

## REGULAR MEETING OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

November 14, 2022, 3:30 p.m., via Zoom

<https://oklahoma.zoom.us/j/91080782879?pwd=RW0xUHJYbWl3WC9MdHdZb3JmcFlIZz09>

*Please mute your microphone until you have been recognized by the Chair. If you would like to speak, ask using the Chat window, which will help coordinate discussion. This meeting may or may not be recorded. Minutes of meetings shall be provided as the official record of the duties and responsibilities of the governing body. Any recordings done by staff are for personal use in creating the official record.*

### AGENDA

1. Land Acknowledgement.
2. Approval of the Senate Journal for the regular session of October 10, 2022.
3. Announcements:
  - a. The Osher Lifelong Learning Institute (OLLI) at OU is a special program that offers non-credit courses to adults age 50+. We offer about 50 courses each semester on the Norman campus, the HSC campus and on Zoom. They are currently looking for proposals for their Mornings with the Professor, Senior Seminars, and Sooner Station programs. The details were distributed via email on October 12th. Contact Chris Elliott ([celliott@ou.edu](mailto:celliott@ou.edu)) if you are interested.
  - b. The Faculty Senate is sad to report the death of retired faculty member Lawrence (Larry) Larsen (MLLL).
4. Senate Chair's Report (attached).
5. Resolution in support of Free Speech (attached).
6. Resolution in support of Iranian Students (attached).
7. Remarks by Dorothy Anderson, Vice President & Chief Human Resources Officer.
8. Remarks by Matt Marks, Director and Campus Care Coordinator, and Nitin Rangu, Student Director, OU Food Pantry.
9. New business (any matter not known about or that could not have been reasonably foreseen prior to the time the agenda was prepared).

Senate Chair's Report for 14 November, 2022  
Dave Hambright

During the last month, the Faculty Senate Officers (Secretary Sarah Robbins, Chair-elect Hunter Heyck, Chair Dave Hambright), with the assistance of Past Presidents Megan Elwood Madden and Keri Kornelson, as well as members of the Provost's office (Grey Allman and Lizi Young) succeeded in recruiting and hiring an Administrative Manager for the Faculty Senate. Ann Seeley will begin 12 December, marking the end to three months without our Staff Assistant.

Other events:

During the past month, I have received numerous communications from faculty regarding concerns over the newly announced space policy, the growing presence and interference of new OU IT policies in faculty lives with respect to computers acquired through OU, and the increase in required on-line training sessions, all of which are directly or indirectly harming faculty productivity. I have been reaching out to various relevant administrative offices and will continue to advocate for the faculty.

Meetings attended: Faculty Senate Officers Robbins, Heyck, and Hambright met 11, 18, 25 October, and 1, 8 November to discuss various issues facing the Faculty Senate and to plan the agendas for upcoming meetings. I attended an inter-governance meeting with members of the SGA and Staff Senate to discuss a possible future polling place on campus, the ongoing safety concerns regarding Veo scooters, and the tremendous successes being recorded by the OU Food Pantry. At the request of the Provost, FSEC provided faculty nominees to the newly formed President's Advisory Committee for Post-tenure review, Endowment limits, and Merit pay (PACPEM), as well as faculty nominees for the search committee for the Director of the Native Nations Center. FSEC met with President Harroz on 19 October, during which we discussed issues, such as the new campus space policy and staffing issues. I reviewed and ranked dossiers for the John H. and Jane M. Patten Teaching Award (donor agreement stipulates that the Chair of FS serve on the committee). On 28 October I met with Provost Wright to prepare for the 31 October meeting between him and FSEC, in which we discussed a range of topics, including the possibility of conducting exit interviews for faculty who are leaving the university, an update on the developments in PACS, and faculty concerns regarding apparent two-tiered hiring plans focused separately on instruction and research. On 7 November, Chair-elect Heyck and I met Dr. Scott Dunning, a candidate for Director of the OU Polytech Institute. Later that day, FSEC met with Dorothy Anderson, Vice President and Chief Human Resources Officer, and Matt Marks, Director and Campus Care Coordinator, and Nitin Rangu, Student Director, OU Food Pantry. We also set the agenda for the 14 November Faculty Senate meeting. Saturday, 12 November, I attended virtually the Oklahoma State Regents for Higher Education Faculty Advisory Committee general meeting.

## **Resolution in Support of Free Speech and the Chicago Principles**

**Whereas**, the Faculty Senate believes that protecting freedom of speech and inquiry is essential to the life of the University and the broader community; and

**Whereas**, the vigorous defense of these essential rights is all the more important in today's world, in which disinformation and censorship are being used to undermine democracy and to sow division;

**Be it resolved**, that the Faculty Senate wishes to express its strong support for President Harroz's statement on 14 October, 2022 (attached) defending these vital rights and to endorse the University of Oklahoma's embrace of the 'Chicago Principles' (attached) regarding freedom of speech and inquiry.

**Subject:** A Message from President Harroz – Free Speech Week  
**Date:** Friday, October 14, 2022 at 9:58:37 AM Central Daylight Time  
**From:** Office of the President  
**Attachments:** image001.png



*The UNIVERSITY of OKLAHOMA.*

*Office of the President*

October 14, 2022

Dear OU Community,

Next week marks the national celebration of Free Speech Week. This annual, non-partisan event recognizes the freedoms enshrined in the First Amendment to the U.S. Constitution – the rights of free speech, inquiry, and expression, which have been at the heart of the great American experiment since our very founding.

At OU, these rights are so ingrained in what we do as a university that we believe it's essential to mark the occasion. That's why we've set aside time to recognize Free Speech Week as a university. A slate of events will be offered during the days ahead, and I encourage you to participate. A complete listing of OU's Free Speech Week events and activities is available [here](#).

Taking the time to celebrate these inalienable rights may strike some as unusual or unnecessary. But as a public university, the freedom to speak and express forms the cornerstone of our academic enterprise. A university, at its best, is a lively crucible of personal and intellectual transformation, where free inquiry and diversity – in all its forms – flourish simultaneously. Academic freedom is a central function of a scholarly community, where faculty have the autonomy to freely pursue research and new knowledge. At OU, if we are to remain committed to preparing the next generation of leaders, we must be a place where we can engage in vibrant, constructive discourse and the robust search for truth while embracing our responsibility to respect each other, even when we do not see eye to eye.

In a society permeated by deep political and social divides, there is a common misplaced assumption that honoring the principles of free speech and celebrating diversity, equity, and inclusion cannot coexist, or that one infringes upon the other. At OU, we do not accept this false choice or narrative. We see both as essential for the very purpose of our university, which is to change lives in the kind of environment where people, ideas, innovations, and creativity thrive. During last year's Free Speech Week, I offered a [statement](#) detailing this harmony and our pledge to defend it – a message that still rings true today.

This year, to further affirm our commitment to free expression and inquiry in a setting of diverse perspectives, I have received a recommendation from the Diversity, Equity, and Inclusion and Freedom of Speech and Inquiry Committee that the University of Oklahoma adopt the [Chicago Statement](#) – an overarching set of guiding principles that reinforce the importance of safeguarding freedom of expression on college campuses. The DEI/FSI Committee, co-chaired by Dr. Belinda Higgs Hyppolite, Vice President

for Diversity, Equity, and Inclusion and Chief Diversity Officer, and Dr. Jeremy Bailey, Director of the Institute for the American Constitutional Heritage, has spent several months studying these principles and why it makes sense to adopt them at OU. I am in agreement with the committee's assessment, and I will be recommending that the OU Board of Regents approve the adoption of the Chicago Statement.

The Chicago Statement is fully consistent with OU's existing policies on free expression and academic freedom, and its adoption indicates our continued commitment to upholding these constitutional rights while nurturing an inclusive campus community. First developed at the University of Chicago in 2014, more than 80 universities have since adopted the statement or crafted similar statements.

For over 130 years, the University of Oklahoma has worked in earnest to embody humanity at its best: to be a beacon of opportunity, where people from different places and all backgrounds are empowered to fulfill their potential and make a difference in the lives of others. Through our collective determination to uphold these ideals, the hope and promise for our future remains abundant – here at OU and across society.

Live On, University,

Joseph Harroz, Jr.  
President

## Report of the Committee on Freedom of Expression

*The Committee on Freedom of Expression at the University of Chicago was appointed in July 2014 by President Robert J. Zimmer and Provost Eric D. Isaacs “in light of recent events nationwide that have tested institutional commitments to free and open discourse.” The Committee’s charge was to draft a statement “articulating the University’s overarching commitment to free, robust, and uninhibited debate and deliberation among all members of the University’s community.”*

*The Committee has carefully reviewed the University’s history, examined events at other institutions, and consulted a broad range of individuals both inside and outside the University. This statement reflects the long-standing and distinctive values of the University of Chicago and affirms the importance of maintaining and, indeed, celebrating those values for the future.*

From its very founding, the University of Chicago has dedicated itself to the preservation and celebration of the freedom of expression as an essential element of the University’s culture. In 1902, in his address marking the University’s decennial, President William Rainey Harper declared that “the principle of complete freedom of speech on all subjects has from the beginning been regarded as fundamental in the University of Chicago” and that “this principle can neither now nor at any future time be called in question.”

Thirty years later, a student organization invited William Z. Foster, the Communist Party’s candidate for President, to lecture on campus. This triggered a storm of protest from critics both on and off campus. To those who condemned the University for allowing the event, President Robert M. Hutchins responded that “our students . . . should have freedom to discuss any problem that presents itself.” He insisted that the “cure” for ideas we oppose “lies through open discussion rather than through inhibition.” On a later occasion, Hutchins added that “free inquiry is indispensable to the good life, that universities exist for the sake of such inquiry, [and] that without it they cease to be universities.”

In 1968, at another time of great turmoil in universities, President Edward H. Levi, in his inaugural address, celebrated “those virtues which from the beginning and until now have characterized our institution.” Central to the values of the University of Chicago, Levi explained, is a profound commitment to “freedom of inquiry.” This freedom, he proclaimed, “is our inheritance.”

More recently, President Hanna Holborn Gray observed that “education should not be intended to make people comfortable, it is meant to make them think. Universities should be expected to provide the conditions within which hard thought, and therefore strong disagreement, independent judgment, and the questioning of stubborn assumptions, can flourish in an environment of the greatest freedom.”

The words of Harper, Hutchins, Levi, and Gray capture both the spirit and the promise of the University of Chicago. Because the University is committed to free and open inquiry in all matters, it guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of the University, the University of Chicago fully respects and supports the freedom of all members of the University community “to discuss any problem that presents itself.”

Of course, the ideas of different members of the University community will often and quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. The University may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of the University. In addition, the University may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of the University. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions never be used in a manner that is inconsistent with the University’s commitment to a completely free and open discussion of ideas.

In a word, the University’s fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the University community to be offensive, unwise, immoral, or wrong-headed. It is for the individual members of the University community, not for the University as an institution, to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of the University’s educational mission.

As a corollary to the University’s commitment to protect and promote free expression, members of the University community must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campus, and to criticize and contest

speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.

As Robert M. Hutchins observed, without a vibrant commitment to free and open inquiry, a university ceases to be a university. The University of Chicago's long-standing commitment to this principle lies at the very core of our University's greatness. That is our inheritance, and it is our promise to the future.

Geoffrey R. Stone, Edward H. Levi Distinguished Service Professor of Law,  
*Chair*

Marianne Bertrand, Chris P. Dialynas Distinguished Service Professor of  
Economics, Booth School of Business

Angela Olinto, Homer J. Livingston Professor, Department of Astronomy and  
Astrophysics, Enrico Fermi Institute, and the College

Mark Siegler, Lindy Bergman Distinguished Service Professor of Medicine and  
Surgery

David A. Strauss, Gerald Ratner Distinguished Service Professor of Law

Kenneth W. Warren, Fairfax M. Cone Distinguished Service Professor,  
Department of English and the College

Amanda Woodward, William S. Gray Professor, Department of Psychology  
and the College

## Proposed OU-Norman Faculty Senate Statement Regarding Ongoing Protests in Iran

The world has been watching the protests in Iran that were triggered by the killing of the 22-year-old woman Mahsa Jina Amini on September 16, 2022. The Iran morality police arrested Amini on September 13 for wearing “improper” hijab. She was badly beaten by the police and was pronounced dead just three days after.

People in Iran, and in solidarity with them, people all around the world, have taken to the streets to protest the inhumane killing of Amini and so many other women whose names we have not heard. In response, the security forces (some in civilian clothing), have been attacking peaceful protestors and killing hundreds, including an average of one child a day. It is estimated that nearly 14,000 people have been arrested. Some have already been convicted of treason and endangering the national security, which is punishable by death.

In the last few weeks, high school girls have joined the protest by leaving their classrooms and pouring into streets, asking for freedom and demanding their rights. They too are being beaten, killed, arrested, and sexually assaulted by government agents - some have been taken to the psychiatric ward.

On October 2, the students at the Sharif University in Tehran, one of the most prestigious universities worldwide, were barricaded inside by the regime guards for days. Sounds of gunfire and unrest were continually heard as those students' families gathered outside the university. Other university students throughout Iran have joined the protests. The total number of casualties is not known but they are significantly higher than reported. Internet access is, at best spotty. The lack of internet and the absence of free media is creating a media blackout. We, the faculty of the University of Oklahoma in Norman, stand in solidarity with the students and the people of Iran.

The Iranian people worldwide suffer from historical trauma caused by the Islamic Revolution and the war that followed. Now, even more trauma is being triggered by the current violence committed on innocent protesters. The University of Oklahoma Iranian American students, faculty, and staff, as well as the international students from Iran, have been watching the news, with both pride, and grave concerns about the well-being of their friends, families, and fellow Iranians in Iran, while organizing local events in the diaspora.

The OU-Norman Faculty Senate stands in solidarity with our Iranian / Iranian American faculty, staff, and students.

Please remember that resources are available to you through the university. If you are experiencing difficulty and would like to speak to someone, please contact your campus counseling services at one of the links below.

[University Counseling Center](#) – Norman  
[Student Counseling Services](#) – Health Sciences Center  
[Student Counseling Services](#) – Tulsa

In addition, Student Affairs, the DEI Division, and the College of International Studies have made themselves available to assist you in any way that they can.