

*JOURNAL OF THE FACULTY SENATE*  
The University of Oklahoma (Norman campus)  
Regular session – March 12, 2018 – 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 Sarah Ellis, Chair.

**PRESENT:** Ashby, Asprey, Bradshaw, Burge, Burke, Burstein, Demir, N. Ellis, S. Ellis, Elwood Madden, Fiedler, Golomb, Hall, Hambright, Heyck, Hobson, Houser, Jamili, Keresztesi, Koch, Lai, Lamothe, Lifset, Martens, Martin, Miller, Natale, Nelson, Pepper, Schmeltzer, Shah, Sprecker, Stewart, Stock, Swinkin, Trafalis, Volz, Wang, Warren, Weaver, Woodfin

Provost’s Representative: Provost Harper  
ISA representative(s): Chris Cook  
SGA Representative(s):  
Others: Nick Hathaway, Stewart Berkinshaw, Chris Walker, Scott Miller,

**ABSENT:** Bradley, Burns, Churchman, Davidson, Givel, Gutierrez, Jeffers, Karr, Keppel, Markham

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#### **APPROVAL OF JOURNAL**

The Faculty Senate Journal for the regular session of February 12, 2018 was approved.

**ANNOUNCEMENTS**

The recipients of the Ed Cline faculty development awards for 2017-18 are: Ralph Beliveau (Media Arts), Marjorie Callahan (Architecture), Fabio de Sa e Silva (International & Area Studies), Philip Scott Harvey (Civil Engineering & Environmental Science), Daniel Hicks (Economics), David Howard (Music), Elaine Hsieh (Communication), Marc Moore (Biomedical Engineering), and Andreama Prichard (Honors).

The Faculty Senate is sad to report the death of retired faculty member Hugh MacGiven (Political Science) on March 5, 2018.

**REMARKS BY CHRIS WALKER AND SCOTT MILLER REGARDING THE BEHAVIORAL INTERVENTION TEAM (BIT)**

Prof. Sarah Ellis introduced Chris Walker from the Provost's Office and Dr. Scott Miller, Director of the University Counseling Center. They offered a presentation on the Behavioral Intervention Team (BIT) program, which is designed to work with students in distress. They said that faculty members are in a unique position to be able to identify and assist students that need BIT services. They noted that the BIT program does not take over classrooms as the faculty member makes the decision on how to address absences or late work.

Dr. Miller said that in any academic year, there are about 550 to 600 students referred to the BIT program. He has a staff of six professionals; thus, not every report will be followed up by getting back in touch with the reporter, unless it is necessary. However, faculty that refer a student to the program may contact Dr. Miller to find out the status. The BIT website is <http://www.ou.edu/NormanBIT>. There is a description of the program as well as the reporting form.

Prof. Fiedler asked how often the BIT program has had to address gun violence. Dr. Miller said that gun violence typically is a threat, so it will be addressed. Mr. Walker reminded faculty that if there is an emergency situation, faculty should always call the OUPD first before contacting the BIT program. Dr. Miller said that there is a pathway to violence. If we can address needs early on, then we can prevent threatening situations.

Prof. Nelson asked who receives the report when a faculty member is referred to BIT. Dr. Miller said that any report automatically goes to three people: himself, Katy Powers (BIT Outreach Director), and the Deputy Chief of the OU Police Department (OUPD). While OU Police may not necessarily be involved, they are informed of any referrals. Prof. Nelson said that he is aware of a situation where a uniformed police officer was asking questions about a student outside of classrooms. Mr. Walker said that he is not aware of that particular situation; however, when a uniformed officer responds, it is often due to a request from a resident advisor or family member to perform a welfare check. For students that live off campus, the OUPD may try to contact a student on campus. Dr. Miller said that if BIT is involved in a situation, they will contact the faculty member before they come to classrooms.

Prof. Demir asked about what the follow-up is for cases where a student is identified as a threat. Mr. Walker said that since we are a gun-free campus, if there is a report of a threat using a gun, OUPD would be involved. Ultimately, Student Affairs would be likely involved as well. He noted that students would have due process. Prof. Demir asked, if a student threatened a faculty member, would they still be allowed to attend class. Dr. Miller said that a student would not be able to attend class until BIT assures that everything is fine and that everyone is safe. Dr. Miller added that despite the media coverage, a college campus is a very safe place to live and work. Mr. Walker said that there are only three to four immediate situations to address each semester.

Prof. Natale said that he and his colleagues have had a problem getting feedback from BIT on what has been offered to a student that they referred to the program. He suggested that if an assessment is done, the referring faculty member receive information the resolution. Dr. Miller said that with the small size of his staff and the large number of reports, they do not have the ability to automatically report back to the person that made the referral to BIT. However, faculty who make reports can contact him if they would like to know how their referral was followed up.

There were no additional questions and Prof. Sarah Ellis thanked Mr. Walker and Dr. Miller for speaking to the Senate about the BIT program.

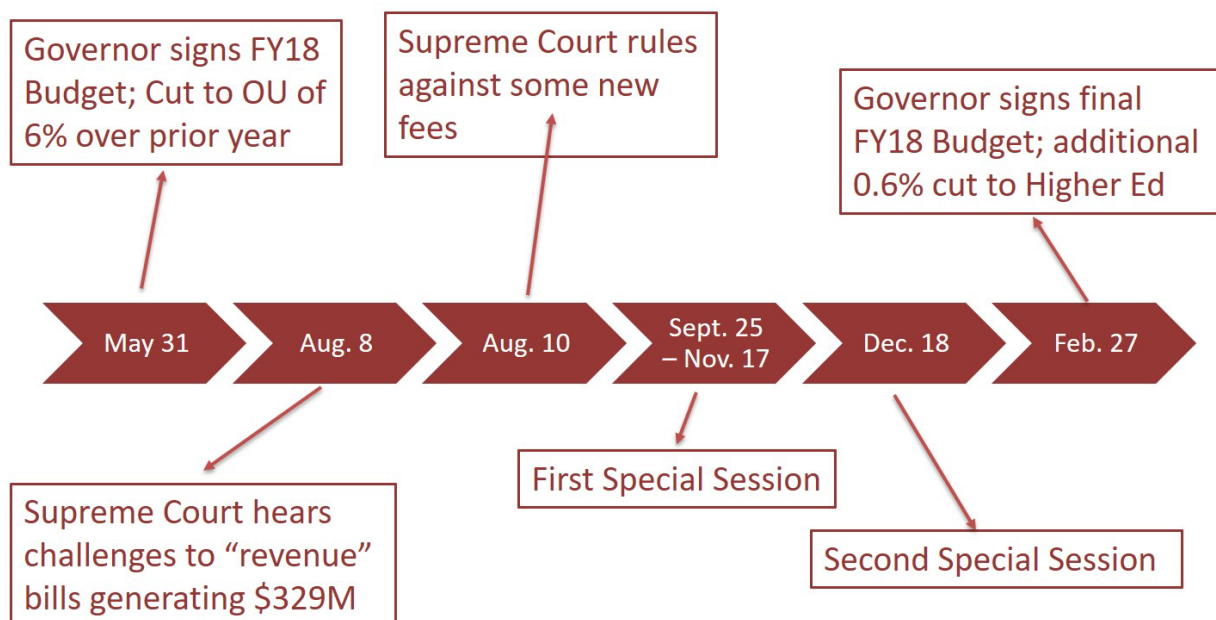
**REMARKS BY NICK HATHAWAY AND STEWART BERKINSHAW REGARDING THE BUDGET.**

Prof. Sarah Ellis introduced Nick Hathaway, Executive Vice President and Vice President of Administration and Finance and Stewart Berkinshaw, Associate Provost and Director, Academic Financial Operations. Mr. Berkinshaw stated that over last three years, there has been a \$33 million decline in state support for OU's Norman campus. Even if there is a flat appropriation, that is essentially a cut, as there is an increase each year in fixed costs, such as utilities.

He stated that the Financial Challenges OU is facing include:

- Declining State Appropriations
  - Pressure on reducing costs (e.g., voluntary retirement incentive (SVRI))
  - Absorbing fixed cost increases
  - Growth of student numbers through freshman & retention
- Price Sensitivity of Students and Families
- Providing Additional Investment to Colleges

Mr. Berkinshaw provided the following Budget timeline:



Prof. Demir asked if it is accurate that Oklahoma is at the bottom in terms of state funding for higher education. Mr. Berkinshaw said that this is correct. Prof. Hambright asked if the decrease can appear

larger if there are increases to parts of the budget from outside, such as to the Athletics budget. Mr. Berkinshaw said that is the case.

Prof. Heyck asked about some of these numbers compared to OSU, especially regarding income from “health services.” Mr. Berkinshaw said that it is not really a fair comparison, since we are just looking at the Norman campus, while for OSU, we are including their Tulsa health operations.

Prof. Demir congratulated OU on the increase in the 1-year student retention rate, but asked how that relates to the 4-year graduation rate. Mr. Hathaway said that increased retention rates do translate to a higher graduation rate, but a four to seven years wait is required to see that impact. As our retention rate has gone up, we have seen an increase in the graduation rate.

Mr. Berkinshaw added that as the individual colleges have depended more on fees, there has been more soft money in the Academic Affairs budget. He also said that OU is implementing a Shared Service Center which will provide administrative support to departments on campus. This is after a study was conducted during spring/summer 2017 to address staff vacancies caused by the SVRI. The goals of a Shared Service Center are:

- For Staff: going from Generalist to Specialist
- For Processes & Policies: going from varied to standardized/streamlined
- Back-up Support: Limited to Peer Network
- Financial Information: going from varied quality to consistent/timely/accurate

A pilot shared services center will launch in July 2018 with support for seven to eight departments.

Prof. Demir asked about estimates for next year’s budget. Mr. Berkinshaw said that revenues are increasing for the state, but that teacher raises would be a priority. We will not see an increase, but could receive a flat appropriation. Mr. Hathaway agreed that it is difficult to predict with so much going on right now, especially if the legislature addresses teacher salaries.

Prof. Stock asked if there will be another year for the retirement incentive program. Mr. Hathaway said that it is unlikely as the SVRI is a double-edged sword that works best when it is not offered all the time. Thus, he thinks it is unlikely it will be offered in FY19.

Prof. Natale asked about faculty salary compression and inversion and its effect on faculty morale. Mr. Hathaway said that it has been an important discussion and they have made some targeted investments.

Prof. Lifset asked about the large amount of housing being built south of Lindsey street. Mr. Hathaway said that part of the OU experience is students living on campus to take advantage of all the opportunities there. He noted that OU is not taking the financial risk on the housing as we have leased the land to a developer. Prof. Demir asked how the new residential colleges (Headington and Dunham) affect revenue and the budget. Mr. Berkinshaw said that those are supported with donor funding and are a part of the housing and food budget, not academic affairs. Mr. Hathaway said they expect the residential colleges to fill for next year within the next few weeks, which is much sooner than last year. The residential college experience is helping to sell on-campus living to upperclassmen. There were no additional questions.

### ***DISCUSSION REGARDING ELECTION OF THE FACULTY SENATE OFFICERS***

The Senate recently made changes to the election process for the Faculty Senate executive committee. The slate of candidates for Secretary and Chair-elect were presented and will be voted on at our next Faculty Senate meeting. They are:

**Candidates for Secretary of the Faculty Senate**

Amy Bradshaw  
Associate Professor of Educational Psychology  
Ph.D. Arizona State University, at OU since 1998  
[bradshaw@ou.edu](mailto:bradshaw@ou.edu)

Keri Kornelson  
Professor of Mathematics  
Ph.D. University of Colorado at Boulder, at OU since 2008  
[kkornelson@ou.edu](mailto:kkornelson@ou.edu)

**Candidates for Chair-elect of the Faculty Senate**

Molly Murphy  
Associate Professor of Bibliography and Document Delivery Librarian  
MLIS University of Oklahoma, at OU since 1998  
[mmurphy@ou.edu](mailto:mmurphy@ou.edu)

Joshua Nelson  
Director of Film and Media Studies and Associate Professor of English  
Ph.D. Cornell University, at OU since 2009  
[joshuabnelson@ou.edu](mailto:joshuabnelson@ou.edu)

Prof. Volz asked if elections would be by paper ballot, and Prof. Sarah Ellis said that they would be.

***DISCUSSION REGARDING PROPOSED CHANGES TO THE UNIVERSITY LIBRARY COMMITTEE***

Prof. Sarah Ellis said that the goal of the proposed changes (attached) is to update the committee to bring it more into line with what they are actually doing. These changes were brought to the executive committee by the University Libraries Committee (ULC). The Senate will vote on these changes at the next meeting. She noted that Prof. Woodfin is a member of the ULC and could answer questions about this proposal.

In response to a question about the increase in membership on the committee, Prof. Woodfin said that this is an attempt to provide more broad representation for all the colleges on the committee. Prof. Hambright asked if there is an attempt to dilute the representation of historians on the committee. Prof. Woodfin said that is it actually an attempt to include more voices from more colleges. Prof. Natale asked if the Law Library was under the University Libraries Committee. Prof. Woodfin did not believe that it was. Prof. Golomb asked if there was a proposal to have someone from the Libraries faculty to serve on the committee.

Prof. Koch asked about the seats that could be from two different colleges, and how the decision is made. Prof. Sarah Ellis said that this would be a decision made by the FS Committee on Committees. Prof. Martin asked which seats would be filled by the President's Office. Prof. Sarah Ellis said that in addition to our own appointments, we make recommendations to the President for the seats that he appoints.

### ***DISCUSSION REGARDING PROPOSED CHANGES TO THE CONTINUING EDUCATION COUNCIL***

When Dean Pappas retired, Outreach was broken into two parts. One part is what was the College of Liberal Studies, now named the College of Professional and Continuing Studies, and it is under Dean Martha Banz. The other parts of what was Outreach are now under Belinda Biscoe. Prof. Demir asked if we have two separate positions that were previously under one person. Prof. Ellis said that this proposal (attached) is not about the staffing and administration, but about how the CEC relates to them. She noted that both Martha Banz and Belinda Biscoe have approved of the proposed changes. There were not additional questions or comments. The Senate will vote on this at the next regular Senate meeting.

### ***SENATE CHAIR'S REPORT, by Prof. Sarah Ellis***

“The Dean’s Council has not met since the last Senate meeting, and due to conflicting meetings, I was not able to attend the Faculty Advisor Council for the State Board of Regents this month.

“On February 5, the Faculty Senate Executive Committee met, during which we discussed the items on today’s agenda. In addition, we drafted an open letter to the Board of Regents requesting open discussions between the finalists and the faculty, staff, students, and other members of the University community. This letter was finalized and delivered to the Board of Regents on Tuesday, March 6, 2018. It was also sent to the OU Daily, which did an article on the letter (with the letter embedded in the online version) and to the Norman Transcript, which printed it the next day.

“To be clear to the Senate, below is a timeline of communications sent to Chairman Bennett or the Board of Regents concerning the issue of transparency in the final stages of the presidential search process:

- On February 2, 2018, I sent an email directly to Chairman Bennett requesting a meeting to discuss issues of transparency. Chris Purcell called me after the email was received to clarify the issues.
- On February 6, 2018, the Faculty Senate Executive Committee sent a letter to the Board of Regents requesting the top three finalists be brought to campus and that the Board provide for input from University stakeholders.
- On February 20, 2018, I sent another email to Chairman Bennett stressing my confidence in the Search Committee’s work and again requesting that the board provide an avenue for open discussions between the finalists and the faculty during the later stages of the search process adding that the Faculty Senate Executive Committee and the executive officers would be happy to work with the Board as needed to ensure the best process and outcome possible.
- Last, On March 6, we sent the open letter.

“Chairman Bennett contacted me yesterday, March 11, asking for a meeting, which we have scheduled for tomorrow.”

### ***NEW BUSINESS – FACULTY SENATE STATEMENT ON THE OKLAHOMA TEACHER WALKOUT***

Prof. Ying Wang raised an issue from one of her colleagues, Prof. Michael Jablonski. He asked about faculty support for the upcoming K-12 teacher walkout scheduled for April 2. Prof. Bradshaw, a member of the Faculty Senate Executive Committee, said that she has been working on a statement with Prof. Jablonski, and asks if we would like to use that as a starting place. She suggested that the Senate should

make a statement prior to the April 2 walkout. She noted that the public employees have already come out in support of teachers.

Prof. Natale asked if the K-12 teachers are protect by unionization in a way that OU faculty would not be. Several senators noted that teachers are not protected and they are taking a risk with the walkout.

Prof. Sarah Ellis stated that she would prefer that the entire Faculty Senate vote on any statement, especially if the statement does not simply give support to the teachers, but instead encourages faculty to walk out with the teachers. That could not occur if we refer this issue to an ad hoc committee and then have the FSEC approve it in lieu of the full senate.

Prof. Miller asked if we have the opportunity to discuss with our colleagues what they would like to do. Prof. Burke said that we also have to determine what we are recommending to faculty in terms of walking out. Prof. Bradshaw agreed that there are a lot of complexities and that we should charge an ad hoc committee to draft a statement. We should then have a special meeting of the Faculty Senate to vote on the statement. Prof. Fiedler asked that this ad hoc committee also find out what the Student Government Association thinks about the issue of a faculty walkout.

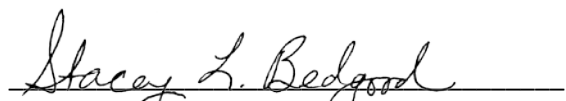
Prof. Schmeltzer asked when the statement would be available and when the special meeting would occur. Prof. Bradshaw said that the ad hoc committee would have to come back with the statement before Spring Break. Prof. Sarah Ellis said that we could meet on Monday, March 26 to vote on the statement. Prof. Volz asked if the Faculty Senate can make a statement representing all the faculty in terms of going on strike. Prof. Nelson said that the Senate is empowered to make a statement, but it would not be binding on individual faculty members.

Prof. Natale suggested making the statement flexible enough to allow faculty to either support teachers or to walk out themselves. Prof. Bradshaw hopes that the statement would be drafted in such a way to allow a variety of faculty responses. Prof. Koch asked if the committee could draft two statements, one that was a show of support for the teachers and another which could recommend a faculty walkout.

Prof. Fiedler suggest that the Executive Committee be tasked with drafting the statement for expediency. Prof. Sarah Ellis stated that we already have volunteers for an ad hoc committee. Prof. Volz asked for specifics on the timeline. Prof. Sarah Ellis said that a special meeting agenda would go out to all faculty and that would include the draft statement as an attachment. That agenda should go out by Friday, March 16. The Senate agreed to this timeline. Prof. Sarah Ellis asked that any senators who would like to volunteer for the committee see her after today's meeting. Prof. Ellis also asked that any input from senators on the statement be sent to the [facsen@ou.edu](mailto:facsen@ou.edu) email address.

#### **ADJOURNMENT**

The meeting adjourned at 5:23p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, April 9, 2018, in Jacobson Faculty Hall, Room 102.

  
Stacey L. Bedgood, Administrative Coordinator

  
Joshua B. Nelson, Faculty Senate Secretary

**CURRENT:** University Libraries Committee Charge and Purpose

**Charge & Purpose:** Purpose: To advise the President and the Dean of Libraries concerning criteria for the apportioning of funds for books and periodicals, to make studies and recommendations on matters of policy and other aspects of the University library system as needed.

**Committee Membership:** Membership: the University Libraries Committee shall consist of 12 members apportioned in the following manner:

Dean, University Libraries	Ex-officio, non-voting	
9 Faculty Members	Faculty Senate appoints 6 members President appoints 3 members	3 year terms (1/3 to retire each year)
2 Students	UOSA appoints 1 student President appoints 1 student	1 year term

The chair shall be elected from the faculty membership of the Committee.

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**DRAFT OF PROPOSED:** University Libraries Committee Charge and Purpose

**Charge and Purpose:**

The charge of the University Libraries Committee is to advise senior administration and the Dean of Libraries on matters concerning library collections and materials (books, journals, databases, microforms and other information resources in all formats) and support services needed by faculty and students in their teaching and research endeavors; to highlight strategic challenges, and make studies and recommendations on matters of policy and other aspects of the university library system; review current practices to ensure that the research and instructional needs of the OU community are met; and to report to the university on the state of the University Libraries.

Due to both the rapid changes in information technology and the centrality of the libraries to the University mission, the ULC will also provide advice and feedback on emerging issues, such as:

- Scholarly communications
- Institutional repository and digital preservation
- Intersection of digital technologies and contemporary library services



**Committee Membership:** Membership: the University Libraries Committee shall be broadly constituted, consisting of 14 members apportioned from the Norman campus in the following manner:

Dean, University Libraries - Ex-officio, non-voting

1 Faculty Member from each of the following Colleges: Architecture; Atmospheric & Geographic Sciences or Earth & Energy; Business; Education; Engineering; Fine Arts; Professional & Continuing Studies or the Honors College; Journalism & Mass Communication; International & Area Studies.

3 Faculty Members from Arts and Sciences, with not more than 1 faculty member from any one grouping comprised of Humanities, Social Sciences, Natural & Life Sciences, and Professional Schools

The Faculty Senate appoints 8 members and the President's office appoints 4 members for 3-year staggered terms with 1/3 of the Committee rotating out each year

2 Students - OSA appoints 1 graduate student for a one 1 year term; and one undergraduate student for a one year term

The chair shall be elected from the faculty membership of the Committee

## Continuing Education Council (University)

### Purpose:

The Continuing Education Council (CEC) works with and supports the Vice President for ~~University Outreach and Dean of the College of Liberal Studies~~, and reports to the Faculty Senate on matters concerning ~~non-credit, non-degree~~ continuing education. The Council provides a forum for faculty and administrators to discuss ~~all aspects of~~ lifelong learning as it impacts the University of Oklahoma. It also serves an advocacy role in raising the level of campus discussion on such issues as:

- Cross disciplinary interaction
- ~~Technology transfer and its campus wide impact~~
- The role of the University in non-credit, non-degree workplace education and community/public service
- Certification and ~~non-credit~~, non-degree programming
- ~~Non-credit, non-degree interdisciplinary continuing education~~
- ~~Non-credit, non-degree~~ distance education

The CEC serves a proactive role in providing information about outreach and lifelong learning to the Faculty Senate, the Provost's Office, and the President's Office and ~~directing informing~~ campus dialogue regarding these issues. In addition, the CEC provides substantive input and acts as a constructive sounding board for the Vice ~~Provost~~ ~~President~~ and CCE staff regarding outreach and ~~non-credit, non-degree~~ distance education, and lifelong learning programs and activities. Finally, the CEC serves as a liaison between the President's office, the College of Continuing Education, and the faculty and staff, providing effective communication between these and other campus groups.

### Administrative Liaison:

1. The Provost of the Norman campus ~~of~~ or a designated representative will be an ex-officio member of the Council without vote.
2. The Vice President for Outreach will be an ex-officio member of the Council without vote and will provide staff support for the Council.

### Operating Procedures:

The Council shall formulate its own operating procedures that will include:

1. The election of a chair from among the faculty members of the Council.
2. Provision for subcommittees of the Council to which non-members of the Council, may be co-opted if appropriate.

#### Committee Membership:

Membership: The Continuing Education Council shall consist of ~~15~~ 14 members apportioned in the following manner:

6 Norman Faculty Members: Faculty Senate appoints 4, President appoints 2 - 3 year terms (1/3 to retire each year)

1 HSC Faculty Member: HSC Faculty Senate appoints – 3 year terms

3 CCE Staff Members: Selected by the President from nominations by CCE Professional Staff – 3 year terms

Provost, Norman campus (or designee): Ex-officio and nonvoting

Vice President for Research: Ex-officio and nonvoting

Graduate College Dean: Ex-officio and nonvoting

Vice President for Outreach: Ex-officio and nonvoting

Staff Services: Vice President for Outreach ~~and Dean of the College of Liberal Studies~~

#### History of Committee:

Compiled and approved by the Norman campus Faculty Senate on April 9, 1984 and the University President on May 11, 1984. Restructured Spring 1991. Additional member added January 1992 approved by the President. Charge revised and deleted two public members approved by the Faculty Senate on October 13, 1997 and the President on April 2, 1998. (Will update this section once approved)