

Faculty Senate Chair's Report

Amy C. Bradshaw

November 10 – December 11, 2020

On **November 12**, I met with Keri Kornelson and Dave Hambright for our weekly FS Officers meeting.

On **November 13**, I attended the Oklahoma State Regents Faculty Advisory Council (OKR-FAC) General Assembly meeting in advance of my service (related to my FS role) on that council beginning in December. That same day, I provided Interim Provost Jill Irvine and Interim Vice Provost Lori Snyder with recommendations regarding a task force related to how units might use data in support of their benchmarking and strategic planning needs.

On **November 18**, I attended the Staff Senate Meeting. On **November 20** and **November 24**, FS Secretary Dave Hambright attended ORS AVP Search candidate interviews, as the representative of the FS Executive Committee.

On **December 3**, I attended the December OKR-FAC meeting, and later that day met with Keri Kornelson and Dave Hambright for the FS Officers meeting.

On **December 7**, I met with Interim Provost Jill Irvine. We discussed issues related to the faculty remuneration cap, which is the subject of a proposal from the FS Compensation and Benefits Committee introduced with FS agenda of November 9. FSEC understanding was that there previously was a policy-based cap on extra remuneration at 25% of faculty's reg salary, but that it was removed by the Regents from the handbook with other recent changes related to conflict of interest. We were curious about where the policy resides, if there is one, and whether / how to modify that practice. We briefly discussed whether and how this practice may relate to salary equity issues. We also briefly discussed: continuing problems related to the splitting of post awards from VPR; COVID-19 and spring semester concerns, during which she mentioned that the COVID-19 vaccination would shortly be available for OU's frontline health workers, with broader availability of the vaccine likely to be available during the spring '21 semester; and Equity and retention concerns particularly related to women and BIPOC faculty.

Later the same day, FSEC held our monthly meeting. We discussed recommendations for the Board of Directors for the Writing Center, and for the Ombudsperson Search Committee. We continued our ongoing discussions related to search committees, matters of equity and inclusion, representation of faculty not included under the "Regular Faculty" designation, and agenda items for the next FSEC meeting with President Harroz. Associate Vice President for Budget and Finance Stewart Berkinshaw joined the meeting. In addition to sharing with us his vision for his role, and we continued the discussion regarding the faculty remuneration policy and practice. He clarified for us that the original intent of both had been related to effort distribution, rather than monetary amounts. He expressed interest and willingness in continuing the conversation beyond that meeting. Following his visit with FSEC, we continued ongoing conversations with Interim Provost Jill Irvine. Later, Center for Faculty Excellence Director Megan Elwood-Madden joined the meeting to discuss developments in the Center for Faculty Excellence and to preview a presentation for the December 14 FS meeting.

On **December 10**, I met with Keri Kornelson and Dave Hambright for our weekly FS Officers meeting.