

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – October 9, 2017 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.

The Faculty Senate was called to order by Professor Sarah Ellis, Chair.

PRESENT: Asprey, Bradshaw, Burke, Burns, Burstein, Churchman, Davidson, Demir, N. Ellis, S. Ellis, Elwood Madden, Fiedler, Golomb, Gutierrez, Hall, Houser, Jamily, Jeffers, Karr, Keppel, Keresztesi, Koch, Lai, Lamothe, Lifset, Markham, Martens, Martin, Miller, Nelson, Pepper, Schmeltzer, Shaffer, Sprecker, Stewart, Stock, Swinkin, Trafalis, Volz, Wang, Warren, Woodfin

Provost's Representative: Provost Harper

ISA representative(s): Chris Cook

SGA Representative(s):

Others: Belinda Biscoe, Marcy Fleming, Lee Camargo-Quinn

ABSENT: Bradley, Burge, Cox-Fuenzalida, Heyck, Hambright, Hobson, Natale, Shah

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of September 11, 2017 was approved.

ANNOUNCEMENTS

The summary record of the disposition by the administration of Faculty Senate actions for September 2016 to August 2017 is attached.

The Oklahoma Women in Higher Education conference will be held Friday, November 17, at the University of Central Oklahoma. Further information is available at <http://www.okwhe.org/> under the “Conferences” tab.

STATEMENT ON DACA (Deferred Action for Childhood Arrivals)

Prof. Sarah Ellis introduced the statement on DACA (Deferred Action for Childhood Arrivals) drafted by the Senate’s Faculty Diversity, Equity, and Inclusion Committee (FDEIC), which is:

We fully support our Dreamer students in pursuit of their education at the University of Oklahoma. All students are admitted to the University based on their record of achievement and without regard to their immigration status. Dreamers enrich our university, inspire us with their commitment to their education and to their futures, and deepen the diversity of perspectives and experiences that create the rich learning environment that is OU. We stand by President Boren in urging Oklahoma’s “congressional delegation to give their unanimous support to any legislation that is required to keep these outstanding young people in the United States and to put them on a path to full protected citizenship.” We encourage OU faculty to support all students regardless of their immigration status. Let us continue to work toward making the University a truly inclusive community.

Prof. Miller suggested that we include a definition of dreamer in the document and drafted a short description for the term. He also suggested adding language about the bipartisan support for DACA. Prof. Woodfin motioned to approve the amendment to add what DACA means and that was approved by the Senate.

Prof. Fiedler said that the second statement is not strictly true, as when a potential student applies to OU, as there are separate tracks for international students versus U.S. citizens. He also questioned if Dreamers enrich OU more than other OU students do. He made a motion to alter the wording of the third sentence. There were friendly amendments to the wording made by Prof. Bradshaw and Prof. Demir. Prof. Lifset seconded the motion.

Prof. Pepper suggested adding “and staff” to the fourth sentence. Prof. Miller made a motion to include “faculty and staff” in the sentence and suggested changing “OU faculty” to “the OU community”. This was seconded by Prof. Pepper.

Prof. Fiedler had an objection to using the term “inclusive” as he doesn’t feel that OU is already an inclusive community. However, there were no motions made to change this language.

Prof. Swinkin seconded the statement with the modifications. The Faculty Senate approved the modified statement.

The approved statement is:

We fully support our Dreamer students in pursuit of their education at the University of Oklahoma. All students are admitted to the University based on their record of achievement and without regard to their immigration status. Dreamers enrich our university, inspire us with their commitment to their education and to their futures, and deepen the diversity of perspectives and experiences that create the rich learning environment that is OU. In line with President Boren's statement, we urge unconditional support to legislation to keep these outstanding young people in the United States and to put them on a path to full protected citizenship. We encourage the OU community to support all students, faculty, and staff regardless of their immigration status. Let us continue to work toward making the University a truly inclusive community.

ELECTION, COUNCILS/COMMITTEES/BOARDS

The Faculty Senate approved the nominations from the Senate Committee on Committees to fill vacancies on university and campus councils, committees, and boards, and it approved nominations for Faculty Senate standing committees (attached).

REMARKS CONCERNING BENEFITS BY HUMAN RESOURCES STAFF

Prof. Sarah Ellis introduced Human Resources Director Marcy Fleming and turned the presentation over to her. Ms. Fleming introduced Benefits Assistant Director Lee Camargo-Quinn and also Human Resources staff members Ashley Langley, Cori Nowlin, and Dron Silas.

Ms. Fleming announced that there are benefits meetings scheduled over the next month. She then asked senators what issues were of most interest to faculty. Prof. Volz asked who would be the medical insurance provider for 2018, and Prof. Davidson asked for more information about the deductible structure.

Ms. Fleming went over last year's medical insurance transition from Blue Cross Blue Shield (BCBS) to CIGNA and identified the major areas of concern as well as actions being taken to address those. The first issue is that on paper the CIGNA plan mirrored the BCBS plan, but that CIGNA manages the plan differently with the addition of several cost-containment strategies. BCBS was more liberal in terms of how they applied our plan design to our employee's coverage. Under BCBS, employees could get a vision exam every 24 months; that benefit has now been included in the CIGNA plan. CIGNA has also added follow-up care for bariatric surgery. Another benefit that many employees missed was the gym membership program, which has also been added in to the CIGNA plan.

Ms. Fleming noted that we have an on-campus CIGNA coordinator, Sarah Vaughn, whom employees may contact if they have any problems. Ms. Fleming noted that CIGNA also has a very active case management staff for longer-term health issues. She acknowledged that initially there were significant gaps in the CIGNA network of providers. However, CIGNA has been working to add additional providers to their plan. Prof. Miller asked why some providers choose not to participate. Ms. Fleming answered that CIGNA negotiated reimbursement rates, but that for critical providers we can ask CIGNA to improve reimbursement so that they will participate in the plan. She said that since the adoption of CIGNA, 108 medical providers and 214 mental health providers have been added to the network.

Ms. Fleming next addressed another significant issue related to pharmacy formularies. She noted that while some medications went up in price, there were also others that were less expensive under CIGNA than under BCBS's formulary.

Prof. Keppel offered that he had a medical emergency in his family recently and he was very satisfied with CIGNA's outreach to him by a case manager to improve the level of care received.

Ms. Camargo-Quinn addressed the Senate about the specific changes to the 2018 plan. She announced that urgent care will now be a \$60 co-pay instead of going towards the deductible. Bariatric surgery follow-up will be covered. The individual deductible will increase from \$500 to \$600, and the family deductible will increase from \$1,000 to \$1,200. Gym memberships will be added as an option. Lincoln Financial will now provide our short-term disability coverage instead of AFLAC. There will be an overall rate increase, although family and dependent coverage will now be more affordable. Ms. Camargo-Quinn expected the Human Resources website to post 2018 rate sheets later today.

Prof. Schmeltzer said that he hoped CIGNA improves their process for approving surgery. He stated that this summer, he had a surgery rescheduled twice due to delays in CIGNA approval. Prof. Lifset asked if OU is self-insured and asked if that gives us more freedom to determine what services are covered. Ms. Camargo-Lee said that we are self-insured, but need to make sure that we take in enough premiums to pay the claims. There were no additional questions, and Prof. Ellis thanked Ms. Fleming and her staff for speaking at today's meeting.

REMARKS BY BELINDA BISCOE ON THEORY OF CHANGE PROCESS

Prof. Sarah Ellis introduced Dr. Belinda Biscoe, Vice President for University Outreach. Dr. Biscoe is instrumental in the Theory of Change process that OU is undertaking through the Diversity Council.

Dr. Biscoe stated that she is one of the forty members of the OU Diversity Council, which was appointed by the Vice President for Community. Last year during their meetings, she recognized that there were some other ways to get our arms around these complex issues of diversity, especially as we talk about underrepresentation of faculty, students, administrators and staff in certain groups. So, she proposed that the council use the Theory of Change process, which is something that she has worked on with non-profits working on grant proposals. These tools are used to successfully get funding, but more importantly they help people think more strategically and in an outcomes-focused way about the work in which they are engaged.

The essence of the presentation is to address three key points: where did this work start, where are we today, and where do we see it going in the future. Equally important is how we engage other state stakeholder groups such as the Faculty Senate beyond providing input into this rather extensive and complex process. In terms of the expected outcomes, she hoped that what she shared today gives senators an understanding of where some of this work started.

As a member of the Diversity Council, she felt that her experience and skills in starting organizations and having organizational development in her career before coming to OU would be helpful in determining how to embrace the process and in moving forward in thinking more strategically about issues of underrepresentation of certain groups at the university. Dr. Biscoe said that in the mid 1990's, the theory of change gained momentum as researchers and those engaged in complex work, especially complex work around social change issues, recognized the lack of ample tools to deconstruct that work and move it forward.

Dr. Biscoe briefly described how the Theory of Change provides a framework to develop a roadmap for complex initiatives. She said that when using it with complex work it flips strategic planning on its side and forces people to first look at what outcomes they want to accomplish. The Theory of Change process looks at desired outcomes versus actual outcomes. It is also a causal model that looks at the

association of these outcomes between and among each other, as well as underlying assumptions. The Diversity Council created four sub-committees focused on undergraduates, graduates, staff, and faculty.

After Dr. Biscoe completed her presentation, Prof. Hall asked about the long-term goal of the process. Dr. Biscoe said that the long-term goal statement is still in a draft form and thus did not want to formally distribute it yet, however she read it to the senate.

Prof. Nelson asked if there is a need for tenured faculty to serve on her committee and how senators could make their colleagues aware of this need. Dr. Biscoe said that they would like additional faculty input and that each of the committees meets about once per month. Faculty who would like to be a part of these committees should contact Dr. Biscoe directly at bpbiscoe@ou.edu.

Dr. Biscoe then introduced Dr. Jane Irungu, the new executive director of the Southwest Center for Human Relations Studies and also Dr. Biscoe's executive assistant, Mr. Jess Eddy. There were no additional questions and Prof. Ellis thanked Dr. Biscoe for speaking to the Senate.

SENATE CHAIR'S REPORT, by Prof. Sarah Ellis

"We have two items left on the Agenda, one calls for an update on the Presidential Search Committee and the chair's report. I am going to make this one item, as there is very little for me to report on my activities for the past month that doesn't directly relate to the search for a new President for the University. As you all should know, President Boren announced intention to retire on Wednesday, September 20, 2017. Prior to President Boren's announcement, I had researched the Regent's policy for presidential searches and the process followed by the Regents for the last search as detailed in Regent meeting minutes. In the days that followed, I initiated contact with the Office of the Board of Regents with the immediate issue being when special meetings of the Board would occur, but also to create a line of communication between the Senate and the Board.

"On Monday, September 25, 2017 we had a special meeting of the Faculty Senate Executive committee. At that meeting we mapped out a timeline for our nomination process, discussed the content of the Call for Nominations, and the content of a letter to the Board of Regents requesting increased faculty representation on the Search Committee. Over the next two days we finalized the Call for Nominations; it was sent to the full faculty on Tuesday, September 26. On Wednesday, September 27, along with Megan Elwood-Madden (Chair-elect) and Joshua Nelson (Secretary), I met with General Council for the Board of Regents regarding general the process for the Board in filling the position of University President. On Friday, September 29, we delivered a letter to the Board of Regents signed by the executive committees of both the Norman and Health Science Center campus Faculty Senates detailing the faculty's crucial role in the academic enterprise and requesting increased faculty representation on the Presidential Search Committee in comparison to the 1993-1994 Search Committee.

"On Sunday, October 1, I attended the special session of the Board of Regents. At this session, I spoke to the board again requesting increased faculty representation. Despite my and both Faculty Senate Executive committees' efforts, the board chose to create a Search Committee that exactly follows the make-up of the 1993-1994 Search Committee. The committee will consist of 14 votes. Five votes will be from faculty members – three from the Norman campus and two from HSC. Staff and students will have one vote each (2 staff members each with ½ vote, 3 students each with 1/3 vote). The board will appoint seven (7) at-large members each with one vote.

"On Monday, October 2 I received a memo from Chairman Bennett with our official charge from the Board of Regents to submit a slate of six nominees to serve on the Search Committee as

representatives of the Norman faculty. From the slate of six, the Board will choose three committee members. Chairman Bennett initially requested nominees be submitted to the Board by Oct. 9; I requested more time and were given until October 11 to submit the slate of nominees. Also, on October 9 we had the regularly scheduled meeting of the Faculty Senate Executive Committee. At this meeting we discussed the FDEIC statement on DACA. We met with Marcy Fleming and Lee Carmago Quinn from Benefits and Dr. Belinda Biscoe, all of whom presented today. We also finalized a rubric for the evaluation of nominees for the Presidential Search Committee, which is based directly on the call for nominations, and we finalized our timeline. Dean's Council was cancelled for this month.

"That pretty much brings us up to the Faculty Senate meeting being held today. To keep you up-to-date on what is to come, this evening, immediately following the adjournment of this meeting the Executive Committee will be meeting to go through nominations received for the Presidential Search Committee. As you should know by now, we have called a special meeting of the Faculty Senate on Wednesday, Oct. 11 at 3:30 p.m. in Jacobson Hall Room 102 to confirm the slate of nominees. After that meeting I will submit our slate of nominees to the Board of Regents. A special meeting of the Board of Regents is scheduled for October 16 at 10:00 a.m. to finalize the Search Committee membership; a member of the Faculty Senate Executive committee will attend that meeting."

Prof. Hall asked what information senators will receive prior to the special meeting on Wednesday. Prof. Ellis said that an agenda and slate of nominees would go out to senators. Prof. Davidson asked for clarification on the slate of nominees. Prof. Ellis said that the FSEC would select a slate of six nominees that would be voted on by the Senate. She added that the Regents will choose three faculty members from that list of six to be on the Search Committee. Prof. Nelson commended Prof. Ellis for her advocacy for the faculty in this process. Prof. Woodfin asked about the response to the call for nominees. Prof. Ellis said that just over 50 faculty members had been nominated. Prof. Davidson wanted to confirm that the three faculty on the Search Committee would come from the list of six being voted on by the Senate at the special meeting on Wednesday. Prof. Ellis confirmed that this is her understanding. Prof. Woodfin also commended the work that Prof. Ellis had been doing and she thanked Prof. Elwood Madden and Prof. Nelson for the support they have provided in this process. There were several questions about being able to vote by proxy on Wednesday. Prof. Ellis deferred to the parliamentarian Prof. Pepper. Prof. Pepper said that she would have an answer the following day.

ADJOURNMENT

The meeting adjourned at 5:10 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, November 13, 2017, in Jacobson Faculty Hall, Room 102. There will be a special meeting of the Faculty Senate on Wednesday, October 11, 2017, in Jacobson Faculty Hall, Room 102.


 Stacey L. Bedgood, Administrative Coordinator


 Joshua B. Nelson, Faculty Senate Secretary

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2016-August 2017)**

	Date of Senate meeting	Item*	Origin	Disposition by administration; Date
1	9-12-2016	Faculty appointments to the Research Council, Athletics Council, and Faculty Compensation Committee	Faculty Senate Committee on Committees	Appointed
2	10-10-2016	Faculty appointments to councils/committees	Faculty Senate Committee on Committees	Appointed; 10-25-2016
3	10-10-2016	Changes to the Faculty Handbook recommended by the SGA regarding the Final Exam Preparation Period Policy	Student Government Association	Approved; 10-25-2016
4	11-14-2016	Statement in Response to Recent Events at OU	Faculty Senate Executive Committee	Approved; 12-08-2016
5	2-13-2017	Faculty appointments to the Research Council and the Arts & Humanities Faculty Fellowship selection committee	Faculty Senate Committee on Committees	Appointed; 5-19-2017
6	3-06-2017	Creation of a special Faculty Senate committee: the Faculty Diversity, Equity, and Inclusion Committee	Faculty Senate Executive Committee	Approved; 5-19-2017
7	4-10-2017	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards and Faculty Senate standing committees	Faculty Senate Committee on Committees	Approved; 5-17-2017
8	5-01-2017 (FSEC Mtg.)	Changes to the charge of the Information Technology Council recommended by the ITC	Information Technology Council (ITC)	Acknowledged, 5-30-2017
9	5-08-2017	Faculty appointments to the Faculty Diversity, Equality, and Inclusion committee	Faculty Senate Executive Committee	Approved; 5-30-2017

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

FACULTY SENATE NOMINATIONS FOR VACANCIES ON
UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS
OCTOBER 2017

Academic Regulations Council:

- complete 2015-18 term of Megan Shaner: Natalie Ellis (Interior Design)
- complete 2015-18 term of Fred Shelley: Susan Marcus-Mendoza (Human Relations)

Budget Council:

- complete 2015-18 term of L. Eugenia Cox-Fuenzalida **as of Jan. 2018**: Beth Stetson (Accounting)

Campus Tenure Committee:

- complete 2016-19 term of Qi Cheng: Sherri Irvin (Philosophy)

Faculty Appeals Board:

- complete 2014-18 term of Matthew Ellis: Martin Montminy (Philosophy)
- complete 2016-18 term of Fred Shelley: Robert Lifset (Honors College)
- complete 2014-18 term of Janet Ward: Garret Olberding (History)
- complete 2015-19 term of Daniel Cottom: Hunter Heyck (History of Science)
- complete 2015-19 term of Sudarshan Dhall: Ronald Barnes (Elec. & Computer Engg.)
- complete 2015-19 term of Teresa Shaft: Shannon Bert (Human Relations)
- complete 2015-19 term of Hans-Peter Wachter: Jeffrey Schmidt (Marketing & Supply Chain Mgmt)
- complete 2016-20 term of Boris Apanasov: Tassie Hirschfeld (Anthropology)
- complete 2016-20 term of Peter Kutner: Jonathan Forman (Law)
- complete 2017-21 term of Lisa Frey **as of Jan. 2018**: Anthony Natale (Social Work)
- complete 2017-21 term of Priscilla Griffith: Kendra Williams-Diehm (Educational Psychology)
- complete 2017-21 term of Penny Pasque: Timothy Laubach (Instr. Lead. & Acad. Curriculum)
- complete 2017-21 term of Bret Wallach: Doug Gaffin (Biology)

Goddard Health Center Advisory Board:

- complete 2015-18 term of Boris Apanasov: Christina Miller (Social Work)

Information Technology Council:

- complete 2015-18 term of Boris Apanasov: Al Schwarzkopf (Management Info. Systems)
- complete 2015-18 term of Sunny Lee: Carol Silva (Political Science)

Shared Leave Committee:

- complete 2016-19 term of George Cusack: Shelley Grunsted (Management & int'l Business)

Student Conduct Hearing Panel Pool:

- complete 2016-18 term of Dan Butko: Gail Mullins (Law)

University Libraries Committee:

- complete 2017-20 term of Sarah Little: Thomas Woodfin (Architecture)
- complete 2015-18 term of Mary Jo Watson: Daren Kendall (Visual Arts)

Faculty Senate Faculty Welfare Committee:

complete 2016-19 term of Keri Kornelson **as of Jan. 2018**: Anthony Natale (Social Work)

Arts and Humanities Faculty Fellowship Committee:

complete 2016-19 term of Kenneth Hodges: Michael Winston (MLLL)

Teaching Scholar's Initiative (TSI) Steering Committee:

complete 2016-19 term of Dean Hougen **as of Jan. 2018**: Zahed Siddique (Aerospace & Mechanical Engineering)

complete 2017-19 term of John Covalleskie: Bret Bradley (Management & Int'l Business)

Faculty Senate Diversity, Equity, and Inclusion Committee:

complete 2017-19 term of L. Eugenia Cox Fuenzalida **as of Jan. 2018**: Alisa Fryar (Political Science)