Academic Programs Council
Academic Regulations Committee
Athletics Council
Budget Council
Campus Tenure Committee
Continuing Education Council
Faculty Awards & Honors Council
University Fitness and Recreation Services Advisory Committee
Legal Panel
University Libraries Committee
Research Council
Retirement Plans Management Committee
Rita Lottinville Prize for Freshmen Committee
ROTC Advisory Committee

NOMINATIONS FOR VACANCIES ON FACULTY SENATE COMMITTEES (APRIL 2017)
(Nominated by the Committee on Committees at March 6, 2017 meeting)

Committee	Term	First Name	Last Name	Department
Faculty Senate - Committee on Committees	(2017-20) replace Prof. Haag	Anthony	Natale	Social Work
Faculty Senate - Committee on Faculty Compensation	(2017-20) replace Prof. Murphy	Susan	Hahn	University Libraries
Faculty Senate - Committee on Faculty Compensation	(2017-20) replace Prof. Bembem	Ying	Wang	Mathematics
Faculty Senate - Committee on Faculty Welfare	(2017-20) replace Prof. Hahn	Lori	Jervis	Anthropology
Faculty Senate - Committee on Faculty Welfare	(2017-20) replace Prof. Ramseyer	Michael	Bembem	Health & Exercise Science
Faculty Senate - Ed Cline Faculty Development Awards Committee	(2017-19) replace Prof. Cline Davis	Lance	Lobban	Chemical, Biological, & Materials Engineering
Faculty Senate - Ed Cline Faculty Development Awards Committee	(2017-19) replace Prof. Urlick	Angela	Urlick	Educational Leadership & Policy Studies
Arts and Humanities Faculty Fellowship Committee (Arts & Sciences)	(2017-20) replace Prof. Folsom	Raphael	Folsom	History
Arts and Humanities Faculty Fellowship Committee (Fine Arts)	(2017-20) replace Prof. Ellis	Stuart	Asprey	Visual Arts
Teaching Scholar's Initiative (TSI) Steering Committee	(2017-20) replace Prof. Mason	Christopher	Hill	Sociology
Teaching Scholar's Initiative (TSI) Steering Committee	(2017-20) replace Prof. Tarabochia	Kimberly	Marshall	Anthropology