<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Item*</th>
<th>Origin</th>
<th>Disposition by administration</th>
</tr>
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<tbody>
<tr>
<td>9-14-2020</td>
<td>Healthcare Benefits Equity Resolution</td>
<td>Faculty Senate</td>
<td>Acknowledged</td>
</tr>
<tr>
<td>11-09-2020</td>
<td>Faculty appointments to vacancies on university councils, committees, and boards</td>
<td>Faculty Senate Executive Committee</td>
<td>Acknowledged</td>
</tr>
<tr>
<td>11-09-2020</td>
<td>Changes to the Faculty Senate Charter &amp; Bylaws</td>
<td>Faculty Senate Executive Committee</td>
<td>Informational Only</td>
</tr>
<tr>
<td>12-14-2020</td>
<td>Additional Protections for Faculty from COVID-19 Related Health Costs and Disability</td>
<td>Faculty Compensation &amp; Benefits Committee</td>
<td>Acknowledged</td>
</tr>
<tr>
<td>12-14-2020</td>
<td>COVID-19 Disrupted Sabbaticals</td>
<td>Faculty Compensation &amp; Benefits Committee</td>
<td>Acknowledged</td>
</tr>
<tr>
<td>02-08-2021</td>
<td>Firearms on Campus</td>
<td>Faculty Senate Executive Committee</td>
<td>Informational Only</td>
</tr>
<tr>
<td>03-08-2021</td>
<td>Creation of Non-Regular Faculty Advisory (ad hoc) Committee</td>
<td>Faculty Welfare Committee</td>
<td>Informational Only</td>
</tr>
<tr>
<td>04-12-2021</td>
<td>Change to the Faculty Compensation and Benefits Committee</td>
<td>Faculty Compensation and Benefits Committee</td>
<td>Informational Only</td>
</tr>
<tr>
<td>04-12-2021</td>
<td>Election, Faculty Senate Executive Officers</td>
<td>Faculty Senate Committee on Committees</td>
<td>Informational Only</td>
</tr>
<tr>
<td>5-10-2021</td>
<td>Election, Faculty Senate Executive Committee at large-members</td>
<td>Faculty Senate Committee on Committees</td>
<td>Informational Only</td>
</tr>
<tr>
<td>5-10-2021</td>
<td>Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards</td>
<td>Faculty Senate Committee on Committees</td>
<td>Approved</td>
</tr>
<tr>
<td>5-10-2021</td>
<td>Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees</td>
<td>Faculty Senate Committee on Committees</td>
<td>Informational Only</td>
</tr>
<tr>
<td>5-10-2021</td>
<td>Land Acknowledgement Resolution</td>
<td>Faculty Diversity, Equity, and Inclusion Committee</td>
<td>Informational Only</td>
</tr>
<tr>
<td>5-10-2021</td>
<td>Recognition and Rewarding of Faculty Service Resolution</td>
<td>Faculty Welfare Committee</td>
<td>Acknowledged, recommends working with the Provost</td>
</tr>
</tbody>
</table>

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left
FACULTY SENATE
The University of Oklahoma
Norman Campus

REPORT OF ACTION TAKEN
2020-21 (#1)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: September 21, 2020

SUBJECT: Healthcare Benefits Equity Resolution

At its September 14, 2020 meeting, the Norman Campus Faculty Senate unanimously approved the attached resolution regarding equity in employee healthcare benefits. We submit this to the administration for their consideration and potential action.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Angela Church, Human Resources
Ms. Lee Camargo-Quinn, Human Resources
Ms. Grey Allman, Provost’s Office

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PRESIDENT JOSEPH HARROZ, JR.: ________________________________

DATE: ___________________________

ACTION TAKEN:
HEALTHCARE BENEFITS EQUITY RESOLUTION

Approved unanimously by the OU-NC Faculty Senate on September 14, 2020.

The OU-NC Faculty Senate strongly objects, based on equity concerns, to the proposed changes to faculty and staff benefits that ultimately would result in a one-tier system by 2022. The abandonment of the six-tier system adversely impacts those with the lowest salary at OU. We ask the administration to reconsider these changes and seek wider input from the OU community.

Prof. Amy C. Bradshaw
OU-NC Faculty Senate Chair, 2020-21
REPORT OF ACTION TAKEN
2020-21 (#2)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: November 12, 2020

SUBJECT: Faculty appointments to vacancies on university councils, committees, and boards

At its November 9, 2020 meeting, the Norman Campus Faculty Senate approved the following nominations to fill faculty vacancies on university and campus councils, committees, and boards:

Faculty Appeals Board:
- complete 2020-21 term of Rich Cifelli: Doyle Yoon (Journalism)
- complete 2020-21 term of Dan Swan: Zhibo Yang (Chemistry & Biochemistry)

University Libraries Committee:
- complete 2020-23 term from Architecture of Stefanie Pilat: Mia Kile (Interior Design)

Student Conduct Hearing Panel:
- complete 2020-21 term of Ilhan Demiralp: Megan Shaner (Law)

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

_____________________________________________________________
PRESIDENT JOSEPH HARROZ, JR.: ________________________________

DATE: ___________________________

ACTION TAKEN:
REPORT OF ACTION TAKEN
2020-21 (#3)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: November 12, 2020

SUBJECT: Changes to the Faculty Senate Charter & Bylaws

At its November 9, 2020 meeting, the Norman Campus Faculty Senate approved the attached changes and additions to the Faculty Senate’s Charter and Bylaws.

Because this action only addresses the Faculty Senate’s own operational procedures, this action does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

ACTION TAKEN: FOR INFORMATION ONLY.
Changes to the OU-Norman Campus Faculty Senate Charter & Bylaws
Approved at the November 9, 2020 meeting

Page 9 of Faculty Senate Charter and Bylaws (charterbylw.pdf)

(d) Committee on Faculty Compensation.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy on questions related to the economic welfare of the faculty, including fringe benefits.

In carrying out this responsibility, the Committee shall:

1. Monitor, each year, the entire process by which salary increases are requested and fixed by the University administration, the University Regents, the State Board of Regents, and the State Legislature.

2. Gather information on salaries and fringe benefits from within the University and from other universities, put such information into proper form, and make it available to the Senate for the purpose of accurately presenting the economic position of the faculty and the faculty's economic needs to the administration, the boards of regents, the Legislature, and the general public.

Page 5 of Faculty Senate Charter and Bylaws (charterbylw.pdf)

A. OFFICERS:

1. The officers of the Senate shall consist of a Chair, a Chair-Elect, and a Secretary.

2. The Chair-Elect and the Secretary shall be elected by ballot at a meeting of the Senate in April. The ballot shall seek to have at least two candidates for each office. Candidates must have previously served as members of the Executive Committee. Additional nominations may be made from the floor. In the event of a tie between two candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

If either office is vacated, a replacement shall be elected at the next meeting of the Senate.

3. The Chair-Elect will succeed to the office of Chair whenever it is vacated or when his or her own successor is elected. Normally, the Chair's tenure of office will be from May to the following May.

April

May 1

4. For officers elected between February 1 and January 31, the term of office will be until the following May. For officers elected between February 1 and April 30, the term of office will be until the second May following.

March 31
TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
       Norman Campus Faculty Senate

DATE: December 18, 2020

SUBJECT: Additional Protections for Faculty from COVID-19 Related Health Costs and Disability

At its December 14, 2020 meeting, the Norman Campus Faculty Senate approved the attached resolution regarding additional protections for Faculty from COVID-19 related health costs and disability. We submit this to the administration for their consideration and potential action.

cc: Interim Provost Jill Irvine
    Dr. Chris Purcell, OU Regents
    Ms. Grey Allman, Provost’s Office

PRESIDENT JOSEPH HARROZ, JR.: ________________________________

DATE: ____________________

ACTION TAKEN:
Summary

A number of recent publications have shown that patients who contract COVID-19 may suffer prolonged illness lasting several months, even if they were previously healthy and had no pre-existing conditions prior to infection (see sources below). Doctors are also realizing that some patients go on to develop kidney damage, neurological problems, cognitive decline, permanent lung scarring, and/or other complications that require extensive rehabilitation. The newness of the disease means that these different clinical profiles are still not well understood.

Issue: Faculty and Staff Risks

These uncertainties mean that OU faculty and staff who return to in-person teaching or other campus job duties during the pandemic will be at risk for an infection that could require extensive hospitalization and prolonged rehabilitation services. Some employees could end up permanently disabled. While faculty with pre-existing conditions have been given the opportunity to petition for adjusted job duties, there is no guarantee that young, healthy faculty will be spared these long-term complications if they contract the virus.

OU is among one of a slight majority of schools that self-insures employee healthcare. This model of providing health insurance is generally advantageous for cost control but remains untested as a model to address a 21st-century pandemic that will make the already unpredictable costs of healthcare difficult to project.

Proposal: Additional Protections: Funds for Out of Pocket Health Costs

The Faculty Senate is requesting that the University create a special fund for faculty and staff who may need assistance with out of pocket health costs (including co-pays and deductibles) in the 2020-2021 academic year due to COVID-19 infection. While several federal policy initiatives (such as the CARES Act) have sought to limit out of pocket costs for patients during the COVID-19 pandemic, this benefit is likely to expire during the pandemic.

Additional Protections: Enhanced Coverage for Short- and Long-Term Disability

In addition to catastrophic out of pocket costs, COVID-19 infection may result in long term disability. The current disability insurance offered by OU includes short-term disability (60% of salary, with coverage up to 26 weeks), and long-term disability (3 plans with variable coverage, up to 2/3 of salary, uncertain duration). The Faculty Senate is also requesting that the University either negotiate with an insurance provider to offer additional disability insurance with an open enrollment period or
set aside additional funds that could be used to bolster the payout of existing short- and long-term
disability policies.

**Stop-Loss Coverage Review:**
Self-insured plans usually feature stop-gap coverage for employees whose costs exceed
$50,000-$100,000. The Faculty Senate is requesting that the University review projections for current
COVID-19 projected health care costs and consider those against the current stop-loss coverage
provisions. Faculty should not face financial ruin to comply with the universities reopening plans.

**Improving Faculty Confidence in Re-Opening**
The Faculty Senate appreciates that the University has already invested significant resources in
redesigning classroom spaces to encourage social distancing in ways that will protect faculty. We are
confident that appropriate precautions will reduce the risk of outbreaks in the campus community.
But at the same time, we encourage the University to demonstrate additional support for faculty by
pledging to fund these initiatives. Faculty who return to in-person teaching should not have to face
devastating out of pocket medical costs or lasting disability for complying with the University’s re-
opening plans.

**SOURCES**
   long-after-virus-is-gone
symptoms-months/612679/
5. https://www.hopkinsmedicine.org/health/conditions-and-diseases/coronavirus/coronavirus-
kidney-damage-caused-by-covid19
   show-signs-of-delirium/
8. https://blogs.scientificamerican.com/observations/a-tsunami-of-dementia-could-be-on-the-
   way/
dizziness-and-delirium
REPORT OF ACTION TAKEN
2020-21 (#5)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: December 18, 2020

SUBJECT: COVID-19 Disrupted Sabbaticals

At its December 14, 2020 meeting, the Norman Campus Faculty Senate approved the attached resolution regarding COVID-19 disrupted sabbaticals. We submit this to the administration for their consideration and potential action.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office
COVID-19 Disrupted Sabbaticals

Proposed by the Faculty Senate Compensation and Benefits Committee
Passed FSCB on September 8, 2020
Approved by the OU-NC Faculty Senate on December 14, 2020

Summary

The OU Faculty handbook states: “Sabbatical leaves of absence are among the most important means by which an institution's academic program is strengthened, a faculty member's teaching effectiveness enhanced, and scholarly usefulness enlarged. The major purpose is to provide an opportunity for continued professional growth and new or renewed intellectual achievement through study, research, writing, and training.”

Faculty on sabbatical that extended through the coronavirus pandemic experienced several unique disruptions that could not have been foreseen when they completed their application. These disruptions involved data collection with community research partners such as schools; differential accessibility to state and federal funding agencies experiencing mandatory shutdowns; access to research laboratory facilities and supports; and unexpected increases in caretaking (child, partner, elder). As a result, faculty on a sabbatical that extended through the pandemic have been unable to realize the benefits of uninterrupted time and focus on furthering their scholarship.

Issue: Timeline for Sabbatical Eligibility

The current policy indicates that after six years of service that eligible faculty may apply for sabbatical leave.

Proposal: Amended time for Sabbatical Eligibility

The Faculty Senate is requesting that the University allows for waivers from the current policy for those who were on either a year-long or a semester-long sabbatical during the coronavirus pandemic. Waivers could include:

- Being eligible for submitting a sabbatical application after three years.
- Course and service releases over a period of time that is negotiated between the faculty and their unit Chair or Committee A rather than a dedicated sabbatical period.
REPORT OF ACTION TAKEN
2020-21 (#6)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: February 9, 2021

SUBJECT: Firearms on Campus resolution

At its February 8, 2021 meeting, the Norman Campus Faculty Senate approved the following resolution:

RESOLUTION SUPPORTING CURRENT FIREARMS POLICY ON
PUBLIC UNIVERSITY AND COLLEGE CAMPUSES IN OKLAHOMA

WHEREAS bills allowing firearms to be brought onto public college and university campuses have been or will be introduced into the Oklahoma State Legislature, and
WHEREAS we, the Faculty Senate of The University of Oklahoma – Norman campus, are concerned for the safety and welfare of all members of the OU community, as well as campus guests, and
WHEREAS we, as faculty members, are sensitive to and aware of the physical, mental, and emotional trauma of campus violence, and
WHEREAS the ongoing COVID-19 Pandemic has intensified physical, mental, and emotional stresses among members of the OU community, and
WHEREAS the presence of firearms on campus may both endanger the safety of students, faculty, and staff, and undermine the teaching and learning environment, and
WHEREAS the presence of non-uniformed individuals with firearms makes the job of law enforcement professionals more difficult when responding to a shooting incident,
THEREFORE BE IT RESOLVED that the Faculty Senate of The University of Oklahoma – Norman campus supports maintaining the current law regarding firearms on campus, in which the President has the discretion to allow individuals to carry firearms on campus when the individual circumstances warrant it. We strongly oppose any changes to state law regarding firearms on college and university campuses.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office
Dr. Glen Johnson, Oklahoma State Regents for Higher Education
Ms. Tavana Farzaneh, SGA President
Ms. Crystal Ary, Staff Senate Chair
Dr. Lynn Jeffries, OU-HSC Faculty Senate Chair
Dr. Gina Peek, Oklahoma State University Faculty Council Chair

ACTION TAKEN: FOR INFORMATION ONLY.
REPORT OF ACTION TAKEN  
2020-21 (#7)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: April 19, 2021

SUBJECT: Creation of Non-Regular Faculty Advisory (ad hoc) Committee

At its March 8, 2021 meeting, the Norman Campus Faculty Senate approved the Formation of a Non-Regular Faculty Advisory (ad hoc) Committee. This was recommended by the Faculty Welfare Committee and the Faculty Senate Executive Committee to explore, consider, and make recommendations to the Senate regarding shared governance representation for faculty not included in OU’s definition of Regular Faculty. (see attached description).

On April 5, 2021, at the recommendation of the Senate’s Committee on Committees, the Faculty Senate Executive Committee appointed the following members to this ad hoc committee: Jonathan Lee (Mathematics), Christina Giacona (Music), Karen Feiner (First-Year Composition/English), Roksana Alavi (Professional and Continuing Studies), Mike Weiser (Biology), Eric Bosse (Expository Writing), and Andreea Marculescu (Modern Languages, Literatures, and Linguistics).

cc: Interim Provost Jill Irvine  
Dr. Chris Purcell, OU Regents  
Ms. Grey Allman, Provost’s Office  
Ms. Crystal Ary, Staff Senate Chair

ACTION TAKEN: FOR INFORMATION ONLY.
Non-Regular Faculty Advisory Committee
(Faculty Senate Ad Hoc Committee proposed by the Faculty Welfare Committee)

**Charge:** This committee is responsible to the Faculty Senate Executive Committee (FSEC) for recommending a system of representation for non-regular faculty within the system of shared governance.

In carrying out this responsibility, the Committee shall:
- Determine the population in need of representation by the committee.
- Investigate, discover, and promote best practices for representation of non-regular faculty in shared governance.
- Suggest to the FSEC appropriate proposals, strategies, and forums for advancing the goals of the committee.

**Operating Procedures:** The Committee shall formulate its own operating procedures, which shall include:
- The election of a chair from among the members of the Committee.
- The chair or their designee will be invited to attend Faculty Senate meetings and has a standing invitation to speak. They will not have voting privileges.
- Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the FSEC, if the FSEC deems such additions appropriate.
- Provision for liaison with all appropriate councils and committees.

**Membership:** 7 non-regular faculty members (including representation from OU-Tulsa), 1 ex officio member from the Faculty Welfare Committee.

**How Nominated:** Appointed by the Faculty Senate’s Committee on Committees

**Term:** 1 year with possibility of renewal
REPORT OF ACTION TAKEN
2020-21 (#8)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: April 19, 2021

SUBJECT: Change to Faculty Senate’s Faculty Compensation and Benefits Committee

At its April 12, 2021 meeting, the Norman Campus Faculty Senate approved the attached change to expand the membership of the Faculty Senate’s Faculty Compensation and Benefits Committee.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

ACTION TAKEN: FOR INFORMATION ONLY.
Proposed Faculty Compensation and Benefits Committee (FCBC) Expansion

Background: The FCBC historically only focused on compensation, but benefits was added to the scope of the committee in the past year. The scope of committee work has grown, while the size of the committee has remained the same.

Current Policy: Compensation and Benefits is populated with 5 members.

Proposed Policy: Compensation and Benefits is populated with 7 members.

Rational for Policy Change: The current committee would benefit from additional perspectives as the time to represent the issues, as well as additional committee member to advance forward the taskwork of the committee.

(d) Committee on Faculty Compensation and Benefits.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy on questions related to the economic welfare of the faculty, including fringe benefits.

In carrying out this responsibility, the Committee shall:

(1) Monitor, each year, the entire process by which salary increases are requested and fixed by the University administration, the University Regents, the State Board of Regents, and the State Legislature.

(2) Gather information on salaries and fringe benefits from within the University and from other universities, put such information into proper form, and make it available to the Senate for the purpose of accurately presenting the economic position of the faculty and the faculty's economic needs to the administration, the boards of regents, the Legislature, and the general public.

(3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the economic position and needs of the faculty, both inside and outside the University community.

(4) Recommend to the Committee on Committees the faculty nominees for the University Employment Benefits Committee.

(5) Report at least yearly to the Senate and, upon approval, to the President, the Provost, and the Budget Council.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

(1) The election of a chair from among the faculty members of the Committee.

(2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.

(3) Provision for liaison with all appropriate councils and committees.

| Change number of members to 7 |
| Membership | How Nominated | Term |
| 5 faculty members | To be elected by the Faculty Senate | 3 years (staggered terms) |
REPORT OF ACTION TAKEN
2020-21 (#9)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: April 19, 2021

SUBJECT: Election, Faculty Senate Executive Officers

At its April 12, 2021 meeting, the Norman Campus Faculty Senate used electronic voting to elect Prof. Dave Hambright from Biology as Faculty Senate Chair-Elect for 2021-22 and Prof. Kalenda Eaton from African & African-American Studies as Faculty Senate Secretary for 2021-22. They will assume office during the May 10, 2021, Faculty Senate Meeting. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

ACTION TAKEN: FOR INFORMATION ONLY.
REPORT OF ACTION TAKEN
2020-21 (#10)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Election, Faculty Senate Executive Committee at large-members

After its May 10, 2021 meeting, the Norman Campus Faculty Senate used electronic voting to elect the following faculty to serve as At-large Members of the Faculty Senate Executive Committee for 2021-23:

- Prof. Jie Zhang, Modern Languages, Literatures, & Linguistics, replacing Prof. Backus
- Prof. Lori Jervis, Anthropology, replacing Prof. Eaton

They assumed office immediately after the election was concluded. Because this is an internal Faculty Senate committee, this action does not require Presidential approval.

cc: Interim Provost Jill Irvine
    Dr. Chris Purcell, OU Regents
    Ms. Grey Allman, Provost’s Office

ACTION TAKEN: FOR INFORMATION ONLY.
REPORT OF ACTION TAKEN
2020-21 (#11)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year faculty vacancies on university and campus councils, committees, and boards.

cc: Interim Provost Jill Irvine
    Dr. Chris Purcell, OU Regents
    Ms. Grey Allman, Provost’s Office

______________________________

PRESIDENT JOSEPH HARROZ, JR.: ________________________________

DATE: ________________________

ACTION TAKEN:
### NOMINATIONS FOR VACANCIES ON UNIVERSITY COMMITTEES (May 2021)

<table>
<thead>
<tr>
<th>Comm.</th>
<th>Term</th>
<th>First Name</th>
<th>Last Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Programs Council</td>
<td>(2021-24), replace Prof. Sikavitsas</td>
<td>Rebecca</td>
<td>Huskey</td>
<td>Classics &amp; Letters</td>
</tr>
<tr>
<td>Academic Programs Council</td>
<td>(2021-24), replace Prof. Lupia</td>
<td>Paul</td>
<td>Spicer</td>
<td>Anthropology</td>
</tr>
<tr>
<td>Academic Regulations Comm.</td>
<td>(2021-24), replace Prof. Kroska</td>
<td>Vasilios</td>
<td>Sikavitsas</td>
<td>Chemical, Biological, &amp; Materials Engineering</td>
</tr>
<tr>
<td>Academic Regulations Comm.</td>
<td>(2021-24), replace Prof. Rambo</td>
<td>Cynthia</td>
<td>Frisby</td>
<td>Public Relations</td>
</tr>
<tr>
<td>Athletics Council</td>
<td>(2021-23), replace Prof. Meeks</td>
<td>Chris</td>
<td>Dalton</td>
<td>Aero. &amp; Mech. Engineering</td>
</tr>
<tr>
<td>Budget Council</td>
<td>(2021-24), replace Prof. Stetson</td>
<td>Heejin</td>
<td>Ohn</td>
<td>Accounting</td>
</tr>
<tr>
<td>Budget Council</td>
<td>(2021-24), replace Prof. Utov</td>
<td>J.P.</td>
<td>Masly</td>
<td>Biology</td>
</tr>
<tr>
<td>Campus Tenure Comm.</td>
<td>(2021-24), replace Prof. Maiden</td>
<td>Xing Ru</td>
<td>Wu</td>
<td>Pet. &amp; Geol. Engineering</td>
</tr>
<tr>
<td>Campus Tenure Comm.</td>
<td>(2021-24), replace Prof. Masly</td>
<td>Kirsten de Buers</td>
<td></td>
<td>Geog. &amp; Env. Sustainability</td>
</tr>
<tr>
<td>Continuing Education Council</td>
<td>(2021-24), replace Prof. Dulin</td>
<td>Michelle</td>
<td>Grunsted</td>
<td>Mgt. &amp; Int’l Business</td>
</tr>
<tr>
<td>Continuing Education Council</td>
<td>(2021-24), replace Prof. Stock</td>
<td>Talisha</td>
<td>Haltiwanger Morrison</td>
<td>Writing Center</td>
</tr>
<tr>
<td>Environmental Concerns Comm.</td>
<td>(2021-24), replace Prof. McCuen</td>
<td>Heather</td>
<td>McCarthy</td>
<td>Microbiology &amp; Plant Biology</td>
</tr>
<tr>
<td>Employee Benefits Comm.</td>
<td>(2021-25), replace Prof. Pepper</td>
<td>Jeff</td>
<td>Widener</td>
<td>Geog. &amp; Env. Sustainability</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Dunn</td>
<td>Eugenia</td>
<td>Fuenzalda</td>
<td>Psychology</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Hahn</td>
<td>Susan</td>
<td>Hahn</td>
<td>University Libraries</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Kramer</td>
<td>Shane</td>
<td>Brady</td>
<td>Social Work</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Scrivener</td>
<td>Elaine</td>
<td>Hsieh</td>
<td>Communication</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Natale</td>
<td>Emily</td>
<td>Johnson</td>
<td>Modern Lang., Lite., &amp; Ling.</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Norwood</td>
<td>Kristen de Buers</td>
<td></td>
<td>Geog. &amp; Env. Sustainability</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Yoon</td>
<td>Christopher</td>
<td>Sadler</td>
<td>Drama</td>
</tr>
<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Wert</td>
<td>Rozmeri</td>
<td>Basic</td>
<td>Visual Arts</td>
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<tr>
<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Williams-Diehm</td>
<td>Tracy</td>
<td>Pearl</td>
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<td>Faculty Appeals Board</td>
<td>(2021-25), replace Prof. Yang</td>
<td>Tom</td>
<td>Steele</td>
<td>University Libraries</td>
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<tr>
<td>Faculty Awards &amp; Honors Council</td>
<td>(2021-24), replace Prof. Basic</td>
<td>Emily</td>
<td>Johnson</td>
<td>Mod. Lang., Lit., &amp; Ling.</td>
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<td>Goddard Health Center Advisory Board</td>
<td>(2021-24), replace Prof. Fuenzalda</td>
<td>Ellen</td>
<td>Rubenstein</td>
<td>Library &amp; Info. Studies</td>
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<td>Honorary Degrees Screening Comm.</td>
<td>(2021-23), replace Prof. Funnell4</td>
<td>Paul</td>
<td>Bell</td>
<td>Arts &amp; Sciences Dean-direct</td>
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<td>Information Technology Council</td>
<td>(2021-24), replace Prof. Fox</td>
<td>Sam</td>
<td>Workman</td>
<td>Political Science</td>
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<td>Information Technology Council</td>
<td>(2021-24), replace Prof. Kratz</td>
<td>Richard</td>
<td>Sprecker</td>
<td>Drama</td>
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<td>Legal Panel</td>
<td>(2021-24), replace Prof. Stetson</td>
<td>Brenda</td>
<td>Barnes</td>
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<td>Michele</td>
<td>Grunsted</td>
<td>Mgt. &amp; Int’l Business</td>
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<td>Research Council (Fine Arts)</td>
<td>(2021-22), replace Prof. Mortimer</td>
<td>Gregory</td>
<td>Lee</td>
<td>Music</td>
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<td>Research Council (Life Sciences)</td>
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<td>Lara</td>
<td>Souza</td>
<td>Micro. &amp; Plant Biology</td>
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<td>Kendra</td>
<td>Williams-Diehm</td>
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<td>Michael</td>
<td>Wimerly</td>
<td>Geog. &amp; Env. Sustainability</td>
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<td>Kimberly</td>
<td>Marshall</td>
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<td>Julia</td>
<td>Abramson</td>
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<td>Rita Lottinville Prize for Freshmen Comm.</td>
<td>(2021-24), replace Prof. Campbell</td>
<td>Claudette</td>
<td>Grinnell-Davis</td>
<td>Social Work</td>
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<td>Rita Lottinville Prize for Freshmen Comm.</td>
<td>(2021-24), replace Prof. Lyst</td>
<td>Brittany</td>
<td>Hott</td>
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<td>ROTC Advisory Comm.</td>
<td>(2021-24), replace Prof. Marcus-Mendoza</td>
<td>Cheryl</td>
<td>McCain</td>
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<td>Shared Leave Comm.</td>
<td>(2021-24), replace Prof. Stock</td>
<td>Matt</td>
<td>Stock</td>
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<td>Speakers Bureau</td>
<td>(2021-24), replace Prof. Hicks-Keeton</td>
<td>Igor</td>
<td>Lipinski</td>
<td>Music</td>
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<td>Student Conduct Hearing Panel Pool</td>
<td>(2021-23), replace Prof. Antell</td>
<td>Geoffrey</td>
<td>Goble</td>
<td>Religious Studies</td>
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<td>Student Conduct Hearing Panel Pool</td>
<td>(2021-23), replace Prof. Ketchum</td>
<td>Roxanne</td>
<td>Lyst</td>
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<td>Student Conduct Hearing Panel Pool</td>
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<td>Robert</td>
<td>Cichewicz</td>
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<td>Student Conduct Hearing Panel Pool</td>
<td>(2021-23), replace Prof. Robbins</td>
<td>Gail</td>
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<td>Student Conduct Hearing Panel Pool</td>
<td>(2021-23), replace Prof. Shiner</td>
<td>Shane</td>
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<td>Student Conduct Hearing Panel Pool</td>
<td>(2021-23), replace Prof. Pailes</td>
<td>Ioana</td>
<td>Cionea</td>
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<td>Univ. Fitness &amp; Recr. Service Adv. Comm.</td>
<td>(2021-23), replace Prof. Lyst</td>
<td>Kristen</td>
<td>Cheyenne Riggs</td>
<td>English</td>
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<td>Tobacco &amp; Parking Violation Appeals Comm.</td>
<td>(2021-24), replace Prof. Salehi</td>
<td>Sarah Jane</td>
<td>Trabert</td>
<td>Anthropology</td>
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<td>Univ. Libraries Comm. (Education)</td>
<td>(2021-24), replace Prof. Hill</td>
<td>Corey</td>
<td>Peltier</td>
<td>Educational Psychology</td>
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</table>
REPORT OF ACTION TAKEN
2020-21 (#12)

TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Faculty appointments for end-of-the-year vacancies on Faculty Senate standing committees

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached nominations for end-of-the-year vacancies on Faculty Senate standing committees. Because these are internal Faculty Senate committees, this action does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

ACTION TAKEN: FOR INFORMATION ONLY.
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<thead>
<tr>
<th>Committee</th>
<th>Term</th>
<th>Replacement</th>
<th>Department</th>
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<tr>
<td>FS – Comm. on Committees</td>
<td>(2021-24)</td>
<td>Ben Keppel</td>
<td>History</td>
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<td>FS – Comm. on Committees</td>
<td>(2021-24)</td>
<td>Lyn Cramer</td>
<td>Musical Theatre</td>
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<td>FS – Comm. on Faculty Compensation &amp; Benefits</td>
<td>(2021-24)</td>
<td>Anthony Natale</td>
<td>Social Work</td>
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<td>(2021-24)</td>
<td>Ying Wang</td>
<td>Mathematics</td>
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<td>FS – Comm. on Faculty Compensation &amp; Benefits</td>
<td>(2021-24)</td>
<td>Andrew Cuccia</td>
<td>Accounting</td>
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<td>FS – Comm. on Faculty Compensation &amp; Benefits</td>
<td>(2021-22)</td>
<td>Russell Jones</td>
<td>Philosophy</td>
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<td>FS – Comm. on Faculty Welfare</td>
<td>(2021-24)</td>
<td>Stephanie Burge</td>
<td>Sociology</td>
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<td>FS – Comm. on Faculty Diversity, Equity, &amp; Inclusion</td>
<td>(2021-24)</td>
<td>Roxanna Alavi</td>
<td>Prof. &amp; Cont. Studies</td>
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<td>FS – Comm. on Faculty Diversity, Equity, &amp; Inclusion</td>
<td>(2021-24)</td>
<td>Talisha Haltiwanger Morrison</td>
<td>Writing Center</td>
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<td>FS - Ed Cline Faculty Development Awards Comm.</td>
<td>(2021-23)</td>
<td>Lina Ortega</td>
<td>University Libraries</td>
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<td>Arts &amp; Humanities Faculty Fellow. Comm. (Fine Arts)</td>
<td>(2021-24)</td>
<td>Ann-Marie Szymanski</td>
<td>Political Science</td>
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<td>Teaching Scholar’s Initiative (TSI) Steering Comm</td>
<td>(2021-24)</td>
<td>Janel Cavazos</td>
<td>Psychology</td>
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<td>Teaching Scholar’s Initiative (TSI) Steering Comm</td>
<td>(2021-24)</td>
<td>Bruce Mason</td>
<td>Physics &amp; Astronomy</td>
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<td>Teaching Scholar’s Initiative (TSI) Steering Comm</td>
<td>(2021-24)</td>
<td>Somik Ghosh</td>
<td>Construction Science</td>
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<td>Provost’s Adv. Comm. on Women’s Issues (PACWI)</td>
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<td>Garrett Olberding</td>
<td>History</td>
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<td>Provost’s Adv. Comm. on Women’s Issues (PACWI)</td>
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<td>John Wisniewski</td>
<td>Physics &amp; Astronomy</td>
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<td>VPRP Advisory Committee (revised comm. structure)</td>
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<td>Emily Johnson</td>
<td>Mod. Lang., Lit., &amp; Ling.</td>
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<td>VPRP Advisory Committee (revised comm. structure)</td>
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<td>Rick Lupia</td>
<td>Geosciences / SNOMNH</td>
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<td>Jonathan Nichols</td>
<td>Music</td>
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<td>VPRP Advisory Committee (revised comm. structure)</td>
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<td>Tamera McCuen</td>
<td>Construction Science</td>
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TO: President Joseph Harroz, Jr.

FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate

DATE: May 11, 2021

SUBJECT: Land Acknowledgement Resolution

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached resolution authored by the Faculty Diversity, Equity, and Inclusion Committee regarding land acknowledgment.

Because this is an internal Faculty Senate action, it does not require Presidential approval.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

ACTION TAKEN: FOR INFORMATION ONLY.
Land Acknowledgement Resolution
Proposed by the Faculty Senate Faculty Diversity, Equity, and Inclusion Committee
Approved by the OU Faculty Senate – Norman Campus on May 10, 2021

Whereas, the Faculty Senate recognizes that the University of Oklahoma occupies Indigenous land,

Whereas, the Faculty Senate recognizes and honors that Oklahoma is home to 39 sovereign Tribal Nations,

Whereas, the Faculty Senate recognizes that the Norman Campus borders the tribal boundaries of the Chickasaw Nation and the Absentee Shawnee Tribe,

Whereas, the Faculty Senate recognizes that the OU-Tulsa Campus resides within the boundaries of the Muscogee (Creek) Nation reservation,

Whereas, we recognize that as scholars we engage with teaching, learning, and scholarly activities on Indigenous land and have a responsibility to support and honor the sovereign rights of all of the 39 Tribal Nations in Oklahoma,

Whereas, we acknowledge the University of Oklahoma’s historical connections to Indigenous peoples and its responsibility to the 39 sovereign Tribal Nations in this state,

Whereas, the Faculty Senate affirms the University’s responsibility to recognize and honor the peoples, cultures, and histories that make up our entire OU Community.

Therefore, be it resolved, that the Faculty Senate of the OU - Norman Campus adopts the following Land Acknowledgement Statement to be included at the beginning of each Faculty Senate meeting and any Faculty Senate official gatherings:

“The Faculty Senate gathers on land that was the traditional homelands of the Hasinais (Caddo) and Kirikir?i:s (Wichita) peoples and originally shared by many Indigenous Nations—including the Cáuigu (Kiowa), Nʉmʉnʉʉ (Comanche), and the Na i sha and Ndee (Apache) —as a place of gathering, exchange, and migration. We acknowledge that the connections of the Indigenous people of this territory predate the founding of the University of Oklahoma. Today, 39 Tribal Nations reside in the state of Oklahumma (Oklahoma), many as a result of settler colonial policies that were designed to remove Indigenous peoples.

We acknowledge the University of Oklahoma’s historical connections to Indigenous peoples and its responsibility to the 39 sovereign Tribal Nations in this state. As faculty, we recognize that we engage with teaching, learning, and scholarly activities on Indigenous land, as such we recognize our responsibility to support and honor the sovereign rights of all of the 39 Tribal Nations in Oklahoma. This acknowledgement is aligned with our university’s core value of creating a diverse and inclusive community. The Faculty Senate affirms that it is an institutional responsibility to recognize and honor the peoples, cultures, and histories that make up our entire OU Community.”
REPORT OF ACTION TAKEN
2020-21 (#14)

TO: President Joseph Harroz, Jr.
FROM: Amy C. Bradshaw, Chair
Norman Campus Faculty Senate
DATE: May 11, 2021
SUBJECT: Recognition and Rewarding of Faculty Service Resolution

After its May 10, 2021 meeting, the Norman Campus Faculty Senate approved the attached resolution authored by the Faculty Welfare Committee regarding recognition and rewarding of faculty service.

cc: Interim Provost Jill Irvine
Dr. Chris Purcell, OU Regents
Ms. Grey Allman, Provost’s Office

______________________________

PRESIDENT JOSEPH HARROZ, JR.: ____________________________

DATE: ____________________________

ACTION TAKEN:
Recognition and Rewarding of Faculty Service
Proposed by the Faculty Senate Faculty Welfare Committee
Approved by the OU Faculty Senate – Norman Campus on May 10, 2021

Summary
The University of Oklahoma - Norman campus relies heavily on the service contributions of faculty to conduct University business and accomplish its goals. Many of these efforts require considerable investments of time and effort, often require the sacrifice of attention to faculty research, and can result in overwork and burnout.

Despite this, university service activities are frequently invisible and/or undervalued. For example, there is only one significant award recognizing University service, the Regents Award for Superior Professional and University Service and Public Outreach, and it has been awarded to only 7 people on the Norman Campus in the last 10 years. This lack of regard for significant faculty service leads to lower morale and faculty apathy toward this important work.

Moreover, national data show that service efforts are disproportionately borne by women and also BIPOC faculty, regardless of gender identity. Despite this, women have historically received only 10% of the Regents Award for Service on the Norman Campus while representing 38% of the regular faculty. (Referencing recipient data from 2019 reports.)

Proposal
In light of these facts, the Faculty Senate Faculty Welfare Committee proposes that the Faculty Senate ask the OU Administration to commit to the following:

- Award the Regents Award for Superior Professional and University Service and Public Outreach each year that qualified nominees are put forth.
- Create one new award for University Service to be awarded during the 2021-22 academic year with a one-time prize in the amount of $5,000.
- Create a new award for Service (broadly defined) to be given to 2-5 recipients during the 2021-22 academic year with each recipient receiving a one-time prize in the amount of $1,000.
- Create a Service Evaluation Working Group (SEWG) jointly with the Faculty Senate (in the model of the existing Teaching Evaluation Working Group) to consider how faculty service work is rewarded in the annual evaluation process. One element of the charge to this working group should be to review the current award structure and propose more opportunities - modifying or expanding upon our proposed awards listed here - to recognize and reward service to the University.