ANNUAL REPORTS
2019-20

ACADEMIC PROGRAMS COUNCIL (Norman)

ATHLETICS COUNCIL (University)

BUDGET COUNCIL (Norman)

CAMPUS PLANNING COUNCIL (Norman) [inactive]

CONTINUING EDUCATION COUNCIL (University)

COUNCIL ON FACULTY AWARDS AND HONORS (University)

INFORMATION TECHNOLOGY COUNCIL (Norman)

RESEARCH COUNCIL (Norman)

FACULTY COMPENSATION COMMITTEE (Norman)

FACULTY WELFARE COMMITTEE (Norman)

FACULTY DIVERSITY, EQUITY, AND INCLUSION COMMITTEE (Norman)

Distributed by the Faculty Senate Office
University of Oklahoma (Norman campus)
October 2020
The Academic Programs Council (APC) is charged to serve as an advisor to the President, Provost, and the Faculty Senate on matters concerned with the instructional programs and curricula of the University of Oklahoma, Norman Campus. Its main responsibility is the evaluation of existing or proposed programs with regard to their educational value.

The APC is chartered to be comprised of nine faculty appointees, four student appointees, and four ex-officio, non-voting members. Faculty members participating on the Council during AY2018-19 are listed below. These members were active in assessing proposals electronically and in communicating deficiencies.

**Ex-officio, nonvoting members**
Sr. VP and Provost (staff attends as designate)
Associate Registrar
Registrar
Assoc. Dean for Scholarly Communication & Resources

**Faculty Senate Appointees (6 faculty for 3-yr terms, 1/3 to retire each year)**

- Al Schwarzkopf (Chair 19-20)  Management Info Systems  2017-20
- Kendra Williams-Diehm  Educational Psychology  2017-20
- Richard Lupia  Geosciences  2018-21
- Ralph Beliveau  Journalism  2019-22
- Christopher Odinet  Law  2019-22

**Presidential Faculty Appointees (3 faculty 3 yr terms, 1/3 to retire each year)**

- Chris Sadler  Drama  2017-20
- Christina Miller  Social Work  2018-21
- Karen Hayes-Thumann  Visual Arts  2019-22

In addition, the SGA appoints two students for 1-year terms and the President appoints two students to 1-year terms.

The Council is organized into two subcommittee, Courses and Programs. Guidelines for the subcommittees are as follows:

The Course and Curriculum Subcommittees is charged to:
1. Look for conformance to University standards and practice in form and procedure with all significant information provided on the form by the department submitting the request.
2. Look for proper prerequisites and course numbers; match level of instruction.
3. Check the course description to make sure it is compact, clear, and indicates the level of instruction to ensure that it would make good sense to the general student.
4. Look for duplication of courses in the same or other departments.
5. Note the impact of the course on degree programs.

The Policy and Program Subcommittee is charged to:
1. Protect the rights of students in program deletions.
2. Review for duplication of programs.
3. Are there adequate resources for the program?
4. Look for logical prerequisites.
5. Does the program make sense?
6. Are University rules satisfied?
7. Review checksheets for correctness and clarity.
8. Assess the impact on other programs, of program deletions and course changes.
9. Are course changes coordinated with program changes?
10. Does the program have faculty academic review?

The Graduate Council reviews courses and programs offered for graduate credit and has the final say regarding the academic content of graduate offerings. The APC reviews these for clarity and faculty control.

The APC meets monthly to review changes in programs and courses proposed by individual departments. Program changes include Substantive changes, which must be approved by both the OU and State Regents, and Non-substantive changes, which are finally approved by OU Regents.

Over the 2019-20 year, the Academic Programs Council reviewed 441 Courses and 132 Programs.

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Courses</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 6, 2019</td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>October 4, 2019</td>
<td>81</td>
<td>23</td>
</tr>
<tr>
<td>November 1, 2019</td>
<td>27</td>
<td>9</td>
</tr>
<tr>
<td>December 6, 2019</td>
<td>76</td>
<td>18</td>
</tr>
<tr>
<td>February 7, 2020</td>
<td>101</td>
<td>32</td>
</tr>
<tr>
<td>March 6, 2020</td>
<td>34</td>
<td>17</td>
</tr>
<tr>
<td>April 3, 2020</td>
<td>41</td>
<td>19</td>
</tr>
<tr>
<td>May 1, 2020</td>
<td>71</td>
<td>13</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>441</strong></td>
<td><strong>132</strong></td>
</tr>
</tbody>
</table>

Revised Procedures

Vice Provost Morvant requested that the committee read and review the official purpose and charge document for APC. It was originally drafted in 1972, and last revised in 1991. The Provost’s Office would like the committee to no longer table programs. If the APC has reservations about a program proposal, it should be
forwarded to the Provost with the concerns noted, and the Provost’s Office will work with the originating department/college to resolve the issues and report back to the APC.

In the review of graduate courses and programs Prof. Schwarzkopf directed APC to give a cursory review of 5000-level courses as some are connected to accelerated bachelor’s/master’s programs and skip 6000-level courses since they are under the strict purview of the Graduate Council as doctoral courses. Prof. Schwarzkopf suggested a parallel review of graduate programs should be included to cover the accelerated programs that are subject to both APC and Graduate Council review. The APC should also review other programs in order to fulfill the APC charge to “3. Recommend on proposals for changes in Norman campus programs.”

**Four Year Graduation Target**

Moving forward, the APC will be considering the total number of credit hours for programs, both new and existing, while reviewing for recommendation. Prof. Morvant communicated that the majority of the programs offered by OU exceed the 120 credit hours required to be granted a degree within four years. This will be an ongoing conversation between the Provost’s Office, the APC, and other relevant committees/organizations on campus. There was general agreement among faculty members that some flexibility should be allowed above 120 hours if it is still within reason for a student to complete the program within 4 years, and also for programs that must meet regional and national accreditation standards in their fields. It was suggested that when program proposals above 120 hours are submitted to APC, the departments should be asked to review how many hours competing programs at other schools require, and, if the OU program is significantly higher, justify why this is necessary.

The Chair inquired what programs were undergoing APR review with the Provost’s Office this year, and whether a question could be added to the reviews regarding how many hours over 120 (if any) their programs require and how this compares to competitor programs at other schools. Morvant indicated the APR process is almost complete for this year and it is too late to add anything but indicated he would discuss adding something next year with Jill Irvine, who will oversee the APR process next year.

Members asked if we could just identify the programs over 120 hours that APC should examine. Prof. Schwarzkopf suggested that programs over 130 hours are really the most deserving of scrutiny, because between 120-130 could still be managed in 4 years, but over 130 almost always requires at least an extra semester for students.

**Accelerated Programs**

The ECS Chair answered questions regarding the proposed Computer Science Tulsa offering. The committee discussed the implications of simultaneous and sequential accelerated degrees on a student’s financial aid; there was additional discussion regarding accelerated programs, how they are offered, and implications for the university’s four-year graduation rate.

Prof. Sikavitsas brought up a concern regarding slash-listed courses. He is worried that if the 4000-level
component of these courses does not receive graduate credit (“G-listing”), then students who then proceed to graduate programs will be forced to retake the course again at the graduate level. Prof. Morvant indicated he will discuss this with the Graduate College.

Alternate Delivery Methods
Prof. Sikavitsas questioned whether the APC should review courses submitted with specifically online syllabi to be offered only in online formats. This sparked discussion of whether the APC should create a protocol for reviewing courses as on-line vs. classroom-based, and whether it was practical to approve them to be offered as only one or the other. Prof. Lupia pointed out there are also other delivery methods which are blended/hybrid, and “online” would need to be very specifically defined. Prof. Morvant asked that, if such protocols are put in place, they not add to the timeline for getting courses approved. Prof. Schwarzkopf suggested the online course concern could be addressed with extra questions in every program’s 5-year APR review by the Provost’s Office, rather than through APC. In Banner, online courses are defined by instructional method (not schedule type) and have a range of assigned section numbers (991-999). An online fee is also added at the section level.

VP Morvant updated the APC on discussions at the Regents level to decrease “hidden pre-requisites” by such measures as requiring universities to list all pre-req Math courses on degree check sheets. In particular, this would impact STEM programs that require calculus, as listing all math courses below the calculus level would add 9 or more hours to the total required for those degrees. This would make Oklahoma’s STEM degrees look less attractive to prospective students compared to those in other states that do not have to list all the extra math courses. Both OU and OSU are opposed to this. This may also impact the degrees that do not currently list the language requirement as part of their total hours.

Diversity and Inclusion within the General Education Mandate
Prof. Morvant warned that there may be changes to the University-wide General Education requirements ahead. The Provost’s Office would like to implement a Diversity and Inclusion Gen Ed, and the Capstone Gen Ed requirement may be removed to accommodate the new course without increasing the total number of General Education hours required of all students. Whether to keep capstones as major requirements would then be the choice of the academic units offering the programs. Prof. Morvant stated that any changes to University-wide General Education requirements would have to approved by both PACGEO and APC before being forwarded to the OU Regents.

An emergency meeting of the APC was arranged to discuss changes to the OU General Education requirements, so that they may be placed on the June agenda for the OU Regents. These changes to general education are required to implement the requirement for a Diversity, Equity, & Inclusion course for all students starting in the 2021 catalog year.
The Gen Ed changes proposed are as follows:

**Substantive Changes**

1. Remove Capstone from the General Education (Core V in current policy)
2. Add the Diversity, Equity and Inclusion course to General Education requirements as an independent Core category (new Core V in the proposed policy)
3. Remove the Upper-division requirement (Core VI in current policy)
4. Change Core IV from Humanities to Arts and Humanities
5. Change Foreign Language to Language
6. Change Non-western Culture to World Culture
7. Change Western Civilization and Culture to Western Culture
8. Change Understanding Artistic Forms to Artistic Forms

Prof. Morvant explained that the State Regents consider the capstone course as a Gen Ed, and count the hours in those requirements, regardless of the fact that most of OU's degree check sheets count the hours as major work. When/if the State Regents approve a blanket change, it will include removing the capstone from all of these programs. Therefore, all bachelor's programs will need to decide whether they want to keep their capstone or not. A program modification will be required for every program that wants to retain their capstone because they will have to officially put the capstone into the major work for the Regents' records. This may increase the total hours for some programs by three. Several committee members expressed dismay at the idea of reviewing program modifications for nearly every degree on campus by next May. It was suggested that Lisa Cannon create a “boilerplate” form that departments can fill out to address just the capstone issue, to speed the process along for everyone. This would require any other program changes to be submitted as a separate modification.

Prof. Sikavitsas expressed concern for programs that require a capstone as part of their accreditation from outside agencies, like ABET. Engineering programs must keep the capstone, therefore adding this lower division Diversity gen ed will effectively add 3 hours to their degrees. Prof. Schwarzkopf suggested the capstone must remain as a critical part of the degree for many majors, even those without outside accreditation. Flexibility must be found somewhere else in the degree plan.

Prof. Schwarzkopf asked for a motion to recommend approval of all 8 general education changes, which was made by Prof. Lupia, and seconded by Prof. Sadler. The changes were approved.

**Administrative Business:**

Prof. Schwarzkopf, the Committee Chair, is retiring and stepping down from APC. Prof. Sadler, the current Course Lead, will also not be back next year. These leadership positions on the committee will need to be refilled. After some discussion, it was determined that for 2020-2021, Prof. Lupia will be stepping into the role of APC Chair and Prof. Sikavitsas will take over as Course Lead. Prof. Hayes-Thumann will continue as Program Lead.
This Athletics Council met four times in 2019-2020. Meeting Dates were September 18, 2019; November 14, 2019; February 13, 2020; and April 29, 2020. Daniel Larson was elected to assume the role of council chair for 2020-21. The Council completed all its required business, and this is the Chair’s annual report for those meetings.

2019-2020 Athletics Council membership:

Faculty members: Aiyana Henry (Chair), Carol Dionne, Siduri Haslerig, Satish Kumar, Daniel Larson (Chair elect), David McLeod, Lindsey Meeks, and Christopher Sadler

Staff members: Erin Wolfe and Lindsey Mitchell

Student members: Jacy Glover and Raquel Dominguez

Student-athletes: Amy Pasque and Heath Warren

Alumni: Greg Anderson and Andrew Hewlett

Ex Officio: Joe Castiglione (Athletics Director), Gregg Garn (Faculty Athletics Representative to the NCAA), Brooklynn Nichols (Administrative Assistant to the Senior Associate Athletic Directors), Tori Nirschl (Graduate Assistant)

Athletics Department Attendees: Luther Lee (Senior Associate Athletics Director, Chief Financial Officer), Jason Leonard (Executive Director, Athletics Compliance), Mike Meade (Senior Associate Athletics Director, Academic Services), Lindy Roberts-Ivy (Senior Associate Athletics Director, Senior Women’s Administrator), Kenny Mossman (Senior Associate Athletics Director, External Operations), and Larry Naifeh (Executive Associate Athletics Director).

September 18, 2019

At the September 18th meeting, Chair Henry welcomed everyone to the council and asked for introductions. She briefly discussed the expectations for committee work, shared the importance of being present, and had each committee lead provide an overview of the work that is completed by each subcommittee. She asked for volunteers to serve on the four subcommittees. Subcommittee overviews that were shared can be found below:

Equity and Sportsmanship

Reviews the results of the Title IX report. This report is to maintain our Title IX compliancy. In the past, we have worked with a consultant (Janet Judge), who evaluated (staff, facilities, etc.) and provided a five-year plan. Currently we are in year 5. This involves meeting with various coaches each year, support staff (equipment, marketing, strength/medical training, etc.) This subcommittee helps conduct interviews of athletics staff members and walkthroughs in different facilities so that athletics staff members are not the only ones evaluating their own department. Janet Judge came back this summer, is currently doing another review. We are waiting on her new report.
Academic Integrity and Student Welfare

Mike Meade, as the athletics staff member lead of this committee, shared that this subcommittee is responsible for the annual academic report each year, the academic review committee and review of the missed class policy activity from the past year.

Fiscal Integrity

This subcommittee meets three times a year and provides three different reports. The first report is a general financial overview. The second covers what the university’s internal audit group is looking at within athletics. The committee also meets with the external audit group to cover what is being audited and findings for the year. The third and last report covers what the finances are and the projected budget for the upcoming year.

Governance and Compliance

This committee develops one report a year. The committee works hand and hand with the athletics compliance office. The committee will have the opportunity to look over compliance legislation and share any new legislation they would like to see presented.

Mr. Castiglione opened his report by welcoming everyone to the meeting and thanking them for committing to serve on the council. He also shared that the athletics department operates in full transparency and encouraged everyone that if they have questions to please bring these to the meetings. The athletics department sees this council as a way to improve the transparency between main campus and the general public. The athletics staff members would like to equip all members with the correct knowledge so they can share and accurate depiction on what the department is doing. Joe again urged every council member to use their voice, share ideas, and ask questions during these meetings. This will only help the athletic department become the best in the country, which is what we want to be every year.

Dr. Greg Garn welcomed everyone to the council and thanked them for their service on the council. Dr. Garn spoke on his position as the Faculty Athletics Representative. He shared that this role is a five-year appointment to help be the bridge between the student athletes and main campus faculty and staff. Dr. Garn shared that each year he begins the year by meeting with each team to introduce himself and begin to build the relationship with those teams.

Dr. Garn introduced his graduate assistant, Tori Nirschl as his teammate in his role as Faculty Athletics Representatives. Specific things that Dr. Garn and his team monitor throughout the year are the number of student athletes enrolled in online classes vs. the number of normal students in online classes, the number of independent studies student athletes have, class and major clustering and grade variance. In addition to these things, one of the Faculty Athletics Representative’s duties is to help support the Student Athlete Innovative Leaders and advocate for them and their needs.

Dr. Garn encouraged everyone on the council to put their efforts into these meetings and share their thoughts. He then thanked everyone again for agreeing to serve on the council this year and is looking forward to a great year!

Heath Warren shared that both himself and Amy Pasque are the Big 12 SAAC representatives. SAIL has recently developed four subcommittees to better focus on the main aspects of SAIL. Communications, community service, diversity and inclusion and student athlete welfare are the four subcommittees of SAIL. The major focus that SAIL will have this year will be on diversity and inclusion.
Mr. Castiglione thanked Heath and Amy (the two SAIL representatives) for their leadership in the athletics department. He also shared that mental health awareness is another big initiative that the student athletes and athletics department are taking the lead on. Last year there were several events to raise awareness for this and these efforts will continue this year.

Mr. Castiglione shared that for the first time in his 21 years he was not invited to speak with the faculty senate this past year and he would love the opportunity to continue to meet with them and keep the open transparency between the athletics department and main campus.

Dr. Garn shared that the athletics department has recently hired Brent Sumler as the Director of Student Athlete Welfare. He then shared a few highlights of the academic awards that student athletes have received since the past meeting.

**November 14, 2019**

Chair Henry called to the meeting to order and welcomed our guest speaker, Brent Sumler. Brent is the Director of Student Athlete Well-Being. He comes to us with an extensive background in student athlete development and most recently from LSU. In his current role, his main tasks are to oversee the class monitoring program, the book program and any student athletes that are having any personal or academic issues. Brent spoke that his main purpose is to serve the student athletes. He spends lots of his time attending practices, fostering relationships, and getting to know the student athletes to be an advocate for them.

Mike Meade gave the Academic Integrity Subcommittee Report. He started by thanking his subcommittee and for all their hard work putting the annual report together. Mike then referred to the hard copy of the annual report that was given out. Mike relayed to the council that special admissions is not a student athlete issue there are many other students on campus that were admitted on special terms. The next section of the report is about graduation rates. There are many different rates that are looked at and compared. The federal graduation rate excludes mid-year enrollees and transfers. To be considered in these numbers a student must be enrolled during the fall semester of their freshman year. Since the federal graduation rate does not count these two groups of students, the Graduation Success Rate was created to encompass all student athletes that we are giving scholarships to. The GSR also takes into account if a student athlete left before graduation due to the chance to play professional. Our GSR this past year was 84%, 1% shy of our record of 85% the year before. The committee looked at the breakdown of our GSR in every sport.

The next section in the annual report that Mike covered as the Academic Progress Rate. The APR is a real time measure of student’s athlete’s academic progress and timely graduation within five years. Most of the time the reason we lose points against our APR is because of a student’s decision to leave. If a student athlete is on any amount of scholarship, they are counted in this number.

Mike also discussed the other opportunities we have for student athletes who do leave school early, to come back and finish their schooling with the opportunity to receive funding through our academic endowments and The Varsity O Association.

The committee looked at each team’s GPA for four semesters. The next section covered was the class checking policy. Student athletes are only allowed to miss 10 classes a semester as it relates to their sport. If there are unforeseen circumstances that cause them to miss more than the 10 there is a process to have it approved.
Daniel Larson gave the Fiscal Integrity Subcommittee Report. Daniel gave us a brief overview of his background and interest in this subcommittee. This report covered the FY20 and FY 19 actuals, comparison of Big 12 operating budgets and integration with University systems and processes. Daniel discussed how big stadium projects, such as improved Wi-Fi and handrails, impacted the final numbers for FY19. He also discussed the component that the athletics department gives money back to campus and does not take any money from campus. Daniel discussed the comparison between the other Big 12 schools and OU has the second largest operating budget, with Texas being the highest.

Mr. Castiglione reported that we are currently in the middle of a national search for a head coach for our soccer team. He also relayed to the council that we currently have an interim head coach for our track and field program.

Dr. Gregg Garn gave the FAR report and started by sharing a scenario that is currently going on with a student athlete currently. A student athlete is currently in a class where the professor has stated in the syllabus that the lowest test score is dropped no matter the circumstance. The student athlete missed class due to pre-approved travel with their team and missed a test. The professor in return stated that, that would be the dropped test. Dr. Garn asked the council for their feedback and thoughts on this issue and if this was considered a disadvantage to the student athlete? One member stated that he believes this to be a disadvantage to any student if it was pre-approved. Another member stated that she also agrees that this is a disadvantage. It was also stated that there have been reported cases where professors notate in their class description that student athletes should not take their class because they cannot miss, which is not allowable for them to do. One member brought up the issue of the GEC and if they ask for a professor to accommodate a student, they do not have the option, they have to accommodate. Dr. Garn thanked everyone for their feedback and stated that he would like to work with the council on this and possibly get this topic on the Faculty Senates agenda.

Dr. Garn then stated that he was at a conference in Seattle last week and had lots of interesting conversations about diversity and inclusion, mental health, compliance, and many other topics that are on the rise in college athletics.

Amy Pasque gave the SAIL report and relayed that there are a lot of small projects going on that they are excited to share at the next meeting.

Call for 2020-2021 Chair nominations, email all nominations to Brooklynn Nichols.

February 13, 2020

Chair Henry called the meeting to order and welcomed guest speaker Keyton Kinley. Keyton Kinley from the OU volleyball team spoke on her experience at OU. She transferred to OU from Tennessee the second semester of her freshman year. She spoke very highly of her experience here at OU and the resources she has been provided as a student athlete. Some of her accomplishments from the past season were Southwest Region First Team, Big 12 Libero of The Year, Big 12 Defensive Player of the Week. She is an HR major hoping work for a nonprofit agency after she graduates.

A motion was made to approve the Academic Integrity Subcommittee report and seconded. There was another motion made to approve the Fiscal Integrity Subcommittee report and seconded.
Jason Leonard gave the Governance and Compliance Subcommittee report. He passed around the report that the Athletics Compliance office put together. Jason covered that this report is only a portion of what the compliance office does. He also mentioned that they are not required to do this report any longer, but they continue to do it because it is a nice overview of things they are doing and what is currently going on.

One major discussion that is going on right now within college sports in Name Image Likeness. This conversation has been going on for a while and it has been decided that student athletes will now be able to benefit from their name and images being used. The details have not been decided on how much they will benefit and when this will be decided. Heath Warren spoke about his conference call with the Big 12 on this discussion and he stated that while there has been a decision made, there has not been much clarity on any details that go along with this. Once rolled out the compliance office will then have the responsibility to monitor that this is being done correctly and fairly.

Jason also talked about how every athlete that comes through the athletic department is looked at and signed off on by the compliance office and sport administrator. He then went on to discuss the Adidas cases. The cases were mainly happening within basketball programs. It has now been revealed that Nike might have been involved in some similar cases at some point.

Daniel Larson presented the Fiscal Integrity report. This subcommittee had a meeting with auditors on February 4th. Daniel stated that the athletics department audit is rolled into the university wide audit. The internal audit was related to auditing ticketing and attendance at football games. We must have a minimum of 15,000 in attendance to be considered Division I in NCAA. Daniel thanked Carrie and Luther for their support and always involving and providing clarity to the subcommittee.

Joe Castiglione started his report by thanking Luther Lee for his service as CFO to the athletics department and stated that he will be leaving us for a new position at Washburn University. Joe then proceeded to continue the talk on Name Image and Likeness.

Joe then stated that another practice the athletics department holds itself accountable to each year is Title IX and Gender Equity Report. He reported that we bring in outside council to evaluate us on what we are doing and making sure we are doing this right and equitable. This outside council was due to visit campus at the beginning of February but that was postponed due to weather. Larry Naifeh stated that this council has conducted a review and has developed a report and plan to roll out for our athletics department that the Gender Equity Subcommittee a division of Athletics Council will be tasked with helping carry out. Joe used this as an example of sometimes we have to bring in outside resources in to help us be the best we can be. However, he also relayed to the council that we have been utilizing our current staff members to help our conduct internal reviews on many other issues and topics within college athletics. These groups have been labeled as Sprint teams and are usually composed of a sample size of athletics staff members who are tasked with one topic to research and provide a report to the senior leadership team. One of the topics that has been discussed at length is the mental health of our student athletes and the resources we provide them. Out of this Sprint team topic and presentation, there is another full-time licensed psychologist being added to the staff.

Joe stated that we are continually doing great things and always looking to get better. We just had our 16th straight semester of above a 3.0 GPA. He then proceeded to state that for the second straight year the athletics department and himself were left off the Faculty Senate agenda. He realizes that there is sometimes not a lot to discuss but he appreciates the opportunity to be transparent about the athletics department and its operations.
Dr. Gregg Garn began the Faculty Athletic Representative report by covering the best hiring practices sheets that highlight what athletics follows during the hiring process.

He then went on to discuss the attendance policy of athletics council. He addressed that he understands the mix matched schedules that everyone has but stressed the importance of being here or at least communicating why you may not be present.

Dr. Garn then led his discussion to the transfer portal and how there are many issues surrounding this new concept and what it creates for an institution. He then looked to Jason to discuss this topic a little more. Jason discussed his role on a council for the transfer portal and what it looks like for institutions. Joe stated that there are many concepts like APR that will have to be reviewed because of the transfer portal and if they are not reviewed these rates will significantly drop. The next topic discussed was the new class checking technology called spotter that would be used to make sure student athletes are attending classes. Brent Sumler led this discussion by stating that currently there are four graduate assistants and five undergraduate students that check classes for at risk student athletes. Spotter would lower the manpower needed for class checking. There would be a sensor in each classroom these student athletes would be in and the student athletes would have an app on their phone. The only time the student athlete would be being tracked would be when they are supposed to be in class. If they are not in class, they would then be sent a notification. If they do not respond within a certain timeframe, it would notify the appropriate parties. This technology would also track the student athlete being present during the duration of the class period. This would stop student athletes from leaving class early or leaving for an extended period. This technology also pairs each student athlete with a “token” number and tracks them by that number instead of their names. This topic was then opened for discussion. Council member asked the question on how much this technology costs and Brent responding by stating it cost half of what we are currently spending on the class checking process. A follow up question was asked, if the different colleges and deans knew about this and were okay with it? Dr. Garn responded by stating this has not been shared with different colleges yet because it is still up for discussion and they are polling different groups, like Athletics Council, for their feedback.

Dr. Garn completed his report but stating that the athletics department has really encouraged their student athletes to study abroad and supporting them in that. There will be a study abroad trip this spring break where about 13 student athletes will have this opportunity.

Heath Warren began the SAIL report by stating NIL discussion was one that they intended to bring up and he was pleased with the discussion that happened earlier in the meeting. He then proceeded to inform the council about a networking event that he and another student athlete attended the weekend of the Big 12 football championship. He expressed his gratitude for the opportunity. He also reported on the holiday party the student athletes had and the discussion they had on diversity and inclusion and how thankful they were to have Joe Castiglione and Larry Naifeh in attendance. He ended his report by stating that Student Athlete Appreciation Day will be on April 6th.

Amy Pasque concluded the SAIL report by stating the Athletes for Athletes’ games SAIL is heading throughout the semester. They will also have “Go Green” games to support mental health. Heath interjected and reported to the council that SAIL has really stepped up their community service this year and every Friday a group of student athletes serve at different elementary schools.

Chair elect nomination for 2020-2021 is Daniel Larson. Brooklynn will be sending out his bio and a poll to vote on the nominee.
April 29, 2020

Chair Henry called the meeting to order. A motion was made to approve both the Fiscal Integrity Subcommittee Report and Governance and Compliance Subcommittee Report and was seconded. Siduri Haslerig abstained.

Lindy Roberts-Ivy reported that a few members from the athletics department met with Janet Judge in March. She has been working on a follow up report to our five-year report. She did not provide a written report, just a verbal report. Larry Naifeh clarified that Janet is working with main campus and athletics. Lindy went on to give a brief update on what Gender Equity reports have included in the past and what Janet’s follow up report consisted of. Every year we look at both rosters of teams and how we are managing those numbers, as well as financial themes for teams. We also interview our coaches and support staff that is sports specific staff members. In addition to these things we review our facilities and budgets for each team to make sure we are being equitable. During Janet’s visit in March, she gave us great news that we had been doing a wonderful job. The few things she wanted us to continue to monitor was roster management. Lindy expressed how this year would be different in managing our rosters due to the NCAA’s ruling on allowing our spring sport seniors to come back for another season due to COVID-19. Larry interjected to explain how this will affect both our roster numbers and financial aid numbers. We will have to work hard on remaining equitable during this unique time.

Dr. Gregg Garn asked the question on if we had any idea how the NCAA’s ruling to extend eligibility due to COVID-19 would affect us as an athletics institution. Lindy answered that there is no way to know this yet, we just know it will alter some of our numbers. Larry chimed in by saying Janet recognizes that it will be different this coming year and will also alter the calculations and make things harder. This is because there are a lot of factors not within our control because of this unique circumstance.

Joe Castiglione gave the athletics directors report and started by recognizing the unique time we are in and ensuring everyone that we have been in good communication with all parties that we should be. He was transparent about how frustrating it is to not be able to provide more transparency to people because there are a lot of things that no one knows. It is hard to project the range of possibilities that we might face when we start to try and return to our “new” normal. As a department we have been working on how to prepare for all the possibilities that may come our way that way when a decision is made, we have an idea of our game plan. Our department has been looking at financial and venue modeling, as well as how we are going to create and execute a phased return to campus plan.

We have been working with both campus and our conference to create some form of uniformity among all parties. Joe stated that this was not the time to try and beat other institutions on getting student athletes back to campus, it is a time to work together to develop a plan. Our priority is to do our best to make sure there is a safe way to return to campus for both our student athletes and staff.

Joe concluded his report by stating how proud he was of our staff and how they have handled the situation. We have partnered with hospitals and K20 to show our support for all the people who support us.

Council member asked what our current transitional plans were for our student athletes. Joe answered that this transition to completely virtual learning and working was a learning experience for many, but our student athletes and staff members have done great and worked hard to ease the transition as much as possible. There are other obstacles that we face like not being able to give any athletic instruction or hold virtual workouts for our athletes but our coaches and staff have made sure to be intentional with the time and activities that they
can have for our athletes. Coaches are allowed 8 hours to meet with their student athletes over the course of a week. Our academic advisors and other student athlete resources are still available and being utilized. Another great thing we were able to do is provide the appropriate funds to provide meals to our student athletes that were receiving a meal plan while on campus. All other financial aid that was promised for the semester is still intact as well.

Council member asked how the pass/fail grading would impact the student athletes and their eligibility. Mike Meade stated that these grades will not impact their GPA.

Gregg Garn asked Brent Sumler to give a brief update on what he is doing during this time to keep student athletes engaged. Brent listed a number of sessions they have had during this time. They have had both fun and professional development sessions. Their individual office has continued to make constant contact with student athletes daily. Another initiative their office is doing is virtual family feud with both student athletes and staff.

Council member asked about spotter and how this system would work in regards to class checking. Brent answered that it is essentially the same thing as we are currently doing just without the human element doing the checking. It also allows the student athletes more privacy and allows us to monitor more student athletes. Brent said it is not about monitoring it is about creating successful habits and one of the best habits a person can have is being where you are supposed to be when you are supposed to be there.

Following Brent’s update, Gregg Garn praised the PROs staff on the wonderful job they are doing still interacting with our student athletes during this time. He then proceeded to inform the council that the name, image, likeness issue is continuing to move forward. The NCAA is trying to work through how student athletes are going to generate income based on their name, image, and likeness. Council member asked how we continue to make sure our staff and students are safe through this unique time. Gregg Garn mentioned there has been several discussions on how class times and sizes may be altered, the cleaning procedures around campus and possibly cleaning stations being set up. There are a lot of moving parts that must and are being considered but we are continuing to work through that. Joe stated that before student athletes can return to campus, we have to think about athletically how we can bring other teams here and if we can sustain the same level of safety for other teams, as well as our own.

Tori Nirschl gave the SAIL report and stated that our two new SAIL representatives will be Sorre Bah (Men’s Track and Field) and Megan Riley (Women’s Soccer). SAIL is currently working on a diversity and inclusion campaign. There have also been weekly SAIL meetings with the representative to continue the communication between the student athletes.

Chair Henry informed the Council that the chair for 2020-2021 would be Daniel Larson. She thanked everyone for a great year and for their service. Aiyana Henry stated that she was thankful for her time as chair and thanked both Joe and the members of the council. Joe thanked Aiyana for her service as the chair to the council.

The Athletics Council chair for 2020-2021 will be Daniel Larson.
The OU Budget Council is charged to recommend to and advise “the President and other appropriate administrators on matters concerning fiscal policies and resources of the University.” The purpose of the Budget Council is to provide continuity and balance in OU budgetary planning and execution.

In 2019-2020, the Budget Council did not make a quorum in Fall 2019. In Spring 2020, they did not have any scheduled meetings.

Due to a lack of quorum at the fall meetings and no spring meetings, the Budget Council did not elect a chair for the 2020-21 academic year.
The Continuing Education Council (CEC) met late spring 2019 after several years inactive. The faculty membership of the CEC for 2019-2020:

### Faculty Members

<table>
<thead>
<tr>
<th>Faculty Members</th>
<th>Departments Represented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stacey Anderson</td>
<td>Health Sciences</td>
</tr>
<tr>
<td>Mary Anna Evans</td>
<td>Professional Writing</td>
</tr>
<tr>
<td>Bruce Hoagland</td>
<td>Geography &amp; Environmental Sustainability</td>
</tr>
<tr>
<td>Jeffrey Maiden</td>
<td>Educational Leadership &amp; Policy Studies</td>
</tr>
<tr>
<td>Harold Mortimer* (Chair)</td>
<td>Musical Theatre</td>
</tr>
<tr>
<td>Bonnie Pitblado</td>
<td>Anthropology</td>
</tr>
<tr>
<td>Kate Raymond</td>
<td>Institutional Leadership &amp; Academic Curriculum</td>
</tr>
<tr>
<td>Matthew Stock</td>
<td>University Libraries</td>
</tr>
<tr>
<td>Logan Whalen</td>
<td>Modern Languages, Literatures &amp; Linguistics</td>
</tr>
</tbody>
</table>

### Administration Members

<table>
<thead>
<tr>
<th>Administration Members</th>
<th>Colleges &amp; Centers for 2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belinda Biscoe</td>
<td>Interim Senior Vice President for Outreach</td>
</tr>
<tr>
<td>James Deberry</td>
<td>Center for Public Management, Director</td>
</tr>
<tr>
<td>Randall Doerneman</td>
<td>Distance Learning, Director</td>
</tr>
<tr>
<td>Randall Hewes</td>
<td>Senior Assoc. VP for Research/ Dean of the Graduate College</td>
</tr>
<tr>
<td>Kyle Harper</td>
<td>Provost</td>
</tr>
<tr>
<td>Jane Irungu</td>
<td>Interim VP for Diversity and Inclusion</td>
</tr>
<tr>
<td>Tomás Díaz de la Rubia</td>
<td>Vice President for Research and Partnerships</td>
</tr>
</tbody>
</table>

### Report

The Continuing Education Council met three times before all meetings were canceled due to the Covid 19 closure of the university. A meeting was held June 12, 2019 after several years in hiatus. Harold Mortimer was elected chair for 2019-2020. Faculty membership listed above includes those in attendance for that meeting as well as replacements and additions that occurred prior to our January 29, 2020 meeting.

**June 12, 2019**

Dr. Belinda Biscoe convened this meeting with faculty still present on campus as well as members of the College of Continuing Education/University Outreach. This meeting served to educate the faculty membership as to the purpose of CCE and highlighted all of its many collaborators across the OU campus. This college is almost 100% self-supporting through collaborations, new programming, non-credit service work with academic colleges (joint programming) and receives much funding from federal, state, and regional foundation sources. Faculty
membership indicated other ways University Outreach was involved in their colleges or programs. Here some of the instances and some potential future collaborations:

- College of Fine Arts: School of Music Camps, Arts Incubation Lab (for credit), combined with School of Business..."Artapreneurs."
- New Horizons Band: School of Music band for community members for over ten years.
- OKC Jimmy Awards: Teen "Tony Awards" for Scholarships in the area of musical theatre involving over 40 high schools state-wide and the OU School of Musical Theatre.
- Ideas were also discussed involving Environmental Studies, Geography and Environmental Engineering.

At the end of this meeting a chair was selected. Dr. Harold Mortimer (at that time) was returning to the faculty after two years serving as interim director for the Weitzenhoffer School of Musical Theatre followed by two years as associate dean for the Weitzenhoffer Family College of Fine Arts (WFCFA). Due to the new policy adopted by the Faculty Senate allowing for only faculty to serve on councils he was elected unanimously.

January 29 and February 19, 2020 Meetings

Harold Mortimer's position as associate dean for the WFCFA was renewed for 2020-2021 so there was some confusion throughout August - early October as to whether or not he could serve as chair and whether or not he could continue on the council. It was determined by Senate leadership that since he was originally a three-year President Boren appointment (2018 - 2021) he could remain but would not be renewed upon conclusion. As soon as this was established meetings were set for January 29 and February 19, 2020. Due to the Covid 19 campus closure in March no other meetings were scheduled to allow faculty time to adapt teaching strategies for online and virtual (zoom) meetings.

There were several faculty replacements that occurred over the summer. Due to this issue, Dr. Biscoe covered several items discussed in the June 2020 meeting to get new members "up to speed." Dr. Mortimer started the conversation by suggesting moving forward with a plan that includes increased awareness of Outreach and a focus on collaborative projects. He recommended a “homework assignment” for the CEC: Review and research the Outreach website by Feb. 12th and submit any inquiries or comments to Dr. Nina Barbee by that date. From this first meeting, the council created the following goal for the year:

To create an Action Plan to enhance the CEC and Outreach through increased awareness and engagement of each member’s areas.

The agenda for the February 2020 meeting included a presentation by Dr. Biscoe that included a power point presentation regarding the CEC/Outreach financial information as well as an original documentary film highlighting the history of CEC/Outreach on the OU campus. A majority of the faculty had not been able to fully review the CEC website though some ideas were presented to Dr. Biscoe to allow for quicker insight into its purpose and programs. It was also encouraged by the membership that the documentary - while done very well - be updated since much has changed since its 2013 creation. After watching both the power point and documentary presentations, the membership was charged with writing a cohesive action plan that would include both "vision" and "mission" statements to assist the college.
Unfortunately, the council did not meet again as discussed earlier. Dr. Mortimer did reach out (again) to the Faculty Senate leadership to volunteer to serve on the committee but was informed that due to the current policy/by-laws he could not. No new meetings have been scheduled at this time (June 2020).
The University Council on Faculty Awards and Honors (UCFAH) fulfilled its charge of reviewing nominations and making recommendations to the Provosts (OU Norman and HSC). This was the first cycle of reviews following new procedures and updated criteria recommended by a separate Faculty Awards Advisory Committee (FAAC) in 2019 and approved by the Regents.

The committee had two in-person orientation sessions; one in Norman (November 21, 2019) and the other at the HSC (November 22, 2019) to accommodate the schedules of the members. The Provosts' staff, namely Grey Allman and Megan Lottie (OU Norman), and Claire Young (HSC) attended the meetings. The committee chair and the staff briefed the members on the changes to the nomination/evaluation procedures; prior to the meetings, each member was required to view Dr. Irvin’s training video on Implicit Bias. The HSC Assistant Vice President for Diversity and Inclusion (Carrie McClain) was present for the HSC meeting for discussion and to answer questions. All committee members found this training video helpful.

Nomination packages were made accessible to the UCFAH members on December 10, 2019. All the files were maintained on-line through a secure website. The UCFAH met on Friday, January 17, 2020, to consider nominees and recommend recipients of awards. The following are the UCFAH members, and all participated in the reviews:

- Katherine O’Neal    HSC – Pharmacy
- Rozmeri Basic    Norman – Fine Arts
- Jennifer Davis    Norman – Arts & Sciences
- Marissa Mangrum    HSC – Allied Health
- Peter Nelson    HSC – Medicine, Tulsa
- Carol Rogers    HSC – Nursing
- Ellen Rubenstein    Norman – Arts & Sciences
- Rui Yang    Norman – Engineering
- Annie Moreau    HSC – Medicine
- Jordan Grebe    Norman - Student Government Association
- George Richter-Addo    Chair

An outstanding group of 62 highly qualified nominees were evaluated by the Council and awardees selected. The members of the Council are to be commended for the difficult challenge of selecting from such a distinguished group of nominees. The award categories were:

- David L. Boren Professorship (3 nominations received)
- Davis Ross Boyd Professorship (10 nominations received)
- Regent’s Professorship (2 nomination received)
- Regents’ Award for Superior Professional and University Service and Public Outreach (11 nominations received)
- Regents’ Award for Superior Research and Creative Activity (12 nominations received)
- Regents’ Award for Superior Teaching (12 nominations received)
- General Education Teaching Award (2 nominations received)
• University Distinguished Teaching Award (9 nominations received)
• Merrick Teaching Award (1 nomination received)

We paid primary attention to the criteria for each award as instructed. As mentioned above, all committee members paid attention to Implicit Bias prior to and during the meeting. The final gender distribution for both the nominations received and the recipients is shown below.

<table>
<thead>
<tr>
<th></th>
<th>Nominations</th>
<th>Male</th>
<th>Female</th>
<th>Recipients</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OU Norman</td>
<td></td>
<td>11 (34%)</td>
<td>21 (66%)</td>
<td>3 (27%)</td>
<td>8 (73%)</td>
<td></td>
</tr>
<tr>
<td>OUHSC</td>
<td></td>
<td>15 (50%)</td>
<td>15 (50%)</td>
<td>0</td>
<td>11 (100%)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td><strong>26 (42%)</strong></td>
<td><strong>36 (58%)</strong></td>
<td><strong>3 (14%)</strong></td>
<td><strong>19 (86%)</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Note:* The updated policies and criteria recommended by the FAAC was approved on September 11, 2019, so we are unable (for this first 2019-2020 cycle) to comment effectively on the impact of the revisions on the effects of these updates on the nominations.

All recommendations and deliberations of the Council were communicated with the Provost.

2020-2021 Committee: The Council elected Marissa Mangrum, HSC College of Allied Health, as Chair on Faculty Awards and Honors for the 2020-2021 term. As you may recall, the Chair position alternates annually between the Norman and HSC campuses.
Key issues that the ITC worked on during the 2019-2020 AY:

- **Legacy OU System Accounts (including email).**
  - OU domain email (ou.edu) are subject to per-seat costs (due to migration several years ago to Microsoft) and to the added costs for freedom-of-information act requests.
    - IT is also concerned about compromised accounts.
  - OU employees will be migrated off of the OU email system after they leave OU. For staff, there is a short grace period; faculty have 1 year. After migration, there is no forwarding from the old email address.
  - Emeritus faculty will keep their OU accounts.
  - Former employees who continue to perform service to OU may keep their email account. This account must be sponsored by a unit and is reviewed annually.
  - Retirees will maintain their guaranteed benefits (other than the promised email account). Specifically, an OU system account is no longer required to access these benefits.

- **Standardized Computing Requirements.**
  - IT requires us to purchase computing systems (laptops and desktops) from a small, standard menu. This makes system maintenance easier and puts OU in a better position to negotiate better pricing.
  - The menu is revisited annually.
  - Exceptions are possible, but must be justified.
    - “Standard” exceptions: small changes to already available systems.
    - Other exceptions: must show that the standard systems do not satisfy the research/teaching needs.
  - Having more than one computing device requires an exception.
  - Continuing concern: there seem to be some cases where exceptions requests are being denied somewhere between the faculty member requesting the exception and the IT personnel who are evaluating the exceptions (perhaps unit IT personnel or IT personnel that are assigned to units).
  - Continuing concern: the exception process is additional work and adds delays.

- **Multi-Factor Authentication.**
  - IT rolled out MFA for access to some systems on campus. When logging into these systems, the identity of the user is confirmed via independent means. There are several options, which seem to cover all use cases.
  - In general, the roll-out has been smooth. IT seems to have dealt well with individuals who experienced difficulties.
  - The number of systems requiring MFA has been increasing over time.
• **Single-Sign-On and Passwords.**
  o IT has been centralizing the system authentication process using SSO. This simplifies user access and can improve system security.
  o IT currently requires that the SSO passwords be changed annually. Communication and implementation of this requirement seems to have gone smoothly. IT recently proposed reducing the period between password changes. They received very strong negative feedback and an array of published papers on this topic. They seem to have backed off from this plan (we will follow up).

• **Policy, Standards & Procedures Proposal Program.** IT now publishes proposals for policies, standards and procedures at a central location, making them available for review by the OU community, including the ITC
  o Concern: proposals can be published during the summer.
  o Concern: documents are written by and for lawyers.
  o Concern: it is not always clear who the responsible actors are when a new policy/standard/procedure is put into place.
  o We need accessible mechanisms for disseminating new policies, including clear statements as to who the responsible actors are and what they must do.

• **Software for Educational Support.**
  o Licenses for software that we rely on have been cancelled without discussion or warning. Examples: Respondus and Gradescope.
  o IT and the Provost’s office should be involving the ITC (and others) in these conversations. They seem to have acknowledged this.

• **Classroom Technology Upgrades.**
  o IT has a continuing process of upgrading classrooms with modern projectors and computer interfaces.
  o They try to adhere to a standard configuration (though this standard evolves in time). Currently, Apple TVs are not part of this standard, though some rooms have them.
  o The current thinking is that we have plenty of active classrooms.

• **Health Savings Accounts.**
  o Our new HSA provider forced some employees to use their SS# as their account name. This is problematic from the perspective of security of information
  o Employees can ask for a change by calling HSA bank
  o HR is moving to eliminate this option for new accounts
• **Email Filtering.**  
  o IT has a range of filters on incoming email. Messages that do not pass the filters are thrown away.  
  o Concern: legitimate communication can be filtered. For example, students who email code when asking for help from faculty or TAs. In other words, entire classes of communication are eliminated & require us to use more cumbersome modes of communication.

• **Online Teaching Support.**  
  o IT upgraded the connection to the Internet, including improving the VPN bandwidth. These held up well during late Spring.  
  o Zoom largely held up in the Spring. Additional security requirements were put in place during the latter part of the semester.  
  o While some faculty experimented with doing exams using Respondus, this was not a uniformly good solution (in particular, not all students had the required hardware or bandwidth).  
  o Zoom recording: automatic captioning support on mymedia.ou.edu.  
  o Some students disengaged from classes after Spring break. IT was able to identify these individuals & student services was to follow up with them.

**Open issues that we are working on for the 2020-2021 AY:**

• **Cybersecurity and End User Device Security Proposals.**  
  o Requires review of non-standard devices being placed on the network. It is unknown what restrictions will be put in place.  
  o All purchased systems and services require a security review. We have concerns about the expertise and the available personnel to conduct these reviews.  
  o University-owned devices must be managed by IT. While this might be feasible for standard systems, we have concerns about requiring custom research- or teaching-oriented systems. Some require very specific system configuration (and changing these configurations could make the system non-functional); others don’t have typical OSes that can be managed. We are concerned about IT not having the personnel or expertise to do this on a large scale. We are also concerned about the impacts on system performance and on the security of protected data.  
  o University-owned devices must be kept up to date with respect to current software (especially when security is a concern). Custom systems often have a large number of dependencies. Arbitrarily upgrading a system without understanding these dependencies can make it dysfunctional.  
  o University-owned devices must have “End-Point Protection Software”. This is not feasible on all systems. And, what this entails is not defined.  
  o University-owned devices must use SSO-based authentication. Many of our systems are not always on the Internet (let alone, the OU network). Examples include: laptops, field-deployed systems, and systems that must be accessed by non-OU personnel (e.g., research collaborators).
• **Sharing of Data with Other Institutions.** We need secure ways of sharing data with our research collaborators, including HIPAA protected data. OU doesn’t have these latter capabilities in-house, and so far is resistant to signing-up for 3rd party services that provide these protections (I have recently secured access to Databrary, but this is an exception, not a generally available solution).

• **Research Computing Requirements.** IT has yet to publish a set of requirements for research computing purchases.
  - Concern: IT is intervening in the purchase process and overriding the decisions that are made by the unit IT experts. This is happening even in cases where an existing computing system is being augmented, for example, with additional storage space.
  - Concern: IT requires review of research computing purchases. This adds delay to the process (we have seen delays of many months).
  - Concern: IT has started requiring that new research computing systems be installed in their data center in 4 Partner’s Place. This is happening, even when there is space in existing unit machine rooms. Unit IT admins no longer have direct access to their computing systems (except under escort). Data packets moving between the Weather Center and 4PP are routed through Tulsa, which impacts large file transfers.

• **Online Teaching.**
  - Feedback from students for after the Spring semester transition: because every faculty member made different choices for presentation of information and for handling assignments, it was very hard for the students to finish out the semester. This is a continuing concern as many classes will be on-line and all may move on-line for Fall.
  - Concern: we do not have a clear path for conducting on-line exams.

• **Research Computing Support.**
  - IT is working to bring OU-Norman and OU-HSC efforts together for research computing, storage and backups.
  - IT is working toward having firewalled areas for the supercomputer and associated storage for HIPAA and other sensitive data.

• **Cloud Computing Services.**
  - OU purchasing has started rejecting purchases of cloud computing services (Amazon Web Services and Google Cloud). These are legitimate research and teaching tools.
  - IT is working toward having an agreement with AWS.

**Chair Election**

The Incoming ITC Chair for the 2019-20 academic year will be decided at the August 17, 2020 meeting.
History and Membership

The Research Council was approved as a council by the President of the university upon recommendation of the Faculty Senate and The University of Oklahoma Student Association in December 1972 and revised May 10, 1974, June 28, 1978, and July 2, 1982. The Council was restructured Spring 1991 and consists of fifteen members, five are appointed by the Office of the President, ten by Faculty Senate.

In 2013, the Faculty Senate approved a plan to balance the Research Council membership to reflect the disciplines represented by recent patterns among submitted proposals. The new structure for the Research Council began in 2014-2015, and is as follows at the end of the 2019-2020:

- Engineering, Energy, Mathematical and Physical Sciences (3 members)
- Social and Behavioral Sciences (3 members)
- Life Sciences (2 members)
- Humanities (3 members)
- Education/Professional/Other (2 members)
- Fine Arts (2 members)

The faculty members of the 2019-2020 Research Council, their departments, and terms:

<table>
<thead>
<tr>
<th>Member</th>
<th>Department</th>
<th>Term</th>
<th>Appointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Howard</td>
<td>Music</td>
<td>2019-20</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Lee Fithian</td>
<td>Architecture</td>
<td>2017-20</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Rebecca Huskey</td>
<td>Classica &amp; Letters</td>
<td>2017-20</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Li Song</td>
<td>Aerospace &amp; Mechanical Eng.</td>
<td>2017-20</td>
<td>Presidential</td>
</tr>
<tr>
<td>Stephen Westrop,</td>
<td>Geosciences</td>
<td>2017-20</td>
<td>Presidential</td>
</tr>
<tr>
<td>Xun Ge</td>
<td>Educational Psychology</td>
<td>2018-21</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Piers Hale, Chari</td>
<td>History of Science</td>
<td>2018-21</td>
<td>Presidential</td>
</tr>
<tr>
<td>Lee Krumholz</td>
<td>Microbiology &amp; Plant Biology</td>
<td>2018-21</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Tina Dothard Peterson</td>
<td>Social Work</td>
<td>2018-21</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Yan (Rockee) Zhang</td>
<td>Electrical and Computer Eng.</td>
<td>2018-21</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Elizabeth Carr</td>
<td>Microbiology &amp; Plant Biology</td>
<td>2019-22</td>
<td>Presidential</td>
</tr>
<tr>
<td>Deven Carlson</td>
<td>Political Science</td>
<td>2019-22</td>
<td>Presidential</td>
</tr>
<tr>
<td>Alissa Mortimer</td>
<td>Drama</td>
<td>2019-22</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Marcia Haag</td>
<td>Modern Lang., Lit., &amp; Ling.</td>
<td>2019-22</td>
<td>Faculty Senate</td>
</tr>
<tr>
<td>Cynthia Rogers</td>
<td>Economics</td>
<td>2019-22</td>
<td>Faculty Senate</td>
</tr>
</tbody>
</table>

The 2020-2021 Chair of the Research Council will be Dr. Lee Krumholz from the Department of Microbiology & Plant Biology. The Research Council is administered through the Office of the VPRP; Secretary to the Research Council is Dianna Crissman.
Budget

A total of $400,000 was split between the Faculty Investment Program ($250,000) and Junior Faculty Fellowships ($150,000). This amount is unchanged from FY 2019. In FY 2019, the Research Council ran out of funds in May, and so the proposals for May we rolled forwards to FY 2020. We anticipated that this would put pressure on our funding for September 2019 (FY 2020), but in practice this has not been the case. Funds that were not allocated to JFFs this year we had hoped to see roll over to next year, however, the VPRP’s office redirected these to COVID-19 related research endeavors.

### Table: Research Council Budget Allocations

<table>
<thead>
<tr>
<th>Year</th>
<th>FIP Budget Allocation</th>
<th>JFF Budget Allocation</th>
<th>Total VPRP Budget Allocation</th>
<th>FIP Funding Awarded</th>
<th>JFF Funding Awarded</th>
<th>Total VPRP Funding Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-2013</td>
<td>$225,000</td>
<td>$175,000</td>
<td>$400,000</td>
<td>$301,738</td>
<td>$151,188</td>
<td>$452,926</td>
</tr>
<tr>
<td>2013-2014</td>
<td>$275,000</td>
<td>$150,000</td>
<td>$425,000</td>
<td>$278,107</td>
<td>$149,276</td>
<td>$427,383</td>
</tr>
<tr>
<td>2014-2015</td>
<td>$275,000</td>
<td>$150,000</td>
<td>$425,000</td>
<td>$257,377</td>
<td>$173,382</td>
<td>$430,759</td>
</tr>
<tr>
<td>2015-2016</td>
<td>$275,000</td>
<td>$150,000</td>
<td>$425,000</td>
<td>$291,535</td>
<td>$133,014</td>
<td>$424,549</td>
</tr>
<tr>
<td>2016-2017</td>
<td>$250,000</td>
<td>$150,000</td>
<td>$400,000</td>
<td>$285,690</td>
<td>$145,980</td>
<td>$431,670</td>
</tr>
<tr>
<td>2017-2018</td>
<td>$250,000</td>
<td>$150,000</td>
<td>$400,000</td>
<td>$314,698</td>
<td>$142,633</td>
<td>$457,331</td>
</tr>
<tr>
<td>2018-2019</td>
<td>$250,000</td>
<td>$150,000</td>
<td>$400,000</td>
<td>$286,454</td>
<td>$116,406</td>
<td>$402,860</td>
</tr>
<tr>
<td>2019-2020</td>
<td>$250,000</td>
<td>$150,000</td>
<td>$400,000</td>
<td>$240,294</td>
<td>$127,946</td>
<td>$368,240</td>
</tr>
</tbody>
</table>

(FY 2020 monies not dispersed were reallocated by VPRP’s office to COVID-19 research proposals).

Activities (2018-2019)

The primary activity of the Research Council during the 2019-2020 academic year was to advise and make recommendations to the Vice President for Research (VPRP) pertaining to awards and honors under his administration, namely

- Faculty Investment Program (Up to $15,000)
- Junior Faculty Fellowships ($7,000 + Fringe)
- George Lynn Cross Research Professorship (recommendation to President)
- Henry Daniel Rinsland Memorial Award for Excellence in Educational Research

The Research Council was also asked to nominate a representative to serve of the Campus COVID-19 Research Ramp-Up Task Force. Lee Fithian (Architecture) was nominated to that position.
**Faculty Investment Program (FIP)**

<table>
<thead>
<tr>
<th>Academic Year 2019-2020 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Submitted Proposals</th>
<th>Gender of Successful Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Physical Sciences</td>
<td>15</td>
<td>8</td>
<td>$119,952</td>
<td>$14,994</td>
<td>33%</td>
<td>30%</td>
<td>Female 4</td>
<td>73%</td>
<td>Female 2</td>
<td>79%</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>8</td>
<td>3</td>
<td>$40,478</td>
<td>$13,161</td>
<td>38%</td>
<td>17%</td>
<td>Female 2</td>
<td>23%</td>
<td>Female 2</td>
<td>23%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
</tr>
<tr>
<td>Humanities</td>
<td>2</td>
<td>1</td>
<td>$14,000</td>
<td>$14,000</td>
<td>50%</td>
<td>6%</td>
<td>Female 1</td>
<td>50%</td>
<td>Female 1</td>
<td>50%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>3</td>
<td>1</td>
<td>$13,546</td>
<td>$13,546</td>
<td>33%</td>
<td>6%</td>
<td>Female 1</td>
<td>33%</td>
<td>Female 1</td>
<td>33%</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>11</td>
<td>4</td>
<td>$53,320</td>
<td>$12,830</td>
<td>36%</td>
<td>21%</td>
<td>Male 3</td>
<td>67%</td>
<td>Male 2</td>
<td>25%</td>
</tr>
<tr>
<td>Totals</td>
<td>39</td>
<td>17</td>
<td>$240,294</td>
<td>$14,135</td>
<td>44%</td>
<td>100%</td>
<td>Female 15</td>
<td>100%</td>
<td>Female 12</td>
<td>100%</td>
</tr>
</tbody>
</table>

[figure 2]

Faculty Investment Program proposal and award breakdown by discipline and gender, FY 2020.

FY – 20 saw 39 submissions for the Faculty Investment Program, of which 17 were funded (44%). This compares with FY – 19, which saw 52 submissions, of which 21 were funded (40%), and FY – 19, which saw 55 submissions, of which 23 were funded (42%).

Thus, the percentage of successful applications across all disciplines has remained relatively stable. Applications from Engineering and Physical Sciences remain disproportionately large compared to other disciplines. Although we are now seeing a good number of applications from scholars in the Social and Behavioral Sciences, the humanities, and particularly the fine arts, are underrepresented in application numbers.

**Junior Faculty Fellowship (JFF)**

<table>
<thead>
<tr>
<th>Academic Year 2019-2020 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Submitted Proposals</th>
<th>Gender of Successful Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Physical Sciences</td>
<td>5</td>
<td>4</td>
<td>$36,132</td>
<td>$9,138</td>
<td>80%</td>
<td>29%</td>
<td>Female 2</td>
<td>50%</td>
<td>Female 2</td>
<td>50%</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>13</td>
<td>6</td>
<td>$49,342</td>
<td>$8,224</td>
<td>46%</td>
<td>39%</td>
<td>Female 3</td>
<td>60%</td>
<td>Female 2</td>
<td>60%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>3</td>
<td>2</td>
<td>$16,124</td>
<td>$8,162</td>
<td>67%</td>
<td>13%</td>
<td>Female 2</td>
<td>33%</td>
<td>Female 2</td>
<td>33%</td>
</tr>
<tr>
<td>Humanities</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
<td>Male 0</td>
<td>0%</td>
</tr>
<tr>
<td>Totals</td>
<td>26</td>
<td>15</td>
<td>$127,146</td>
<td>$8,530</td>
<td>58%</td>
<td>100%</td>
<td>Female 13</td>
<td>100%</td>
<td>Female 8</td>
<td>50%</td>
</tr>
</tbody>
</table>

[figure 3]

Junior Faculty Fellowship proposal and award breakdown by discipline and gender, FY 2020.

Junior Faculty Fellowship (JFF) Submissions were lower in FY– 20 (26) than in FY–19 (35), which in turn was appreciably lower than prior years; (FY–18 and FY–17 each had 54 submissions).
In FY – 20 there were 26 submissions of which 15 were funded (58%). This compares with:
FY – 19 in which there were 35 submissions of which 14 were funded (40%)
FY – 18 in which there were 54 submissions of which 17 were funded (31%)
FY – 17 in which there were 54 submissions of which 17 were funded (31%)
FY – 16 in which there were 69 submissions of which 16 were funded (23%)

This year we note that not only were the number of proposals down, but we also note that a number were not of a quality that merited funding.

George Lynn Cross Professorship and Henry Daniel Rinsland Memorial Award

Awards for the George Lynn Cross Research Professorship (recommendation to President): The council nominated Dr. Jeffrey F. Kelley (Department of Biology) and Dr. Lesia Richter (College of Law). For the Henry Daniel Rinsland Memorial Award for Excellence in Educational Research, the council nominated Ji Y. Hong (Educational Psychology).

Diversity Equity and Inclusion:

In 2020 Research Council has mandated a more extensive Diversity, Equity, and Inclusion training as a part of the preparation for new council members in collaboration with the Office of Diversity, Equity, and Inclusion. This focuses on helping members recognize their own implicit biases in the context of peer review and the evaluation of research proposals.

a) Award by gender: While this year’s figures seem to suggest significant gender disparities in application and award in some disciplines, it is not clear that this is representative of historical trends. (See appendix 1 for historical data for context).

b) Award by race and ethnicity: The Research Council has not, to date, collected or tracked either submission or award numbers by race or ethnicity. Going forwards council will collect this information, and we are making efforts to retrospectively compile this data across the last three years to the extent that this is possible.

Concluding remarks:

The VPRP has communicated that he sees the FIP as a less attractive investment of funds than the JFF. Although he has been clear that he has no plans to impose budget reallocation upon Research Council he has been encouraging of the JFF program as a real investment in new and developing faculty. At the same time, the figures provided above show that there has been a significant drop in the number of applications for JFF from junior faculty. The VPRP has made it clear that he is open to direction from Research Council as to the future budget allocation, re FIP and JFF.

A change in the criteria and rubric for the GLC award has made the award much more open to scholars who were not in the physical or natural sciences.
Regarding diversity, equity, and inclusion, going forwards the Research Council will mandate DEI training as a part of each year’s Research Council training. The Council will also track both applications and awards by race and ethnicity in addition to gender and discipline. We hope also to be able to retrospectively track this information going back three years.

The Research Council will also evaluate and revise (as necessary) both the rubrics provided to applicants on the Research Council website and those used by research council during the evaluation process in light of our meeting with the Office of Diversity, Equity, and Inclusion to further limit the impact of implicit biases on the review process.
Appendix 1: Historical data on FIP and JFF submission and award:

### FY – 2019

#### Faculty Investment Program

<table>
<thead>
<tr>
<th>Academic Year 2018-2019 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Engineering/Physical Sciences</td>
<td>16</td>
<td>7</td>
<td>15</td>
<td>8</td>
<td>14</td>
<td>7</td>
<td>39%</td>
<td>37%</td>
<td>33%</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>10</td>
<td>3</td>
<td>9</td>
<td>6</td>
<td>8</td>
<td>3</td>
<td>3%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>100%</td>
<td>100%</td>
<td>24%</td>
</tr>
<tr>
<td>Humanities</td>
<td>12</td>
<td>3</td>
<td>11</td>
<td>3</td>
<td>11</td>
<td>3</td>
<td>23%</td>
<td>12%</td>
<td>14%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>7</td>
<td>3</td>
<td>5</td>
<td>3</td>
<td>6</td>
<td>4</td>
<td>14%</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>52</td>
<td>23</td>
<td>49</td>
<td>23</td>
<td>51</td>
<td>22</td>
<td>40%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Junior Faculty Fellowship Program

<table>
<thead>
<tr>
<th>Academic Year 2018-2019 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Engineering/Physical Sciences</td>
<td>9</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>63%</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>10</td>
<td>7</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>47%</td>
<td>48%</td>
<td>56%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Humanities</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>8%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>15</td>
<td>14</td>
<td>14</td>
<td>13</td>
<td>12</td>
<td>11</td>
<td>40%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

### FY – 2018

#### Faculty Investment Program

<table>
<thead>
<tr>
<th>Academic Year 2017-2018 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Engineering/Physical Sciences</td>
<td>17</td>
<td>7</td>
<td>16</td>
<td>8</td>
<td>16</td>
<td>7</td>
<td>41%</td>
<td>39%</td>
<td>38%</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>9</td>
<td>6</td>
<td>8</td>
<td>5</td>
<td>8</td>
<td>5</td>
<td>4%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>100%</td>
<td>100%</td>
<td>14%</td>
</tr>
<tr>
<td>Humanities</td>
<td>8</td>
<td>4</td>
<td>8</td>
<td>4</td>
<td>8</td>
<td>4</td>
<td>21%</td>
<td>19%</td>
<td>17%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>9</td>
<td>5</td>
<td>9</td>
<td>5</td>
<td>9</td>
<td>5</td>
<td>22%</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>3</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>100%</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>55</td>
<td>23</td>
<td>52</td>
<td>22</td>
<td>54</td>
<td>23</td>
<td>42%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Junior Faculty Fellowship Program

<table>
<thead>
<tr>
<th>Academic Year 2017-2018 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Engineering/Physical Sciences</td>
<td>14</td>
<td>6</td>
<td>14</td>
<td>6</td>
<td>14</td>
<td>6</td>
<td>43%</td>
<td>39%</td>
<td>38%</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>21</td>
<td>2</td>
<td>20</td>
<td>2</td>
<td>20</td>
<td>2</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>9</td>
<td>1</td>
<td>9</td>
<td>1</td>
<td>9</td>
<td>1</td>
<td>3%</td>
<td>3%</td>
<td>4%</td>
</tr>
<tr>
<td>Humanities</td>
<td>9</td>
<td>6</td>
<td>9</td>
<td>6</td>
<td>9</td>
<td>6</td>
<td>4%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>75%</td>
<td>75%</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>54</td>
<td>17</td>
<td>52</td>
<td>15</td>
<td>54</td>
<td>18</td>
<td>31%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Page 29 of 38
## FY – 2017

### Faculty Investment Program

<table>
<thead>
<tr>
<th>Academic Year 2016-2017 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Physical Sciences</td>
<td>16</td>
<td>4</td>
<td>$46,190</td>
<td>$11,670</td>
<td>23%</td>
<td>11%</td>
<td>16%</td>
<td>Female Male</td>
<td>4 12</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>6</td>
<td>2</td>
<td>$16,907</td>
<td>$8,850</td>
<td>33%</td>
<td>7%</td>
<td>8%</td>
<td>Female Male</td>
<td>3 3</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>9</td>
<td>6</td>
<td>$86,200</td>
<td>$14,375</td>
<td>67%</td>
<td>30%</td>
<td>24%</td>
<td>Female Male</td>
<td>4 3</td>
</tr>
<tr>
<td>Humanities</td>
<td>9</td>
<td>5</td>
<td>$48,877</td>
<td>$9,831</td>
<td>90%</td>
<td>16%</td>
<td>20%</td>
<td>Female Male</td>
<td>4 3</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>12</td>
<td>4</td>
<td>$36,127</td>
<td>$8,914</td>
<td>28%</td>
<td>12%</td>
<td>16%</td>
<td>Female Male</td>
<td>6 12</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>12</td>
<td>4</td>
<td>$54,496</td>
<td>$13,674</td>
<td>33%</td>
<td>19%</td>
<td>16%</td>
<td>Female Male</td>
<td>6 4</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>64</strong></td>
<td><strong>23</strong></td>
<td><strong>$289,690</strong></td>
<td><strong>$63,948</strong></td>
<td><strong>39%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>21 43</strong></td>
<td><strong>7 18</strong></td>
</tr>
</tbody>
</table>

### Junior Faculty Fellowship Program

<table>
<thead>
<tr>
<th>Academic Year 2016-2017 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Physical Sciences</td>
<td>15</td>
<td>5</td>
<td>$45,680</td>
<td>$8,777</td>
<td>21%</td>
<td>29%</td>
<td>23%</td>
<td>Female Male</td>
<td>2 12</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>17</td>
<td>4</td>
<td>$57,252</td>
<td>$8,462</td>
<td>34%</td>
<td>29%</td>
<td>24%</td>
<td>Female Male</td>
<td>4 10</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>11</td>
<td>3</td>
<td>$32,760</td>
<td>$9,872</td>
<td>100%</td>
<td>17%</td>
<td>18%</td>
<td>Female Male</td>
<td>1 2</td>
</tr>
<tr>
<td>Humanities</td>
<td>11</td>
<td>3</td>
<td>$24,807</td>
<td>$8,269</td>
<td>21%</td>
<td>17%</td>
<td>18%</td>
<td>Female Male</td>
<td>4 7</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>1</td>
<td>1</td>
<td>$9,317</td>
<td>$9,317</td>
<td>100%</td>
<td>6%</td>
<td>0%</td>
<td>Female Male</td>
<td>1 0</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>7</td>
<td>1</td>
<td>$9,317</td>
<td>$9,317</td>
<td>14%</td>
<td>6%</td>
<td>0%</td>
<td>Female Male</td>
<td>1 0</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>54</strong></td>
<td><strong>17</strong></td>
<td><strong>$245,380</strong></td>
<td><strong>$8,587</strong></td>
<td><strong>31%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>15 38</strong></td>
<td><strong>4 13</strong></td>
</tr>
</tbody>
</table>

## FY – 2016

### Faculty Investment Program

<table>
<thead>
<tr>
<th>Academic Year 2015-2016 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Physical Sciences</td>
<td>23</td>
<td>9</td>
<td>$129,451</td>
<td>$14,188</td>
<td>39%</td>
<td>44%</td>
<td>39%</td>
<td>Female Male</td>
<td>17 2</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>7</td>
<td>2</td>
<td>$46,451</td>
<td>$11,613</td>
<td>37%</td>
<td>16%</td>
<td>17%</td>
<td>Female Male</td>
<td>4 3</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>7</td>
<td>2</td>
<td>$29,678</td>
<td>$9,493</td>
<td>29%</td>
<td>12%</td>
<td>8%</td>
<td>Female Male</td>
<td>2 2</td>
</tr>
<tr>
<td>Humanities</td>
<td>8</td>
<td>4</td>
<td>$40,152</td>
<td>$11,163</td>
<td>80%</td>
<td>14%</td>
<td>17%</td>
<td>Female Male</td>
<td>3 3</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>6</td>
<td>2</td>
<td>$20,105</td>
<td>$9,068</td>
<td>50%</td>
<td>12%</td>
<td>12%</td>
<td>Female Male</td>
<td>2 2</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>5</td>
<td>2</td>
<td>$15,199</td>
<td>$7,299</td>
<td>40%</td>
<td>5%</td>
<td>8%</td>
<td>Female Male</td>
<td>3 2</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>53</strong></td>
<td><strong>24</strong></td>
<td><strong>$291,533</strong></td>
<td><strong>$12,147</strong></td>
<td><strong>43%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>20 33</strong></td>
<td><strong>9 13</strong></td>
</tr>
</tbody>
</table>

### Junior Faculty Fellowship Program

<table>
<thead>
<tr>
<th>Academic Year 2015-2016 Discipline</th>
<th>Number of Proposals Submitted</th>
<th>Number of Awards</th>
<th>Total Awards</th>
<th>Average Award</th>
<th>Funding Rate</th>
<th>Percentage of Total Program Expenditures</th>
<th>Percentage of Total Number Awarded</th>
<th>Gender of Submitted Proposals</th>
<th>Gender Percentage of Successful Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Physical Sciences</td>
<td>19</td>
<td>8</td>
<td>$126,535</td>
<td>$8,982</td>
<td>19%</td>
<td>29%</td>
<td>19%</td>
<td>Female Male</td>
<td>12 7</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>11</td>
<td>3</td>
<td>$42,877</td>
<td>$8,692</td>
<td>28%</td>
<td>11%</td>
<td>11%</td>
<td>Female Male</td>
<td>1 3</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>6</td>
<td>0</td>
<td>$20,500</td>
<td>$5,000</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>Female Male</td>
<td>0 0</td>
</tr>
<tr>
<td>Humanities</td>
<td>17</td>
<td>6</td>
<td>$18,687</td>
<td>$3,013</td>
<td>35%</td>
<td>24%</td>
<td>34%</td>
<td>Female Male</td>
<td>4 13</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>2</td>
<td>1</td>
<td>$7,070</td>
<td>$7,070</td>
<td>50%</td>
<td>3%</td>
<td>0%</td>
<td>Female Male</td>
<td>0 0</td>
</tr>
<tr>
<td>Education/Professional/Other</td>
<td>10</td>
<td>1</td>
<td>$8,935</td>
<td>$8,935</td>
<td>50%</td>
<td>7%</td>
<td>6%</td>
<td>Female Male</td>
<td>2 8</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>65</strong></td>
<td><strong>16</strong></td>
<td><strong>$133,154</strong></td>
<td><strong>$8,333</strong></td>
<td><strong>23%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>12 16</strong></td>
<td><strong>8 8</strong></td>
</tr>
</tbody>
</table>
The Faculty Senate Committee on Faculty Compensation is charged with reviewing and recommending policy on questions related to the economic welfare of the faculty, including fringe benefits. The purpose of the Committee is to monitor salary increases requested by the University administration, gather information on salaries and fringe benefits from within and without the University, and suggest appropriate proposals for advancing the economic position and needs of the faculty.

Committee members:
Susan Hahn, Chair
Anthony Natale
Tessie Hirschfeld
David Howard
Greg Burge

The committee met monthly on the 3rd Tuesday of the month -
September 17, 2019
October 15, 2019
November 19, 2019
January 21, 2020
February 18, 2020
March meeting cancelled due to COVID
April 21, 2020 via Zoom

Top items of concern -
1. compression and inversion
2. annual pay increases
3. merit
4. Employee benefits

The committee met with -
1. Oct 15, 2019 - Angela Church, the new VP for HR
2. Glenn Hansen and Steward Berkinshaw

The committee met with senior administrators from HR, IT and finance and had productive open conversations nothing really came of them.
1. Discussion with Terrie Cullen the current chair of the Employee Benefits Committee. We discussed forth coming changes to Health Care benefits - namely the tiers. It seems the director of HR would prefer to not have any tiers. At this time, OU has and HSC has 3. Terrie thinks that she and EBC can reasonably argue for 3 tiers. 3 tiers is too broad. I do not think someone making $50,000 should be paying the same amount someone making $100,000.
2. Concur issues - email to Hayley Henderson in HR - the person dealing with Concur - if they can be more forth coming with information to keep everyone informed. She had told me HR was working on making “good” to streamline and provide training, FAQ documents and videos.

3. no updates on moving faculty pay from 9 months to 12 months

The Chair for 2020-21 will be Prof. Anthony Natale from Social Work.
Membership

The members of the 2019-2020 Faculty Welfare Committee, academic units, and terms:

    Michael Bemben (Health & Exercise Science) (2017-20)
    Lori Jervis (Anthropology) (2017-20)
    Keri Kornelson (Mathematics) (2018 - 21) – Chair 2019-20
    Wayne Riggs (Philosophy) (2019-22)
    Sarah Robbins (University Libraries) (2019-22)

Tasks continued from last year

1. Teaching Evaluation Working Group (TEWG). The committee had concrete goals for the year that we supported. Outcome: We wrote a charge to the working group in order to promote their efforts. The Year-End Report from TEWG is included with this report.
   - **TEWG Charge:** The Faculty Senate Faculty Welfare Committee and the Office of the Provost charge the Working Group on Teaching Evaluation with evaluating and improving course evaluations with respect to reducing biases and improving actionability, with the goal of improving teaching, learning, and equity. This task may involve specific functions including:
     - Creating new instruments that may include, but are not limited to, instruments for student evaluation, peer evaluation, and self-evaluation of teaching.
     - Gathering feedback on new processes or tools from stakeholders including students, faculty, instructors, Chairs and Committees A, Deans, the Office of the Provost, the Center for Faculty Excellence, teaching awards committees, and the Office of Diversity, Equity, and Inclusion.
     - Piloting a new STE instrument with a limited number of volunteer departments beginning in Fall 2019. Gather and analyze feedback and data from these departments. Perform an analysis of gender and race bias in the traditional and experimental evaluations.
   - The TEWG will continue to meet over the summer and next year.

2. Update to the Faculty Handbook. Outcome: Many of the updates done by the committee last year have now been put into a single document. There remain some sections in which new content is needed (2.3.6-2.3.13, 3.21.6, 5.20, 5.21.1, 8.2) and some sections in which advice from the Provost’s Office is needed (2.3.2, 4.7, 5.29, 7.8). Section 3.22 modification has already been approved by the Regents, and just needs to be enacted. The project should require very little work before being ready to go to the FS Executive Committee, and then the Senate, next Fall.

3. On the issue of proposed changes to the Promotion and Tenure policies, our committee did not agree on the kinds of modifications we discussed, so we decided to table the issue. One issue that could be
considered by the next committee is whether there is a need to clarify whether eligible voters for promotions to Full Professor include all tenured faculty or only those at the rank of Full Professor. The Faculty Handbook is unclear on this point at present, and departments have set differing policies.

**New Tasks**

1. **OU Ombudsperson.** The position of Ombudsperson is vacant at OU. Our committee believes this position should be filled. We offered to do some research on the Ombuds offices at peer institutions in support of this message to the administration. Outcome: FSEC is continuing to advocate for hiring an Ombudsperson at OU, but given the current hiring freeze due to Covid-19, this may be delayed until next year. We hope the next committee will keep the issue going.

2. **Pathways to Leadership Resolution.** The committee wrote a resolution (included with this report) advocating for transparent search procedures when administrative positions are filled at OU. Outcome: The resolution was presented to Faculty Senate for discussion on February 10, 2020 and the Senate approved the resolution on March 9, 2020.

**Chair Election**

Prof. Sarah Robbins from the University Libraries was elected unanimously to serve as FWC Chair for the 2020-2021 academic year.
The Teaching Evaluation Working Group was established jointly by the Faculty Senate Faculty Welfare Committee and the Provost’s Office to develop new tools and offer evidence-based recommendations regarding the evaluation of teaching at OU.

**Members:**

- Aaron Biggs, Provost’s Office
- Amy Bradshaw, Educational Psychology
- Megan Elwood-Madden, Geosciences
- Jill Irvine, Provost’s Office
- Keri Kornelson, Mathematics, Chair
- Hong Lin, Center for Faculty Excellence
- Ulli Nollert, Chemical Engineering
- Wayne Riggs, Philosophy
- Lori Snyder, Psychology

The Faculty Welfare Committee proposed, and TEWG agreed with, the following charge to the working group:

*The Faculty Senate Faculty Welfare Committee and the Office of the Provost charge the Working Group on Teaching Evaluation with evaluating and improving course evaluations with respect to reducing biases and improving actionability, with the goal of improving teaching, learning, and equity. This task may involve specific functions including:*

- *Creating new instruments that may include, but are not limited to, instruments for student evaluation, peer evaluation, and self-evaluation of teaching.*
- *Gathering feedback on new processes or tools from stakeholders including students, faculty, instructors, Chairs and Committees A, Deans, the Office of the Provost, the Center for Faculty Excellence, teaching awards committees, and the Office of Diversity, Equity, and Inclusion.*
- *Piloting a new STE instrument with a limited number of volunteer departments beginning in Fall 2019. Gather and analyze feedback and data from these departments. Perform an analysis of gender and race bias in the traditional and experimental evaluations.*

The working group determined that their work this year would focus on three tasks.

1. **Inputs for Teaching Evaluation:** This document gives a list of types of activities/evidence/documentation that a unit might use to evaluate teaching. The goal of this document is to give a broad list of ideas that supplement (and eventually may replace) the current Student Teaching Evaluation instrument.
   
   **Progress:** We created this document and presented it to the Provost’s Office and Faculty Senate.
2. **New Student Experience Survey (SES):** One of the primary charges to this working group was to draft, assess, and pilot-test a new survey for students regarding their experience in courses.
   
   **Progress:** The working group created a draft SES that we believe will mitigate implicit bias, is focused on concrete student experiences, and provides information that will assist an instructor in improving their course. The working group is presently collecting some feedback on the draft SES from small groups of students, faculty, and administrators. The working group will run a pilot test in the summer.

3. **Evidence-Based Teaching Resource Page:** The working group will work to produce a website that helps instructors find evidence-based teaching practices to improve their teaching and provides samples for units to use in evaluating teaching.

   **Progress:** The committee will begin work on this part of the project over the summer with a goal of having some useful resources available for use during evaluations for 2020.

**Dissemination**

The working group will create a website that shares the documents and tools created by the working group and that also shares the process under which the tools were developed.

**Recommendations to the Provost:**

1. **Support process of feedback/improvement of the Student Experience Survey,** toward the eventual goal of making it the OU survey instrument. Invite faculty from a wide range of disciplines and courses to participate in pilot testing of the SES this summer to provide data and feedback for revisions. Share this data with the TEWG and the ADVANCE proposal team.

2. **Continue the Teaching Evaluation Working Group in the 2020-21 academic year,** working on a) revising and implementing the SES and b) developing a website that provides evidence-based information and guidance about teaching evaluation.

3. **Clearly articulate to departments that they should use input from multiple sources when evaluating teaching,** at a minimum from students and from the faculty member themselves. Share the list of possible input sources that the TEWG developed in Fall 2019 with both department chairs and the general faculty. (Of course, the Covid-19 situation might make this message more nuanced for the 2020 year.)
The Faculty Senate Diversity, Equity, and Inclusion Committee (hereafter FDEIC) was constituted by the Faculty Senate in the fall of 2017 and given the following charge:

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 advancement (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.

The membership for 2019-20 was:

Heather Shotton (Native American Studies) (1/2019-20), Chair
Ben Keppel (History) (2017-20)
Randa Shehab (Industrial & Systems Engineering) (2017-20)
Tamera McCuen (Construction Science) (2018-21)
Kathrine Gutierrez (Educational Leadership & Policy Studies) (2018-21)
Lori Franklin (Social Work) (2019-22)
Shawn Churchman (Musical Theatre) (2019-22)

The Faculty Diversity, Equity, and Inclusion Committee (FDEIC) met monthly in-person, and electronically as needed, during the academic year 2019-20 to discuss issues and foster conversations on diversity, equity, and inclusion matters. In the spring 2019 the issue of adding LGBTQ and gender identity to demographic data collected on faculty was introduced to the Faculty Senate. The issue was referred to the FDEIC to work through the specifics and to provide recommendations. As a part of initial discussions, more inclusive gender options were added to the Faculty Activity System to include the categories of “gender non-conforming”, “prefer not to answer”, “prefer to self-identify”, “transgender female”, and “transgender male”, in addition to the previous male/female options. The committee met with Lori Snyder regarding data on LGBTQ faculty from the last HERI faculty survey data and made recommendations for potential questions to be added to the 2020 HERI faculty survey to capture additional data for LGBTQ faculty. The work to address climate and support for LGBTQ faculty will continue to be addressed next year and recommendations will be made to the Faculty Senate based on data collected in the HERI faculty study and recommendations from the LGBTQ Resource Group.
Following incidents of faculty use of racist language in the classroom and the subsequent student protest calling for action to be taken to address racism on campus, the FDEIC put forth a resolution on anti-racism to the full Faculty Senate in March 2020. The resolution called for 1) plans to recruit and retain more diverse faculty, 2) review the impact of existing policies and procedures on diversity, equity, and inclusion goals, 3) provide faculty with tools an support to be anti-racist, and 4) develop action plans to facilitating learning, dialogue, and healing processes following racist events. Feedback was garnered from faculty during the introduction of the resolution and the committee discussed potential amended language to address concerns regarding tenure language in the resolution. Following the March Faculty Senate meeting, the University was forced to close and shift to online courses and meetings in the face of the COVID-19 pandemic, as a result the resolution was tabled and will be brought forward with amended language for a vote at the first full Faculty Senate meeting of the fall 2020.

Chair Election
Prof. Heather Shotton from Educational Leadership & Policy Studies was reappointed to the committee for 2020-23 and was elected to serve as FDEIC Chair for the 2020-21 academic year.