

Faculty Senate Chair's Report

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December 15, 2020 – February 8, 2021

Although most formal FS activity slowed or paused in the second half of December, retiree health benefits, and employee benefits generally, continued to be topics of concern, as did other issues related to equity among and for members of the OU community.

On **January 6**, I met with Compensation and Benefits Committee chair Anthony Natale and Budget Council representative Mashhad Fahs to discuss our shared concerns related to health benefits costs among retirees and current employees at various salary tiers, as well as salary equity issues. We met again on January 13 and continued the discussion. Also on **January 13**, Chair-elect Keri Kornelson, Stacey Bedgood, and I met with Aaron Biggs and Grey Allman from the Provost's Office to discuss developing a shared webspace to serve as an information access hub for Faculty committees (FS or otherwise), so that initiatives and membership of the various committees will be more easily accessible for faculty and others throughout the university.

On **January 14**, FSEC met with President Harroz, and we discussed salary equity issues and the many related factors, including compression and inversion and compounding effects of other systemic and individual inequities. Following that meeting, I joined the January meeting of the Oklahoma State Regents Faculty Advisory Council (OKR-FAC).

On **January 28**, I attended the public portion of the OU Regents meeting, the agenda for which is available: https://www.ou.edu/regents/official_agenda/JanuaryFinalAgenda.pdf

On **January 29**, I met with Interim Provost Jill Irvine. We discussed salary equity issues, some relationships and distinctions between salary equity and retention increases, and related factors and practices. We briefly discussed perverse incentives, and opportunities, and responsibilities to transform harmful practices that seem enmeshed in our institutional culture and practices, that don't have to be.

On **February 1**, FSEC held our monthly meeting. We discussed development and bringing forward to the full Senate an updated Guns on Campus Resolution. We also discussed the elimination of SRI and its replacement with FAR (which are an item on the February Faculty Senate agenda), support for and faculty communication with the Accessibility and Disability Resource Center (ADRC), and upcoming FS elections and Executive Committee candidate slates. Institutional Equity Officer Shaniqua Crawford joined the meeting and we discussed her vision for her role and the offices she oversees and ensuring the OU community understands and avails themselves of the supports she and her offices provide for students, staff, and faculty. Later, Interim Provost Jill Irvine joined the meeting, and we discussed summer and fall 2021 plans, vaccination rollout and availability, and updates on open Dean and Provost searches. At the end of the meeting, FSEC members saw the email from OU Physicians. We subsequently heard from many faculty members requesting discussion of the letter and the circumstances behind it during the February Faculty Senate meeting.

On **February 4**, I met with Keri Kornelson and Dave Hambright for the FS Officers Meeting.

On the evening of Sunday, **February 7**, FSEC received a request from the Provost's office for feedback on a draft of a use policy regarding Academic Analytics data.

On **February 8**, I met briefly with Compensation and Benefits Committee Chair Anthony Natale and Budget Council Representative Mashhad Fahes to continue our discussion of salary equity issues.