

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - February 14, 1994 - 3:35 p.m.
Jacobson Faculty Hall 102

The Faculty Senate was called to order by Professor Bruce H. Hinson, Chair.

PRESENT: Anderson, Barman, Boyd, Cornelius, Dillon, Faulconer, Fiedler, Fonteneau, Friedrich, Genova, Gordon, Gutierrez, Harper, Havener, L. Hill, Hinson, Holmes, Johnson, Jordan, Kincade, Koger, Kukreti, Lakshmivarahan, Landes, Latrobe, Loving, R. Mock, Mouser, Ogilvie, Pailes, Reeder, Rhodes, Roegiers, Sankowski, Schubert, Stock, Sullivan, Sutton, Tepker, Tiab, Van Gundy, Weaver-Meyers, Weinel, Whitecotton, Wiegand

Provost's office representative: Kimpel, Ravindran

PSA representatives: Marshall, Spencer

UOSA representatives: Huang, Magana, Shekarestan

ABSENT: Badiru, R.C. Davis, London, Miller, D. Morgan, Watson

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of January 10, 1994, was approved.

ANNOUNCEMENTS

A permanent Norman Public Transportation Committee has been formed to review and recommend transit policy issues as they concern Norman and the university. Prof. Eren Erdener (Architecture) agreed to serve on this committee.

The three faculty members nominated by the Senate Executive Committee for an ad hoc committee to review the selection, functions, responsibilities, evaluation, and accountability of deans are Luis Cortest (MLL&L), Connie Dillon (ELPS), and Davis Egle (AME) (see 1/94 Journal, page 2). In addition, Provost Kimpel has named these members: Fran Ayres (College of Business Administration), Carol Beesley (College of Fine Arts), Keith Bystrom (College of Law), and David Young (College of Arts and Sciences). Prof. Bystrom will serve as chair, and Prof. Gus Friedrich (Faculty Administrative Fellow in the Provost's office) will serve as an ex officio member.

LEGAL ADVICE AND PROTECTION FOR FACULTY

Chief Legal Counsel Fred Gipson was invited to the meeting to explain the function of the Legal Counsel office in providing legal advice and protection for faculty.

Mr. Gipson said the university will defend and pay any judgement rendered against a faculty member who served on a university committee in his/her official capacity as a university professor and was sued because of a decision made by that committee. There is no reason to buy insurance that covers that situation. Mr. Gipson cited a second type of case where the university is defending professors: an academic situation in which an individual was not permitted to go forward in particular course work because of a grade received in a certain course. However, the university will not stand behind a faculty member who acted in bad faith and did not make a decision based on the merits.

Two areas where the university might refuse to represent a professor involve sexual harassment and handicapped students. If a university employee knowingly violates the sexual harassment policy of the university, the university will not defend him/her. If a professor knows a student has a disability and refuses to make accommodation, then that professor will not be represented by the university in the event of a lawsuit. Otherwise, the university will represent faculty in lawsuits and pay any judgement.

Prof. Sutton said his understanding then was the university would defend members of Committee A who make an unpopular decision as long as they were not doing something under the table. Mr. Gipson said that was correct. Prof. Sutton said he was concerned that the university was being sued by companies who did not win bids with OU. Mr. Gipson said the university was in court about the telephone switch, but there was no reason for any particular individual professor to be concerned about being sued over serving on committee that makes a bid determination. That professor would not be liable.

Prof. Mock asked what would constitute evidence that a professor had acted capriciously against an individual. Mr. Gipson said acting in bad faith meant a decision was made on some biased basis, not on the merits of the case. For example, a decision might be made on grounds such as race or gender rather than on an academic basis. Prof. Holmes asked how the university would determine if a faculty member acted in bad faith. Mr. Gipson said he usually takes the professor's word and defends him/her. The only time Legal Counsel refused to represent anyone was a case where an individual was given advice by Legal Counsel prior to an act and then acted contrary to that advice.

Prof. Fiedler asked whether this policy was written down somewhere. Mr. Gipson said he had furnished letters to various committees and could give one to the Faculty Senate office indicating Legal Counsel's position. He said faculty are always at liberty to hire a private attorney.

Prof. Roegiers asked about legal protection for faculty if a student is hurt on a field trip or in a lab. Mr. Gipson said that would be covered under the state tort claims act, and the university would furnish the defense. Prof. Roegiers asked whether the university would then sue the professor. Mr. Gipson answered no unless the injury resulted from a professor's actions (for example, s/he was intoxicated). Even in that case, the injured individual would have to sue the university, and the claim would be paid by the state.

Prof. Koger asked about the memo circulated in November that said colleges and/or departments would have to pay litigation-related expenses like deposition fees. Mr. Gipson said he was trying to find a solution where the college will not be penalized. His final comment was that the university is not going to pay the attorney's fees of a journalism professor who is suing the university.

LIBRARY BUDGET

As a result of a request of departments to inversely prioritize 35% of their serials budget (see Appendix I - memo from Provost Kimpel), Dean Sul Lee (University Libraries) was asked to give a presentation about library budget issues.

Dean Lee said he was glad to report that the Provost had decided to consider the library a core academic area for budget purposes. Pointing out that the OU library is one of the most outstanding research libraries in the country, he said the library is moving ahead in electronic systems and is interconnected with other libraries. It is the only university library in the Big 8 that has not cancelled serials in the last ten years.

Between 1988 and 1994 prices went up 72% for serials and 47% for monographs, so the number of titles purchased declined. Dean Lee gave examples of price increases for selected journals from 1985 to 1992. From 1989/90 to 1993/94 the total library budget rose from \$4.9 million to \$5.8 million. Personnel expenditures have remained fairly constant, while the materials budget has increased from 37.68% to 44.57% of the budget. The library made a deliberate effort to preserve the materials budget. Currently, the ratio of serials to monographs is 84:16, which means there is not much money with which to buy books. The \$1.00 per credit hour resource fee in place for 1991/92 and 1992/93 generated \$425,000 each year. The fee was raised to \$1.50 for 1993/94, and the projected revenue is expected to be \$637,500. The library decided against a reduction in library hours in view of the additional resource fee. For the first time, the library received the replacement costs for books that were lost or damaged and paid for by students and faculty. This year the library received \$50,000 for strategic initiatives from the Provost's office. With projected price inflation of 10%, Dean Lee estimates the library will be about \$250,000 short in terms of what is needed for materials.

The Association of Research Libraries is an association representing the largest and richest libraries in the U.S. In the state of Oklahoma, only two colleges are in the ARL: the University of Oklahoma and Oklahoma State

University. He showed OU's ranking compared to the ARL. OU has one of the smallest total expenditures and staff. The OU library has relied very heavily on resources from other libraries. Among peer institutions OU ranks fourth in the amount of money spent on library materials. Among Big 8 libraries OU is fourth in total volumes, sixth in total staff, sixth in total expenditures, fourth in materials expenditures, and fifth in serials expenditures. Extraordinary inflation, the weak dollar abroad, and the limited funding available to the university have led to the budget problem. The 35% scenario is strictly a planning process. The University Libraries Committee recommended against making cancellations two years in a row. Many areas need additional titles, but the money has not been there. The library administration is looking at some long-range solutions. For instance, efforts are being made to establish a permanent endowment; over \$1 million has already been raised.

Prof. Gordon noted that the university may have a flat budget for several years. He asked whether that meant it was likely there would be cancellations every other year. Dean Lee said that is possible unless there is an infusion of money. He is trying to work with individual departments and initiate programs in order to avoid cancellations. For example, a department might be willing to cancel a title if it was available through another source.

Prof. Dillon asked for further information about Internet and access to global networks. Dean Lee said the library is looking at accessing networks like Gopher through Internet. He wants to integrate the OLIN system and make it easy for students to access resources. A data base service should be introduced this spring.

Prof. Sullivan pointed out that serials cuts between the Norman and HSC campuses are not being coordinated, so the same journals could be cut in both places. Dean Lee said he would look into that.

Mr. Saul Magana, a UOSA liaison, asked for a breakdown between students, faculty and staff on the number of lost materials and for the library's policy on pursuing lost materials. Dean Lee explained that the library does not keep separate statistics on lost materials. Prof. Weaver-Meyers added that students, faculty and staff are billed the same for books that are not returned. Prof. Mock said his understanding was that, until recently, a lost book that was paid for was not replaced. Dean Lee said, in the past, the money came back to the general library budget; for the last two years, that money has been separated out so that a lost book can be replaced.

Prof. Genova wanted to know whether faculty orders for books that had not come in by the end of the year were cancelled. She commented that books from abroad can take a long time to arrive. Dean Lee explained that money is allocated to the departmental library liaisons, and a pocket of money is available for new faculty. The library has four deadlines, and if the department does not spend its allocation, the money goes into the general pot. Prof. Tom Leonhardt, Director of Technical Services for the library, explained that a book order is cancelled only when the publisher says it is not available. The faculty member who ordered the book should receive a notice if it is not available.

Referring back to the memo concerning the 35% planning exercise, Prof. Sutton said people are worried that cuts will be automatic next year without units being asked if that is still what they want to do. Dean Lee assured him that they would check with the departments again. Prof. Sutton said the

departments need a mechanism for providing new journals for new faculty. He asked whether the "cancel one, get one" policy was still in place. Dean Lee said he hopes the reallocation process will help. The library will start to do library use studies again to aid in the allocation process.

Prof. Gordon commented that electronic data bases shift the cost to the faculty or department. He said he hopes Dean Lee and the Provost can come up with a pot of money to deal with those expenses. Dean Lee said that issue is part of the library planning process. It costs about \$12-13 to lend and \$18 to borrow, so if a book is borrowed more than twice, then it should be purchased for the library. Electronic information is still very limited and very expensive.

Prof. Hill asked whether OU would have been invited into the ARL with the interlibrary loan rate it has now. Dean Lee answered that a library's membership is in danger when it falls below a certain index. A library is given a warning and three years to rectify the situation. OU is beyond 90 out of 108 in terms of the index, which is not a good situation.

Prof. Sutton observed that none of the branch libraries seem to be sharing in the electronic technology. Dean Lee said he is making an effort to distribute more to the branches.

Prof. Landes reported that the Mathematics Department has not been able to buy any new journals in the last ten years without cancelling equal dollar amounts. Three times in the last ten years units have had to identify cuts. He contended that there is nothing left to cut. Dean Lee said he agreed. Prof. Weinel suggested that units be given the option of whether to cut journals or books. Dean Lee said that is already being done.

Dean Lee closed by saying some clear budget planning is taking place and he hopes the university will become a better institution as a result.

Prof. Robert Crane, Chair of the University Libraries Committee, said the ULC had asked for the last two years for the library to be considered a core area. He said he was pleased that had happened because he did not know how else to get more money into the system.

SENATE CHAIR'S REPORT, by Prof. Bruce Hinson

The following chair's report was distributed at the meeting:

"The Senate-sponsored Committee A workshop February 1 drew a crowd of approximately 50 representatives of most units on campus. Judging by the responses, it was a productive session, and most attendees went away with some new ideas for making the annual faculty evaluation process more fair, objective and useful as an aid to faculty development. Our thanks to Provost Jeff Kimpel, Administrative Fellow Gus Friedrich, Professors Connie Dillon, William Beasley and Richard Mallinson for the time and effort invested in this enterprise. The Senate Executive Committee hopes to make Committee A workshops a regular event, dealing each time with different aspects of this element of faculty governance.

"The state legislature convened February 7 and, having disposed of the question of impeachment, will begin work on several issues of concern to the University of Oklahoma. Aside from the annual question of funding, there are pending matters that deserve the attention of faculty. The perennial issue of faculty workload/productivity will likely get particular scrutiny this session, as indicated by recent public statements by some legislators.

Faculty duties and responsibilities are poorly understood and frequently judged by hours in the classroom. The Faculty Advisory Committee to the State Regents, the Norman Campus Senate Executive Committee, and an ad hoc committee of representatives from the Senate, the Provost's office and Public Affairs are all producing documentation of faculty workload in an effort to counter misperceptions and the negative effect those perceptions can have on funding. The most effective means of setting the record straight, however, remains personal contact with individual legislators. President Van Horn has urged, and the Executive Committee seconds, direct contact with your individual representative in the legislature and with any other lawmakers known to you personally.

"There are other important issues. One measure deserving of faculty support is a bill to establish a screening committee for prospective regents for state institutions of higher education. It would operate in a manner roughly analogous to judicial nominating commissions to ensure a level of knowledge, interest and competence appropriate to the important role of regents. Prospects for passage are hard to assess at this point, but it is in the interest of faculty to support such a proposal. An expected anti-education bill, authored by Representative Leonard Sullivan of Oklahoma City, would prohibit the use of any state-appropriated funds for the endowed chairs and professorships program. Our senate, along with other education groups and the combined OU-OSU Regents, went on record supporting the chairs/professorships program, but the threat posed by the bill should not be ignored.

"If the question of OU's relationship to the Oklahoma Teachers' Retirement System is to be resolved, any change in the present system will also go before the legislature for action. At the risk of being overly optimistic, it appears that the leaders of the legislature who must endorse any change in the rules are open to negotiation. An actuarial study has been completed on the effects of various stages of withdrawal from OTRS, and questions of costs and benefits are being studied by several groups, led in the Senate's case by the Faculty Welfare Committee. Any agreed-upon course of action will be presented to this body for discussion as soon as it is firmly outlined.

"The first concrete result of the long and difficult process of revising the faculty appeals process is now evident. Advertisements have been placed for applicants for the position of ombudsperson, to implement the procedure recommended by the revision committee to help "unclog" the appeals process. The new position will be half-time on a two-year trial basis. The intention is to provide a negotiated, non-legalistic solution to disputes which formerly went through the full appeals process at great expense of time. Present plans call for locating the ombudsperson in the library building, a sort of "neutral ground." In the meantime, the full revised appeals proposal is undergoing review by the Affirmative Action office. It will be brought before the Senate for consideration at the earliest possible time.

"On February 16 the Employee Executive Council will take up a proposal to form a committee with representatives of EEC, the Faculty Senate, and UOSA to reconsider and clarify the rules for representation on future presidential search committees. If the plan is approved by EEC, the Senate Executive Committee will cooperate in any effort to avoid the differences in interpretation, and consequent disputes, that attended the formation of the present search committee. On a parallel track, informal discussions with individual regents or small groups of regents are being pursued with a goal of improving mutual understanding and communication.

"Solicitations have just gone out for membership on the university's various committees and councils. A similar annual request for volunteers for the Speakers Service will follow shortly. Please encourage your

colleagues to participate in one or both efforts. Committee and council deliberations and actions are where the university's work is done. Faculty do have significant influence on the day-to-day business and long-range policy of the institution. The Speakers Service performs a similar function to our external publics. It is our 'best face' to our constituents and a chance to explain the importance of higher education in general and OU in particular to people on whom we rely for support. Internally or externally, this commitment is important to the success of the university."

EQUITY IN FACULTY SALARY INCREASES

Under new business, Prof. Loving distributed a memo from the faculty of the School of Journalism and Mass Communication (see Appendix II). He said the question was the fairness in the distribution of money for salaries. In keeping with customary procedure, he raised the matter this meeting for discussion at the following meeting.

Prof. Mouser wondered whether the Faculty Senate was being asked to tell the dean to distribute money in a certain way. Prof. Loving answered that he realized the Faculty Senate did not have that power; however, as the representative body of the faculty, the Faculty Senate should have an interest in the general welfare of the faculty of the university and speak with the voice of moral authority. He said he could distribute a resolution to the Faculty Senate before the next meeting. Prof. Sutton moved to have the issue studied and then considered at next month's meeting, with a resolution to be distributed in advance.

Prof. Mock suggested that someone from the other side be invited to explain why the system was done the way it was.

Prof. Holmes commented that the last paragraph of the memo under Statement of the Facts seemed to call for a study. Prof. Loving said the Faculty Senate Executive Committee could contact the dean about presenting information. Prof. Holmes asked whether the Faculty Senate was expected to sit as a judicial tribunal or have a study group.

Prof. Hill claimed that the underlying notion was to get the Faculty Senate to propose that salary increases should be on an across-the-board basis. Prof. Loving contended that that was not the case. The journalism faculty is concerned about quality indicators crossing pedagogical lines. It would prefer to be judged against other journalism departments.

Prof. Fiedler noted that that was more general than how the memo read. He said he was confused about what the Faculty Senate was being asked to do. Prof. Loving said the journalism faculty believes the Faculty Senate ought to take an interest in the welfare of members of the faculty. In this instance, a department is engaged in a controversy with an administrator, and the department is being told it is not as high quality a unit as physical sciences units. The Faculty Senate is being asked to make a moral statement. Prof. Sutton said he presumed that Prof. Loving would come forward with a moral statement. Prof. Loving said he first wanted to figure out what the Faculty Senate was interested in. He said he was prepared to bring an appropriate resolution from the journalism school.

Prof. Wiegand said she was uncomfortable with having the Faculty Senate decide which department would get more. However, she would be comfortable with addressing the whole process itself. Prof. Loving said he was sorry if that was what was read into the memo. The intent was to look for equity in the method of evaluation. Prof. Van Gundy remarked that it seemed like the objective was a re-evaluation of criteria. Prof. Loving said the objective was that fairness ought to be applied in the evaluation process; the criteria ought to be equitable.

Prof. Tepker remarked that this was not a moral question; it was a technical question. He said he was uncomfortable with the current motion because it implied the Faculty Senate might actually do something next month. Prof. Sutton withdrew his motion, saying he thought a committee should look into the issue.

Prof. Weinel said the Senate should sort out the specific from the general. The issue was whether the Senate could make a statement about the level at which merit is decided. Whether that is the dean's prerogative is a policy issue. Prof. Kukreti commented that this issue has been raised at the college level. If this filters down to the department level, will the Faculty Senate be advising department chairs?

Prof. Sutton asked the Provost for an explanation. Prof. Loving said the Provost prefers to let the colleges handle this because of decentralization. Provost Kimpel said in the new way of doing the budget, colleges are evaluated and differential targets and salary pools are established. He encouraged the colleges to make those same kinds of decisions at the department level. Raises were done differentially for the first time this year and were made on the basis of criteria that were announced in advance. All raises for individuals were merit increases. Allocations to the units were based on three factors: performance, progress toward strategic goals, and quality. Prof. Loving asked the Provost if he had referred to evaluations of peer institutions in discussions about evaluations of colleges. Provost Kimpel said one way to evaluate productivity is to compare colleges to the Big 8. Productivity factors include teaching, external dollars, and publications. In the past, things were done across-the-board. Program reviews showed there are vast differences in the units.

Prof. Tepker moved to refer the issue raised in the memo to a committee deemed appropriate by the Faculty Senate chair. Prof. Hinson said he would refer it to the Faculty Compensation Committee. Prof. Holmes moved to amend the motion to call for a report of the Faculty Compensation Committee at next month's meeting. Prof. Tepker agreed to the amendment.

Prof. Van Gundy said he was concerned about the appropriate forum, suggesting that this issue could have been brought before the Arts and Sciences Executive Committee. Prof. Loving said that was a possibility, but the journalism faculty preferred a representative body--the Senate--over a bureaucratic committee. Prof. Friedrich pointed out the Arts and Sciences Executive Committee is an elected body. Prof. Van Gundy asked whether this was an issue that touched more than one department. Only a university-wide issue should merit Senate involvement.

Prof. Tepker's amended motion was approved on a voice vote with one opposed.

PUBLICATION OF RESEARCH REPORT

Prof. Loving then raised the issue of the amount spent and source of funds to print the recent OU research report (Biennial Report on Research at the University of Oklahoma). He claimed that even if it was funded by private money, that money could have been spent for teaching purposes.

Urging the Senate to get more information first, Prof. Wiegand said there might not even be an issue. Prof. Weaver-Meyers said she was concerned about micro-managing publications. Prof. Van Gundy said the hidden agenda was that the focus of the publication was on physical sciences. Prof. Sutton asked, "Are we going to have a resolution every time (President) Van Horn belches?" Prof. Loving said he objected to the categorization that there was a hidden agenda. He is concerned about priorities of the university. "Are we here to do public relations or to do the job of teaching and research?"

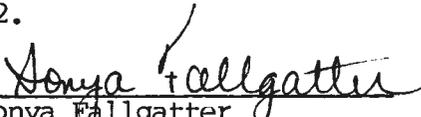
Prof. Havener noted that the two items raised by Prof. Loving could have been brought up in advance instead of under new business to cut down on the amount of time taken up. Prof. Loving agreed, explaining that he had sent a memo to the Faculty Senate asking that these matters be placed on the agenda. Prof. Hinson noted that the Executive Committee had proposed some specific suggestions for handling the matters. Prof. Loving said he was told by the Executive Committee that issues could be introduced under new business.

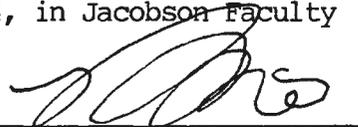
Prof. Hill said he heard that the purpose of the research publication was to lure industry here. Prof. Weinel remarked that in tight budgets, this publication seems unproductive, but she does not know all the facts. The Senate needs more information about how much was spent, what the intentions were, what the market was, whose budget the money came out of, etc. Prof. Hinson offered to request further information from the Research Administration office and have it available by the next meeting.

Mr. Omar Gallaga, a reporter from the Oklahoma Daily explained that he was told by the research office that the amount spent (which has been reported as \$10,000 or \$13,000) included printing, photography, and information-gathering. The brochure is sent to other schools and private institutions and is designed to attract funds.

ADJOURNMENT

The meeting adjourned at 5:07 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, March 14, 1994, in Jacobson Faculty Hall 102.


Sonya Gallgatter
Administrative Coordinator


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OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST
The University Of Oklahoma
Norman Campus

Deans/Directors/Chairs and Departmental Library Representatives
February 1, 1994
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MEMORANDUM

To: Deans/Directors/Chairs and Departmental Library Representatives
From: James F. Kimpel, Senior Vice President and Provost
Date: February 1, 1994
Subject: Library Serial Budget Planning

I am sending you this memorandum as a companion to the one dated January 11, 1994 from Professor Thomas Leonhardt, Director of Library Technical Services. First, I want to assure you that we are not intending to cancel 35 percent of your serial budget next year. However, in my discussions with the Dean of the University Libraries, the University Libraries Committee, and the Norman campus deans, the following areas of concern came to light:

1. We presently are spending too large a proportion of our acquisitions budget on serials (84 percent) as opposed to monographs (16 percent). This condition has evolved, in part, because of our desire to protect the serials collection over the past 10 years. OU is one of the few research universities that has not reduced its serials collection over the past decade.
2. The present distribution of the serials budget by academic discipline does not reflect appropriate support for the strongest research-oriented departments. Some of the strongest departments have serials budgets under \$10,000, while other departments with smaller graduate programs and less visible success in research have budgets an order of magnitude larger.
3. While very modest increases have been made to a few departmental acquisitions budgets as a result of the program review process, no major attempt has been made to align the serials budget with our academic strengths and priorities.
4. Serials subscription costs have been escalating at about a 10 percent per year inflation rate at the University Libraries -- more for certain international journals. Our E&G budget has not kept pace.

OU does not keep track of usage by journal title.

With these points in mind, we determined that it was imperative that we embark on a multi-year planning effort to address the above four points. Our first step in our plan is to ask each department to inversely prioritize 35 percent of its serials budget. We did not ask you to identify 35 percent of your serials budget for immediate cancellation.

We also believe that by asking you to undertake this process only once, we will not have to make the serials prioritization a part of the annual budget process. Our intent is to effect a significant reapportionment of the serials budget to address the problems listed earlier. Our major goal is to move funding currently used to purchase serials to the purchase of monographs. This movement of funds will possibly include reallocation across disciplinary lines to adjust for academic strengths and priorities. If funding is sufficient in future years, we may not have to reduce the serials budget at all. Furthermore, we will make every reasonable attempt to identify additional funds to protect and enhance the Library. However, we may still use the planning process to realign departmental serials budgets based upon departmental strengths and University priorities.

Although you may not agree that all four concerns pose significant problems, I believe it is important that we plan effectively. I can assure you that no action will be taken without in-depth consultation with the University Libraries Committee, the Library, the deans, and other appropriate and interested groups.

In response to requests by some departments, I am asking the University Libraries to extend the due date for departments to return the ranked lists to the Library from February 16 to March 10, 1994. I hope that this memorandum helps clarify the planning process currently being undertaken by the University Libraries and the academic departments. I appreciate your cooperation during this planning process.

JFK/cvs

cc: President Richard L. Van Horn
Professor Bruce Hinson

To: The Faculty Senate

From: The Faculty of the H.H. Herbert School of Journalism
and Mass Communication

The faculty of the H.H. Herbert School of Journalism and Mass Communication asks the University of Oklahoma Faculty Senate, as its representative body, to take up the matter of equity in faculty salary increases and address the following complaint:

Statement of the Facts

The administration of the College of Arts and Sciences conducted an evaluation of the units within the college in the summer of 1993. On the basis of that evaluation, the college administration took the 3 percent allocated for merit pay increases and gave differing amounts to the different units in the college.

These different percentage allocations came on top of a budget reduction in which the units of the College of Arts and Sciences suffered similar equivalent reductions.

Included in the factors used to evaluate the units within the college were: credit hour productivity, publications, external funding, dean's subjectivity and degrees conferred.

The Journalism faculty ask that the Faculty Senate address this issue, seek information regarding this unfair treatment of the faculty of the Journalism school, and report its conclusions to the faculty as a whole and the OU administration.

Resolution of the Journalism Faculty

The Journalism school has been placed in a group of Arts and Sciences departments which have been singled out for unfair treatment in terms of budgeting and salaries.

The administration of the College of Arts and Sciences has taken it upon itself to give more money to physical sciences at the expense of other units in the college.

While the three physical science units got 4 percent to spread around to faculty members, the Journalism school, Anthropology, Economics, Health and Sports Sciences, Human Relations,

Mathematics, Philosophy and Social Work received 2.5 percent. The only unit to do worse was Classics which received 2.25 percent. The units on the bottom two rungs of merit increase allocations got a mere 62 percent of the percentage given to units in the top rank.

The faculty of the Journalism school asks that the Faculty Senate, in its role as the voice of the general faculty, to speak out and condemn the inequity.

An examination on its face shows the unreasonableness and bias of the results of the allocations within the College of Arts and Sciences. Quality indicators used by the dean clearly favor the physical sciences.

The faculty members contend that the physical science units have a lighter teaching load, more graduate students to further relieve faculty of teaching obligations while raising credit hour production, a significantly higher amount of external funding available, considerably more opportunities for publication resulting from that external funding and an edge in the conferring of doctoral degrees.

Research into publication productivity among different disciplines shows the inherent inequality of comparing the higher rate of publication. The physical science units have a natural advantage with credit for joint publications with graduate student assistance. Physical science units also have an advantage with the amounts and numbers of research grants available.

The use of a subjective component based on the dean's understanding of the mission, centrality and quality of the widely differing units of the college shows the inherent flaw in the assessment. The fact that the physical sciences received the highest percentage of pay increase is evidence of a bias toward the sciences and against other disciplines, including Journalism.

This faculty will not now, or ever, concede that it is worse or less deserving of merit pay raises which were intended for fair and equal distribution among units.